IAMGOLD®
CORPORATION

2024 Sustainability Reporting Content Index

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About This Report

IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines in North America and West Africa. The Company has commenced production at the large-scale, long life Côté Gold Mine in partnership with Sumitomo Metal Mining Co. Ltd., which is expected to be among the largest gold mines in Canada. In addition, the Company has an established portfolio of early stage and advanced exploration projects within high potential mining districts. IAMGOLD employs approximately 3,700 people and is committed to maintaining its culture of accountable mining through high standards of Environmental, Social and Governance practices, including its commitment to strive for the goal of Zero Harm®. IAMGOLD is listed on the New York Stock Exchange (NYSE: IAG) and the Toronto Stock Exchange (TSX: IMG).

As part of IAMGOLD's sustainability reporting, we reference several international recognized sustainability reporting frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). This report is a supplementary document to IAMGOLD's **2024 Sustainability Report** for the January 1 to December 31, 2024 reporting period and provides the content indices for each referenced reporting framework, mapping our disclosures to the relevant public disclosures to show how we align with these standards. The indices include references to additional documents where further details for each requirement can be found. Some disclosures are expanded in IAMGOLD's Sustainability Report, corporate filings or other publicly available materials.

The reporting scope encompasses IAMGOLD's operating sites, projects, select exploration and corporate office.

- Operating sites and projects: Côté Gold Mine ("Côté Gold") in Ontario, Canada; Westwood Complex ("Westwood") in Québec, Canada; and Essakane Gold Mine ("Essakane") in Burkina Faso;
- Exploration: Canada (Ontario, Côté district; and Québec, Chibougamau area) and Burkina Faso, and early-stage exploration in some areas of Canada and in Peru; and
- Corporate office: Toronto, Ontario.

For our advanced and early-stage exploration projects, we report on a set of indicators. Safety, workforce, energy, emissions, biodiversity and land use, and significant incidents related to local communities and Indigenous Peoples are inclusive of exploration data. Exploration in Guinea[1] and Mali are excluded, apart from information on workforce and safety. For joint venture projects,[2] we report data on an operational control basis, including greenhouse gas (GHG) emissions.

1 On December 23, 2024, the Company announced that it had closed the sale of its 100% interest in the Karita Gold Project ("Karita") and associated exploration assets in Guinea (together, the "Guinea Assets").

2 Côté Gold is a 70/30 joint venture between IAMGOLD and Sumitomo Metal Mining Co. Ltd. and carries a 7.5% net profits interest (NPI) royalty. IAMGOLD repurchased a 9.7% interest from Sumitomo on Nov. 30, 2024, returning to a 70% stake in the project.

GRI Index

Universal Standards

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021	2-1 Organizational details	2024 Sustainability Report • Company Overview • About IAMGOLD	
	2-2 Entities included in the organization's sustainability reporting	2024 Sustainability Report • About This Report	
	2-3 Reporting period, frequency and contact point	2024 Sustainability Report • About This Report	
	2-4 Restatements of information	2024 Sustainability Report • About This Report • Methodology, Restatements and Limitations	
	2-5 External assurance	2024 Sustainability Report • About This Report	
	2-6 Activities, value chain and other business relationships	2024 Sustainability Report • About IAMGOLD • Supply Chain IAMGOLD will be conducting a more detailed assessment of our value chain in 2025.	
	2-7 Employees	2024 Sustainability Report • Our Workforce • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Workforce tab	

Universal Standards

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	2024 Sustainability Report • Our Workforce • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Workforce tab	
	2-9 Governance structure and composition	2024 Sustainability Report • Board Oversight • Equity, Diversity and Inclusion • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Workforce tab Management Information Circular, 2025 • Board of Directors • Statement of Corporate Governance Practices	**Requirement(s) omitted:** c. describe the composition of the highest governance body and its committees by: vi. under-represented social groups **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD does not track Board composition by under-represented social groups.
	2-10 Nomination and selection of the highest governance body	2024 Sustainability Report • Board Oversight Board Renewal Policy Management Information Circular, 2025 • Nomination of Directors	
	2-11 Chair of the highest governance body	2024 Sustainability Report • Board Oversight	
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report • Board Oversight	

Universal Standards

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	2024 Sustainability Report • Management Oversight	
	2-14 Role of the highest governance body in sustainability reporting	2024 Sustainability Report • About This Report	
	2-15 Conflicts of interest	2024 Sustainability Report • Board Oversight Management Information Circular, 2025 • Board Roles and Responsibilities	
	2-16 Communication of critical concerns	2024 Sustainability Report • Management Oversight • Business Ethics and Integrity	
	2-17 Collective knowledge of the highest governance body	Management Information Circular, 2025 • Director Orientation and Continuing Education	
	2-18 Evaluation of the performance of the highest governance body	Management Information Circular, 2025 • Board Performance Assessment	
	2-19 Remuneration policies	Management Information Circular, 2025 • Compensation Philosophy • Compensation Governance and Risk Management • Director Compensation	
	2-20 Process to determine remuneration	Management Information Circular, 2025 • Compensation Program Oversight IAMGOLD publishes results of votes on remuneration policies and proposals on our website following our Annual General Meeting.	
	2-22 Statement on sustainable development strategy	2024 Sustainability Report • Message from Our CEO	

Universal Standards

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021	2-23 Policy commitments	IAMGOLD's policy commitment is included within each material topic discussion and in the following sections: 2024 Sustainability Report • Policies and Management Systems • Business Ethics and Integrity • Supply Chain • Human Rights and Security	
	2-24 Embedding policy commitments	IAMGOLD's approach to embedding policy commitments is included within each material topic discussion and in the following sections: 2024 Sustainability Report • Policies and Management Systems • Business Ethics and Integrity • Supply Chain • Human Rights and Security	
	2-25 Processes to remediate negative impacts	2024 Sustainability Report • Community Relations • Indigenous Relations • Business Ethics and Integrity • Human Rights and Security	
	2-26 Mechanisms for seeking advice and raising concerns	2024 Sustainability Report • Policies and Management Systems • Business Ethics and Integrity	
	2-27 Compliance with laws and regulations	In 2024, there were seven non-compliance notices related to water that resulted in a formal enforcement action, although none were assessed internally as significant, meaning they were not categorized as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US$100,000. There were zero significant incidents of non-compliance related to waste management and biodiversity. 2024 Sustainability Report • Water Stewardship • Tailings and Waste Management • Biodiversity and Land Use	**Requirement(s) omitted:** b. report the total number and the monetary value of fines for instances of non-compliance with laws and regulations **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD discloses information that is categorized as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects.

