

Côte Gold Mine

Annual Report