Universal Standards

GRI 2: General Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
GRI 2: General Disclosures 2021	2-28 Membership associations	**2024 Sustainability Report** • About IAMGOLD	
	2-29 Approach to stakeholder engagement	**2024 Sustainability Report** • Our Approach to Sustainability • Policies and Management Systems • Community Relations • Indigenous Relations	
	2-30 Collective bargaining agreements	**2024 Sustainability Report** • Our Workforce **2024 ESG Performance Data** • Workforce tab The working conditions and terms of employment for employees not covered by collective bargaining agreements are not influenced or determined based on other collective bargaining agreements. Instead, these employees are subject to individual employment contracts and applicable labour laws and regulations.	

Universal Standards

GRI 3: Material Topics

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 Sustainability Report • Our Approach to Sustainability	
	3-2 List of material topics	2024 Sustainability Report • Our Approach to Sustainability	

Topic Specific Standards

GRI 200: Economic Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Business Ethics and Integrity			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Policies and Management Systems • Business Ethics and Integrity	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2024 Sustainability Report • Business Ethics and Integrity Periodic reviews are conducted by Internal Audit (IA) to evaluate compliance with the *Foreign Corrupt Practices Act* (FCPA). This review occurs every two years and the last period review was conducted in 2023. No significant risks were identified.	
	205-2 Communication and training about anti-corruption policies and procedures	2024 Sustainability Report • Business Ethics and Integrity	
	205-3 Confirmed incidents of corruption and actions taken	2024 Sustainability Report • Business Ethics and Integrity	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2024 Sustainability Report • Business Ethics and Integrity	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Energy and Climate			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Energy and Climate	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Energy and Emissions tab IAMGOLD uses a variety of sources for conversion factors, including: • The Climate Registry • US Environmental Protection Agency (U.S. EPA) • Safety data sheets	**Requirement(s) omitted:** c. total: ii. heating consumption iii. cooling consumption iv. steam consumption **Reason:** Information unavailable/incomplete **Explanation:** Energy use is not categorized as heating, cooling, or steam consumption as this does not add value to our internal reporting processes for mining operations.
	302-3 Energy intensity	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024) • Methodology, Restatements and Limitations 2024 ESG Performance Data • Energy and Emissions tab	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Energy and Emissions tab IAMGOLD uses a variety of sources for emissions factors, including: • Towards Sustainable Mining (TSM) • Canada National Inventory Report • U.S. EPA • The Climate Registry The Global Warming Potential rate was sourced from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5).	**Requirement(s) omitted:** c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent **Reason:** Not applicable **Explanation:** Biogenic carbon emissions are not applicable to our operations.

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Energy and Climate (continued)			
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Energy and Emissions tab IAMGOLD uses a variety of sources for emissions factors, including: • Canada National Inventory Report • International Energy Agency • United Nations Framework Convention on Climate Change (UNFCCC) Clean Development Mechanism (CDM) The Global Warming Potential rate was sourced from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5).	
	305-3 Other indirect (Scope 3) GHG emissions	IAMGOLD published its Scope 3 emissions for the 2023 reporting period in December 2024, after our 2023 Sustainability Report was published.	**Requirement(s) omitted:** 305-3 Other indirect (Scope 3) GHG emissions **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD is working on calculating its Scope 3 emissions for the 2024 reporting period. Data will be published before the end of 2025.
	305-4 GHG emissions intensity	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Energy and Emissions tab	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Energy and Climate (continued)			
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 Sustainability Report • Energy and Climate 2024 ESG Performance Data • Energy and Emissions tab IAMGOLD uses a variety of sources for emissions factors and methodologies, including: • Environment and Climate Change Canada's National Pollutant Release Inventory • U.S. EPA • Australian National Pollutant Inventory	**Requirement(s) omitted:** a. iii. Persistent organic pollutants (POP) v. Hazardous air pollutants (HAP) vii. Other standard categories of air emissions identified in relevant regulations **Reason:** Information unavailable/incomplete **Explanation:** Data on IAMGOLD's HAPs, POPs, and other standard air emission categories can be accessed through the National Pollutant Release Inventory, contingent upon our operations meeting the reporting threshold.
Water Stewardship			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Water Stewardship	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2024 Sustainability Report • Water Stewardship In 2024, we enhanced our water management framework, focusing on creating a clear vision, updating our Water Management Policy, and developing a Water Management Standard that incorporates value-driven principles, industry best practices, such as from the International Council on Mining and Metals and Towards Sustainable Mining, and subject matter experts. This process also included identifying key performance indicators and adopting an integrated, watershed-level approach that considers the broader impact beyond our own operations. This approach looked at the local context of the region in which our mines operate.	**Requirement(s) omitted:** d. Explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD does not disclose the relation of our water goals in alignment with public policy and local context of water stress.
	303-2 Management of water discharge-related impacts	2024 Sustainability Report • Water Stewardship	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Water Stewardship (continued)			
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	2024 Sustainability Report • Water Stewardship • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Water tab	
	303-4 Water discharge	2024 Sustainability Report • Water Stewardship • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Water tab We collect site-level and corporate data through an ESG reporting software that outlines the specific requirements and instructions for the information to be reported. Additionally, we have developed an internal ESG glossary that defines key terms, calculation formulas, and methodologies based on internationally recognized standards and frameworks such as the Global Reporting Initiative, Sustainability Accounting Standards Board, and the International Council on Mining and Metals. This approach supports our voluntary and market-led sustainability reporting efforts by supporting consistency across sites and alignment with our reporting needs and requirements. Some of the indicators, such as water use, waste and air emissions, are also reported to regulators in jurisdictions where we operate, subject to applicable reporting thresholds. Data collection methods differ across our sites and include but are not limited to direct measurements from flow meters and estimations of data.	**Requirement(s) omitted:** d. Priority substances of concern for which discharges are treated **Reason:** Information unavailable/incomplete **Explanation:** Information on substances of concern for which discharges are treated is available through IAMGOLD's provincial and federal environmental reporting.
	303-5 Water consumption	2024 Sustainability Report • Water Stewardship • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Water tab As water consumption is not directly measured by our Company, as per GRI, water consumption is calculated as follows: water withdrawal minus water discharge.	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Biodiversity and Land Use			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Biodiversity and Land Use	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2024 Sustainability Report • Biodiversity and Land Use Côté Gold's land package covers an area of 595.91 km^2. Westwood's mineral titles cover an area of 46.8 km^2, including the Fayolle property. Essakane's mining permit covers an area of 100.2 km^2. Surface rights in the mining permit area belong to the State of Burkina Faso. Use of the surface rights is granted by the mining permit. Essakane's mining concession is located inside the 1,600,000-hectare Sahel Sylvo-pastoral Reserve and Partial Wildlife Reserve. The Sahel Sylvo-pastoral Reserve and Partial Wildlife Reserve is an IUCN Category IV – Habitat/ Species Management Area. The Mare d'Oursi Wetlands are located approximately 67 km from site, the Mare de Darkoye is approximately 40 km from the site, and the Mare of Yomboli is located approximately 53 km from the site. The Mare d'Oursi, Mare de Darkoye and Mare de Yomboli ponds are Ramsar sites.	
	304-2 Significant impacts of activities, products and services on biodiversity	2024 Sustainability Report • Biodiversity and Land Use	
	304-3 Habitats protected or restored	We are committed to avoiding, minimizing, reclaiming and offsetting when needed for significant adverse biodiversity effects. During the construction phase, we aim to minimize impacts on biodiversity by implementing measures that avoid or reduce disturbances to natural habitats. Through this approach, we aim to integrate biodiversity considerations into project planning and execution. Currently, IAMGOLD does not conduct assessments with independent external professionals around habitats protected or restored.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	2024 ESG Performance Data • Biodiversity and Land tab	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Biodiversity and Land Use (continued)			
GRI G4	MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	2024 Sustainability Report • Biodiversity and Land Use • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Biodiversity and Land tab	
	MM2 Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	2024 Sustainability Report • Biodiversity and Land Use IAMGOLD requires each site to develop a biodiversity management plan. All sites (100%) have Biodiversity Management Plans in place.	
Tailings and Waste Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Tailings and Waste Management 2023 Tailings Management Report	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2024 Sustainability Report • Tailings and Waste Management	
	306-2 Management of significant waste-related impacts	2024 Sustainability Report • Tailings and Waste Management Each site has their own management systems and tools. For specific indicators, site-level data is then aggregated into an enterprise ESG reporting software. Our Corporate team provides specific requirements and instructions for reporting to support consistency. Additionally, we have developed an internal ESG glossary that defines key terms, calculation formulas, and methodologies. This approach supports our voluntary and market-led sustainability reporting efforts by supporting consistency across sites and alignment with our reporting needs and requirements. Some of the indicators, such as waste, water use, and air emissions, are also reported to regulators in jurisdictions where we operate, subject to applicable reporting thresholds.	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Tailings and Waste Management (continued)			
GRI 306: Waste 2020	306-3 Waste generated	2024 Sustainability Report • Tailings and Waste Management • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Tailings and Waste tab Each site has their own management systems and tools. For specific indicators, site-level data is then aggregated into an enterprise ESG reporting software. Our Corporate team provides specific requirements and instructions for reporting to support consistency. Additionally, we have developed an internal ESG glossary that defines key terms, calculation formulas, and methodologies. This approach supports our voluntary and market-led sustainability reporting efforts by supporting consistency across sites and alignment with our reporting needs and requirements. Some of the indicators, such as waste, water use, and air emissions, are also reported to regulators in jurisdictions where we operate, subject to applicable reporting thresholds.	
	306-4 Waste diverted from disposal	2024 Sustainability Report • Tailings and Waste Management • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Tailings and Waste tab Each site has their own management systems and tools. For specific indicators, site-level data is then aggregated into an enterprise ESG reporting software. Our Corporate team provides specific requirements and instructions for reporting to support consistency. Additionally, we have developed an internal ESG glossary that defines key terms, calculation formulas, and methodologies. This approach supports our voluntary and market-led sustainability reporting efforts by supporting consistency across sites and alignment with our reporting needs and requirements. Some of the indicators, such as waste, water use, and air emissions, are also reported to regulators in jurisdictions where we operate, subject to applicable reporting thresholds.	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Tailings and Waste Management (continued)			
GRI 306: Waste 2020	306-5 Waste directed to disposal	2024 Sustainability Report • Tailings and Waste Management • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Tailings and Waste tab Each site has their own management systems and tools. For specific indicators, site-level data is then aggregated into an enterprise ESG reporting software. Our Corporate team provides specific requirements and instructions for reporting to support consistency. Additionally, we have developed an internal ESG glossary that defines key terms, calculation formulas, and methodologies. This approach supports our voluntary and market-led sustainability reporting efforts by supporting consistency across sites and alignment with our reporting needs and requirements. Some of the indicators, such as waste, water use, and air emissions, are also reported to regulators in jurisdictions where we operate, subject to applicable reporting thresholds.	
GRI G4	MM3 Total amounts of overburden rock, tailings, and sludges and their associated risks	2024 Sustainability Report • Tailings and Waste Management 2024 ESG Performance Data • Tailings and Waste tab 2023 Tailings Management Report	

Topic Specific Standards

GRI 300: Environmental Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Mine Closure and Reclamation			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Mine Closure and Reclamation	**Requirement(s) omitted:** e. report the following information about tracking the effectiveness of the actions taken: ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedure **Reason:** Information unavailable/incomplete **Explanation:** Our closure plans are regularly updated throughout the Life of Mine (LOM) or every five years, as required by regulations. In 2024, we established Closure Plan Committees at each site and a Corporate Closure Committee to oversee regulatory compliance, closure plan development, and alignment with operational planning. We are currently focused on updating our closure plans and have not publicly disclosed targets related to closure and reclamation.
GRI G4	MM10 Number and percentage of operations with closure plans	2024 Sustainability Report • Mine Closure and Reclamation All (100%) of IAMGOLD's operational sites have closure plans.	

Topic Specific Standards

GRI 400: Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Health, Safety and Wellness			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Health, Safety and Wellness	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2024 Sustainability Report • Policies and Management Systems • Health, Safety and Wellness	
	403-2 Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report • Health, Safety and Wellness	
	403-3 Occupational health services	2024 Sustainability Report • Health, Safety and Wellness	
	403-4 Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report • Health, Safety and Wellness	
	403-5 Worker training on occupational health and safety	2024 Sustainability Report • Health, Safety and Wellness	
	403-6 Promotion of worker health	2024 Sustainability Report • Health, Safety and Wellness	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report • Health, Safety and Wellness	
	403-8 Workers covered by an occupational health and safety management system	2024 Sustainability Report • Policies and Management Systems • Health, Safety and Wellness	
	403-9 Work-related injuries	2024 Sustainability Report • Health, Safety and Wellness • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Health and Safety tab	

Topic Specific Standards

GRI 400: Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Health, Safety and Wellness (continued)			
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	2024 ESG Performance Data • Health and Safety tab	**Requirement(s) omitted:** b. Work-related ill health for all workers who are not employees but whose work and/or workplace is controlled by the organization **Reason:** Confidentiality constraints **Explanation:** IAMGOLD does not have access to contractor data on ill health.
Our Workforce			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Our Workforce	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2024 Sustainability Report • Our Workforce • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Workforce tab	**Requirement(s) omitted:** a. Total number and rate of new employee hires by age group b. Total number and rate of employee turnover by age group, gender and region. **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD currently does not report new hires by age group as it is not considered a key metric for our current reporting focus. In the future we may consider disclosing this data. IAMGOLD currently reports the turnover rate of the overall organization.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 ESG Performance Data • Workforce tab	**Requirement(s) omitted:** a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD does not disclose details on all benefits provided to full-time employees due to the variability of benefits across our operations.
	401-3 Parental leave	2024 ESG Performance Data • Workforce tab	

Topic Specific Standards

GRI 400: Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Our Workforce (continued)			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	2024 Sustainability Report • Our Workforce 2024 ESG Performance Data • Workforce tab	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2024 ESG Performance Data • Workforce tab	
	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report • Our Workforce 2024 ESG Performance Data • Workforce tab	
	404-3 Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report • Our Workforce 2024 ESG Performance Data • Workforce tab	
Equity, Diversity and Inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Equity, Diversity and Inclusion	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Sustainability Report • Equity, Diversity and Inclusion • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Workforce tab	**Requirement(s) omitted:** a. ii.Percentage of individuals within the organization's governance bodies by age group **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD does not disclose diversity of governance bodies by age group; however, ages of Board members can be found in the 2025 Management Information Circular.
	405-2 Ratio of basic salary and remuneration of women to men	2024 ESG Performance Data • Workforce tab IAMGOLD's significant locations of operation include our three operating sites.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2024 Sustainability Report • Equity, Diversity and Inclusion	

Topic Specific Standards

GRI 400: Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Human Rights and Security			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Human Rights and Security 2024 Fighting Against Forced Labour and Child Labour in Supply Chains Report	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	2024 Sustainability Report • Human Rights and Security 2024 ESG Performance Data • Ethics and Compliance tab	
Indigenous Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Our Approach to Sustainability • Indigenous Relations In 2025, we will be developing a strategy for reconciliation and plan of action.	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	2024 Sustainability Report • Community Relations	
Community Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Materiality Assessment • Community Relations	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report • Community Relations • Indigenous Relations	
	413-2 Operations with significant actual and potential negative impacts on local communities	2024 Sustainability Report • Community Relations	

Topic Specific Standards

GRI 400: Social Disclosures

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Artisanal/Small-Scale Mining			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Human Rights and Security IAMGOLD continues to actively monitor activities of artisanal and small-scale mining adjacent to Essakane.	
GRI G4	MM8 Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks	2024 Sustainability Report • Human Rights and Security 33.3% of IAMGOLD's sites (Essakane) have artisanal and small-scale mining taking place on or adjacent to the site.	

Other Topics

The following topics were not identified as material through our latest materiality assessment; however, we recognize that they are of interest to our stakeholders and report on them accordingly.

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Sustainability Report • Community Relations 2024 ESG Performance Data • Economic Performance tab	
	201-3 Defined benefit plan obligations and other retirement plans	Depending on the location, IAMGOLD offers both mandatory and voluntary contribution plans. For example, at Corporate, IAMGOLD contributes 5% and matches 50% of an employee's contribution up to 3% (maximum of 8%).	**Requirement(s) omitted:** a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. **Reason:** Information unavailable/incomplete **Explanation:** Due to the variation in benefit plan obligations and retirement plans across the different jurisdictions where we operate, specific details regarding pension liabilities and contributions are not disclosed.
Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Supply Chain	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2024 Sustainability Report • Supply Chain 2024 ESG Performance Data • Economic Performance tab IAMGOLD's significant locations of operation include our three operating sites.	

Other Topics

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report • Business Ethics and Integrity	
GRI 207: Tax 2019	207-1 Approach to tax	2024 Sustainability Report • Business Ethics and Integrity	
	207-4 Country-by-country reporting	ESTMA 2024 Annual Report 2024 ESG Performance Data • Economic Performance tab	**Requirement(s) omitted:** For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD Corporation reports annually under the *Extractive Sector Transparency Measures Act* (ESTMA), which discloses payments made to governments and Indigenous groups in jurisdictions where we operate, but does not include all requirements specified in GRI 207-4.

Other Topics

GRI STANDARD	DISCLOSURE	LOCATION / DIRECT RESPONSE	OMISSIONS
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which include fuel used for mining activities, explosives, and the reagents used for mineral processing. Our material use are critical inputs to extract our final product and have the potential to result in environmental and human impacts if not managed appropriately. Other materials used by mining and milling activities are not considered to be significant because they generally present less risk and tend to be used in smaller quantities. As IAMGOLD is a producer of primary raw materials (gold) with final products transported in bulk, materials used for packaging are considered insignificant. We have practices in place to safely store our materials to prevent and minimize accidental releases to the environment. Material inventories are tracked and updated routinely for all IAMGOLD managed operations. Recycling, reusing, and reclaiming of input materials within mining and milling operations are encouraged, where feasible. Sites aim to optimize the materials used, the primary objective being to reduce costs; however, there are environmental benefits to this as well. All of our sites have procedures in place for the safe transport, storage, handling and disposal of cyanide and other hazardous substances. Further, continual improvement programs have been implemented to increase efficiency in the use of explosives and fuels.	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2024 ESG Performance Data • Materials tab	**Requirement(s) omitted:** a. i. non-renewable materials used; ii. renewable materials used. **Reason:** Information unavailable/incomplete **Explanation:** IAMGOLD reports total weight or volume of materials by material type but does not track materials by renewable or non-renewable.
Public Policy			
GRI 415: Public Policy 2016	415-1 Political contributions	2024 Sustainability Report • Business Ethics and Integrity 2024 ESG Performance Data • Economic Performance tab	

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IAMGOLD is reporting against the metrics listed within the Sustainability Accounting Standards Board 2023 Metals and Mining Standard.

TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	Metric tonnes (t) CO_2-e, Percentage (%)	EM-MM-110a.1	(1) 483,348 tCO_2e	2024 Sustainability Report • Energy and Climate
				(2) 24.0%. IAMGOLD operates in Ontario where there is an Emissions Performance Standards Program and in Québec where there is a cap-and-trade system (however, Westwood is below the emissions threshold). In Burkina Faso, there are no emissions regulations.	2024 Sustainability Report • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Energy and Emissions tab
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	EM-MM-110a.2	IAMGOLD has established internal objectives around decarbonization and we are developing a structured program of work focused on energy management and decarbonization. Through this approach, we aim to improve our emissions performance over time, strengthen internal systems and capabilities, and embed decarbonization into our operational decision-making for the long term. Our short-term decarbonization strategy is built around key pillars related to energy and decarbonization initiatives, budgets and investment decisions, organizational resources, production and growth, and external developments. Looking ahead, we are focused on identifying and exploring pathways needed to reduce our greenhouse gas emissions. As part of our decarbonization roadmap, we are assessing scenarios that include potential business growth and development within the context of a low-carbon economy. Key levers that we are considering exploring for our longer-term decarbonization pathway include energy reduction and efficiency, electrification, renewable energy sources, expansion and growth, and offsets and sequestration. Please see the referenced sections that provide further detail on our strategy, performance and progress.	2024 Sustainability Report • Energy and Climate 2022 Climate Action Report

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N_2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tonnes (t)	EM-MM-120a.1	Annually, IAMGOLD's Canadian operations report to the Canadian National Pollutant Release Inventory (NPRI) on a variety of air emissions. Reporting is based on threshold limits, so if the facility falls beneath the threshold, they are not required to report this information. Essakane, in Burkina Faso, is not required to report to the NPRI. Reporting methodologies vary between Canada and Burkina Faso based on permits and regulations and international standards. For example, Côté Gold and Westwood report air emissions from stationary and mobile sources, while Essakane reports on stationary sources only. Additionally, Essakane is required to report on certain air emissions (NOx, SOx, CO and VOCs for some equipment) for permits and regulations or conform with the IFC performance standard. The emission factors are sourced from the Canadian NPRI and U.S. Environmental Protection Agency. Data represents estimated air emissions. (1) 846.9 t (2) 5,921.6 t (3) 1,746.9 t (4) 475.8 t (5) Not tracked (6) Not tracked (7) 42.3 t	2024 Sustainability Report • Energy and Climate 2024 ESG Performance Data
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) 8,046,295 GJ (2) 16.2%; Data represents the percentage of total energy consumed that is from electricity (3) In 2024, IAMGOLD did not generate renewable energy on-site and we do not currently track the percentage of renewable electricity used across our sites. Our operations (Côté Gold and Westwood) generally use electricity from the grid. In Ontario, a portion of electricity generation comes from renewable sources such as wind and solar and low-carbon sources like hydroelectric and nuclear. In Quebec, the majority of electricity is generated from hydroelectric power. At Burkina Faso, a portion of the electricity is sourced from solar power.	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Energy and Emissions tab
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m^3), Percentage (%)	EM-MM-140a.1	(1) 22,609 thousand m^3 (2) 14,407 thousand m^3 Essakane operates in a region with extremely high baseline water stress according to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct. For the Company, 41.2% of total water withdrawn is from an area of extremely high baseline water stress. The Company calculates water consumption as water withdrawn minus water discharged in alignment with the Global Reporting Initiative (GRI 303: Water and Effluents 2018). For the Company, 64.7% of total water consumed was from an extremely high water stressed region.	2024 Sustainability Report • Water Stewardship • ESG Performance Data Summary (2022–2024)

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Water Management	Number of incidents of non-compliance associated with water quality permits, standards and regulation	Number	EM-MM-140a.2	In 2024, there were seven non-compliance notices related to water that resulted in a formal enforcement action, although none were assessed internally as significant, meaning they were not categorized as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects.	2024 Sustainability Report • Water Stewardship 2024 ESG Performance Data • Water tab
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Metric tonnes (t)	EM-MM-150a.4	19,101 t	2024 Sustainability Report • Tailings and Waste Management • ESG Performance Data Summary (2022–2024)
	Total weight of tailings produced	Metric tonnes (t)	EM-MM-150a.5	18,011,488 t	2024 Sustainability Report • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Tailings and Waste tab
	Total weight of waste rock generated	Metric tonnes (t)	EM-MM-150a.6	66,024,108 t	2024 Sustainability Report • Tailings and Waste Management • ESG Performance Data Summary (2022–2024)
	Total weight of hazardous waste generated	Metric tonnes (t)	EM-MM-150a.7	28,253,217 t; calculated as the sum of hazardous mineral waste and hazardous non-mineral waste. Hazardous waste is waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation.	2024 Sustainability Report • Tailings and Waste Management • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Tailings and Waste tab
	Total weight of hazardous waste recycled	Metric tonnes (t)	EM-MM-150a.8	219 t; reported as non-mineral waste recycled.	2024 ESG Performance Data • Tailings and Waste tab
	Number of significant incidents associated with hazardous materials and waste management	Number	EM-MM-150a.9	There were zero significant incidents associated with hazardous materials and waste management. IAMGOLD defines significant incidents assessed as Level 3, 4 or 5 based on our risk matrix, and/or resulting in fines greater than US$100,000. Our risk matrix includes a consequence matrix to determine incident severity that considers environmental, health and safety, social, and financial aspects. IAMGOLD defines hazardous waste as waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation.	2024 Sustainability Report • Tailings and Waste Management

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Waste & Hazardous Materials Management	Description of waste and hazardous materials management policies and procedures for active and inactive operations	N/A	EM-MM-150a.10	Mining and mineral processing create waste streams. We aim to apply the principles of reducing, reusing and recycling waste and have waste management practices in place to safely handle, store and dispose of waste, and to minimize any adverse impacts from mishandling or accidental releases, should they occur. We recognize that if not properly managed during operations and after closure, these can cause harm to nearby communities and the environment. Through our Sustainability Policy and standalone Tailings Management Policy, we are committed to responsibly manage our tailing storage facilities (TSFs), all other waste, and substances. Standard operating procedures, including an emergency response plan, are in place for managing tailings as well as hazardous waste. We closely monitor the waste and tailings produced, along with the quality of the final effluents during mining and after closure. Our goal is to manage our waste in compliance with regulatory requirements and to maintain proper handling, storage, and transportation of waste to prevent accidental releases into the environment. Please see referenced documents for more information about our environmental management policies and practices for active sites.	2024 Sustainability Report • Tailings and Waste Management 2023 Tailings Management Report
Biodiversity Impacts	Description of environmental management policies and practices for active sites	N/A	EM-MM-160a.1	Guided by our Biodiversity Management Policy, we integrate biodiversity management and conservation into our activities to reduce harm to biodiversity and rehabilitate disrupted ecosystems. We are committed to restricting mining activities in UNESCO World Heritage Sites. We monitor and manage biodiversity aspects related to our operations and advanced exploration sites. We conduct biodiversity baseline studies of each project early on as part of IAMGOLD's environment and social impact assessments. In the initial stages of project planning, we assess how the project might affect aquatic and terrestrial species and identify measures to minimize these effects, which are included in site management plans. Recent reports, like the environmental assessment (EA) report for Côté Gold, can be found on our website. We continue to monitor environmental effects throughout all stages of our mining operations. Moreover, we consider biodiversity in the planning and activities related to mine closure and reclamation. All of our mines have biodiversity management plans in place. Please see referenced documents for more information about our environmental management policies and practices for active sites.	2024 Sustainability Report • Policies and Management Systems • Biodiversity and Land Use

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Biodiversity Impacts	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Percentage (%)	EM-MM-160a.2	By annual production output from mines by weight: (1) 0% (2) 57.7% (3) 17.0% Acid rock drainage (ARD) is actively managed at Westwood through water management plans. Based on current modelling, ARD is not predicted to occur at Essakane mainly due to its dry climate; however, mitigation measures are in place to control metal leaching and we are evaluating other contingency measures. While ARD is not predicted to occur and not actively managed at Côté Gold, preventative measures are undertaken. We continue to look at our closure planning and ARD modelling to take a longer-term approach to managing this topic.	2024 Sustainability Report • Water Stewardship
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-MM-160a.3	IAMGOLD discloses which sites are on or near endangered species habitats, but not the percentages of proved and probable reserves. Côté Gold is not located in or near any protected areas. Aiguebelle National Park is located approximately 1–2 km and 30–40 km from Fayolle and Westwood, respectively. Essakane's mining concession is located inside the 1,600,000-hectare Sahel Sylvo-pastoral Reserve and Partial Wildlife Reserve. It is a designated zone primarily because of temporary lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds. The Mare d'Oursi Wetlands are located approximately 67 km from site, the Mare de Darkoye is approximately 40 km from the site, and the Mare of Yomboli is located approximately 53 km from the site, all of which are located within the reserve. The Mare d'Oursi, Mare de Darkoye and Mare de Yomboli ponds are Ramsar sites. Mining is permitted in this area and an annual species inventory is conducted to assess and demonstrate that Essakane does not impact the area.	2024 Sustainability Report • Biodiversity and Land Use
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-MM-210a.1	IAMGOLD discloses which sites are located in or near areas of conflict but not the percentages of proved and probable reserves. IAMGOLD's Essakane mine in Burkina Faso is located in an area of conflict as defined by the Uppsala Conflict Data Program and the Heidelberg Institute for International Conflict Research's 2023 Conflict Barometer.	2024 Sustainability Report • Human Rights and Security
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage (%)	EM-MM-210a.2	IAMGOLD discloses which sites are located in or near Indigenous land but not the percentages of proved and probable reserves. Côté Gold is located on Treaty 9 territory, on the traditional lands of Mattagami First Nation and Flying Post First Nation as well as within the traditional harvesting area of the Abitibi Inland Historic Métis Community, Métis Nation of Ontario Region 3. Westwood is located in or near Indigenous lands. The Westwood mine is located within the traditional territory of Abitibiwinni First Nation, an Algonquin Anishinabe community, signatory of Treaty Number 9. Essakane is not located in or near Indigenous land.	2024 Sustainability Report • Indigenous Relations

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Security, Human Rights & Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-MM-210a.3	Only IAMGOLD's operating site, Essakane, located in Burkina Faso is operating in "areas of conflict" as defined by the Uppsala Conflict Data Program and the Heidelberg Institute for International Conflict Research's 2023 Conflict Barometer. However, the site does not operate in or near Indigenous lands. Our other sites, Côté Gold and Westwood, located in Canada, are not considered to be in an area of conflict. IAMGOLD strives to uphold the human rights of all stakeholders. We are guided by the United Nations Guiding Principles on Business and Human Rights and are committed to respecting internationally recognized human rights as set forth in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We expect all our employees and business partners, including contractors and suppliers to respect internationally recognized human rights. To prevent, mitigate and manage forced labour and child labour risks within our activities and throughout our supply chain, we have established several key policies and processes to guide our approach. Our Human Rights Policy establishes our core commitment to respect human rights, both in Canada and internationally. The policy applies to all our operations and project development stages. Our Code of Business Conduct and Ethics sets the expectations by which we conduct our business activities, reflects our values and serves as a reference to guide our decisions. IAMGOLD's Supplier Code of Business Conduct and Ethics requires at a minimum that our suppliers maintain policies that mandate adherence to applicable laws, standards, and regulations, and prohibit the employment and use of forced labour and child labour. Additionally, we have a number of internal policies and standards covering security and human rights management. When Essakane engages a contractor or public security force for security services, adherence to the VPSHRs is included in the contract. This applies to private security providers, subcontractors, and arrangements with public security forces. Before finalizing a security services contract, a risk assessment is typically conducted to identify any VPSHR-related risks. If such risks are identified, appropriate due diligence, including subcontractors appointed by the main contractor for security services, is carried out.	2024 Sustainability Report • Community Relations • Indigenous Relations • Human Rights and Security 2024 Fighting Against Forced Labour and Child Labour in Supply Chains Report

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Security, Human Rights & Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict (continued)	N/A	EM-MM-210a.3	Indigenous engagement is informed by the ILO Convention 169, the United Nations Declaration on the Rights of Indigenous Peoples and various industry frameworks such as Towards Sustainable Mining (TSM), Responsible Gold Mining Principles (RGMPs) and the International Financial Corporation (IFC) policies and standards. IAMGOLD's Indigenous Engagement Policy outlines our commitment to these principles. The policy outlines our commitments with an emphasis on building long-lasting partnerships with Indigenous Peoples and communities associated with our operations, based on respecting human dignity. Upholding and respecting Indigenous rights is a responsibility shared by all our employees, contractors and suppliers. We also respect and honour principles agreed upon in negotiations with Indigenous groups. Our relationship-based approach values community protocols, encourages IAMGOLD sites to appreciate Indigenous traditions and strives to reduce racism and biases within our organizational cultures. We want to work with rightsholders in a manner that respects their right to self-determination and aims to achieve Indigenous Peoples rights to Free, Prior and Informed Consent. We formalize these commitments through agreements like Impact Benefit Agreements (IBAs). For Côté Gold, we have two signed IBAs. IAMGOLD's Community Relations teams have ongoing dialogue with Indigenous communities to promote trust and transparency and our sites have grievance mechanisms in place to resolve any issues identified in a timely manner.	2024 Sustainability Report • Community Relations • Indigenous Relations • Human Rights and Security 2024 Fighting Against Forced Labour and Child Labour in Supply Chains Report

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-MM-210b.1	IAMGOLD has designed its community relations program in alignment with the expectations outlined in the Mining Association of Canada's Towards Sustainable Mining (TSM) Indigenous and Community Relationships Protocol, the World Gold Council's Responsible Gold Mining Principles (RGMP), as well as International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability. Overall, our engagement is guided by principles of honesty and transparency, and by the development of meaningful and respectful relationships. The frequency and intensity of our meetings depends on the local, regional and national stakeholder context. Engagement is done on both an ad hoc and a structured basis. We engage with stakeholders and rightsholders across our sites and respond to incoming questions from communities, civil society, investment firms and others. We also have management systems that set out ongoing engagement schedules and track meetings. We meet with stakeholders in formal settings, like the Annual General Meeting, community open houses or in scheduled meetings with monitoring committees, stakeholders and rightsholders. We also take advantage of less formal opportunities, such as individual discussions and participation in community activities. IAMGOLD conducts environmental and social impact assessments (ESIAs) as part of project approval and implementation, involving extensive engagement and negotiations with local communities and stakeholders. These assessments allow us to understand our potential impacts and develop management strategies to address both adverse and positive impacts. All sites have grievance mechanisms in place to provide stakeholders and communities with the opportunity to submit their complaints and concerns, any issues identified are resolved in a timely manner, and feedback is provided on the grievance and how it has been addressed. Throughout our mines' life cycles, we strive to carefully listen to our host communities, stakeholders and rightsholders to understand their questions, concerns, needs and priorities to shape our management and mitigation strategies. We use a variety of in-person and virtual engagement methods such as town halls, focus groups, meetings, emails and more. Additionally, each of our sites has monitoring committees. The purpose of these committees is to monitor and respond to direct and indirect effects of the mines on mutual areas of interest, such as social, economic and cultural conditions that influence the life of community members. These committees provide a forum for open discussion between our Company and communities.	2024 Sustainability Report • Corporate Policies • Community Relations • Indigenous Relations
	(1) Number and (2) duration of non-technical delays	Number. Days	EM-MM-210b.2	(1) 0 (2) 0	

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Labour Practices	Percentage of active workforce employed under collective agreements	Percentage (%)	EM-MM-310a.1	Côté Gold: Not applicable Westwood: 64% Essakane: 98%	2024 Sustainability Report • Our Workforce 2024 ESG Performance Data • Workforce tab
	(1) Number and (2) duration of strikes and lockouts	Number. Days	EM-MM-310a.2	(1) 0 (2) 0	2024 Sustainability Report • Our Workforce
Workforce Health & Safety	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Rate	EM-MM-320a.1	Employees: (1) Lost Time Incident Frequency Rate (LTIFR): 0.10; Total Recordable Incident Frequency Rate (TRIFR): 0.46 (2) 0 (3) Not tracked (4) Côté Gold: 17.2 Westwood: 3.0 Essakane: 3.9 Contractors: (1) LTIFR: 0.08; TRIFR: 0.83 (2) 0 (3) Not tracked (4) Côté Gold: 9.0 Westwood: 1.0 Essakane: 4.2	2024 ESG Performance Data • Health and Safety tab

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-MM-510a.1	Our approach is guided by the Company's Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Whistleblower Policy, and Supplier Code of Business Conduct and Ethics. These policies and standards of ethical behaviour are approved by the Chair of the Board and CEO and apply to all operations and at all stages of project development. The Code of Business Conduct and Ethics applies to the Board of Directors, employees, contractors and representatives in every business where IAMGOLD operates globally. Annually, employees must complete training on our Code of Conduct and Anti-Bribery and Anti-Corruption Policy and attest that they have read and understood them. In addition, all IAMGOLD suppliers are mandated to comply with the Supplier Code of Business Conduct and Ethics, and new suppliers are required to certify their awareness and compliance with the Supplier Code. IAMGOLD has established open, confidential and anonymous mechanisms for reporting any incidents of perceived misconduct. Reports can be made directly to the Chairs of the Audit and Finance Committee (AFC) and/or Nominating and Corporate Governance Committee (NCGC), to management, or through our accessible, 24/7 third-party reporting hotline available in multiple media (website, phone, mail, Skype) and languages or complaint boxes at select sites. IAMGOLD also draws upon the Internal Audit team to support our compliance with laws, regulations and internal policies and standards. The Internal Audit team performs periodic reviews to assess compliance with Company policies and procedures, including regulatory requirements such as with the *Foreign Corrupt Practices Act* (FCPA), auditing the transactions that fall within the scope of the FCPA requirements. In addition, the Internal Audit team reviews and monitors the FCPA, *Corruption of Foreign Public Officials Act*, and the Company's Code of Conduct and Anti-Bribery and Anti-Corruption Policy to combat bribery and corruption. We annually disclose revenues paid to governments and Indigenous communities for natural resource extraction, as per the Extractive Industries Transparency Initiative (EITI) and Canada's *Extractive Sector Transparency Measures Act* (ESTMA).	2024 Sustainability Report • Business Ethics and Integrity
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metrics tonnes (t) saleable	EM-MM-510a.2	IAMGOLD has three operating mines in Canada and Burkina Faso. Neither of these countries is in the 20 lowest rankings in Transparency International's Corruption Index for 2024.	

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, and (12) site-specific EPRP	Various	EM-MM-540a.1	IAMGOLD operates five active Tailings Storage Facilities (TSFs), as well as manages one inactive and two closed, legacy TSFs. Please see referenced documents for more information about our approach to tailings management, including governance, management systems, safeguards, and information on the TSFs.	2024 Sustainability Report • Tailings and Waste Management • Appendix – Tailings Storage Facilities Table

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Tailings Storage Facilities Management	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	N/A	EM-MM-540a.2	Our tailings management framework is informed by laws and regulations, international frameworks, stakeholder expectations, peer benchmarking, and best practices. IAMGOLD's tailings management framework consists of policies, standards, plans, and operating procedures and tools. Our Sustainability Policy and Tailings Management Policy outline our commitments to responsible tailings management. Our Sustainability Standard and Integrated Closure Standard support our policies and establish minimum requirements on tailings management. Each site develops a Tailings Operating, Maintenance, and Surveillance (OMS) Manual, which includes a Tailings Management Plan and Water Management Manual that defines the conditions under which each facility is operated, including roles and responsibilities, risk management and controls, and maintenance and surveillance. The Board of Directors has overall stewardship of our tailings performance, supported by the Sustainability and Technical Committees of the Board. The Chief Operating Officer is the designated Accountable Executive Officer on tailings management who is responsible for overseeing the implementation of the tailings management system, verifying there is adequate training and resources, and that a qualified, experienced Responsible Person, Engineer of Record, and Independent Reviewers are in place for each facility according to the level of risk and the characteristics of the TSF. At each site, the Responsible Person manages the TSF and is an integral part of the development, implementation and continual improvement of the tailings management system. External experts, including the Engineer of Record, provide critical tailings management expertise, especially on safety, as part of the annual Water and Tailings management reviews conducted by the Independent Tailings Review Board. TSFs are regularly inspected by competent and trained Responsible Persons appointed to manage their performance. Additionally, an annual inspection is conducted by the Engineer of Record.	2024 Sustainability Report • Tailings and Waste Management 2023 Tailings Management Report
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	EM-MM-540a.3	Through our Sustainability Policy and standalone Tailings Management Policy, we are committed to responsibly manage our tailing storage facilities (TSFs), all other waste, and substances. Standard operating procedures, including an emergency response plan, are in place for managing tailings as well as hazardous waste. Each of our operations has Emergency Response and Preparedness Plans in place to address risks, including potential dam breaches and are regularly tested.	2024 Sustainability Report • Tailings and Waste Management 2023 Tailings Management Report

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TOPIC	METRIC	UNIT	CODE	RESPONSE	LOCATION
Activity Metrics	Production of (1) metal ores and (2) finished metal products	Metric tonnes (t) saleable	EM-MM-000.A	787,000 oz of gold produced (667,000 attributable oz of gold) or 22.3 tonnes of gold produced (18.9 attributable tonnes of gold produced)	2024 ESG Performance Data • Economic Performance tab
	Total number of employees, percentage contractors	Number, Percentage (%)	EM-MM-000.B	3,723, 42%	2024 Sustainability Report • ESG Performance Data Summary (2022–2024) 2024 ESG Performance Data • Economic Performance tab

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TOPIC	METRIC	RESPONSE, LINK, OR ADDITIONAL INFORMATION
Governance		
Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	2024 Sustainability Report • Energy and Climate
	Describe management's role in assessing and managing climate-related risks and opportunities	2024 Sustainability Report • Energy and Climate
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2024 Sustainability Report • Energy and Climate 2022 Climate Action Report • Strategy
	Describe the impact of the climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	2024 Sustainability Report • Energy and Climate 2022 Climate Action Report • Strategy In 2024, IAMGOLD conducted an updated physical climate risk assessment that looked at the Intergovernmental Panel on Climate Change's (IPCC) Shared Socio-Economic Pathways scenarios SSP1-1.9 and SSP5-8.5 over the 2035-, 2050- and 2080-time horizons for Westwood and Essakane. The potential impact of climate variables were assessed against our Enterprise Risk Management criteria, examining potential consequences on financial, operational, health and safety, environment, and communities. The next phase will involve completing this work for Côté Gold and developing site-level mitigation and adaptation plans. As this assessment has not been completed yet for all sites, IAMGOLD does not have all of the information needed to make a determination on the quantitative analysis of the impacts of climate-related issues on our financial performance or position. However, our 2022 Climate Action Report provides modelled probable future financial impact based on identified physical and transition hazards based on the Representative Concentration Pathways (RCP) scenarios.

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TOPIC	METRIC	RESPONSE, LINK, OR ADDITIONAL INFORMATION
Strategy (continued)		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	2024 Sustainability Report • Energy and Climate In 2024, IAMGOLD conducted an updated physical climate risk assessment that looked at the Intergovernmental Panel on Climate Change's (IPCC) Shared Socio-Economic Pathways scenarios SSP1-1.9 and SSP5-8.5 over the 2035-, 2050- and 2080-time horizons for Westwood and Essakane. The potential impact of climate variables were assessed against our Enterprise Risk Management criteria, examining potential consequences on financial, operational, health and safety, environment, and communities. The next phase will involve completing this work for Côté Gold and developing site-level mitigation and adaptation plans. As this assessment has not been completed yet for all sites, IAMGOLD does not have all of the information needed to make a determination on the resilience of our organization's strategy.
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	2024 Sustainability Report • Energy and Climate
	Describe the organization's processes for managing climate-related risks	2024 Sustainability Report • Energy and Climate
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	2024 Sustainability Report • Energy and Climate • Risk Management
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	2024 Sustainability Report • Energy and Climate • ESG Performance Data Summary (2022–2024)
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	2024 ESG Performance Data • Energy and Emissions tab IAMGOLD published its Scope 3 emissions for the 2023 reporting period in December 2024, after our 2023 Sustainability Report was published. IAMGOLD is working on calculating its Scope 3 emissions for the 2024 reporting period. Data will be published before the end of 2025.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	2024 Sustainability Report • Energy and Climate • Methodology, Restatements and Limitations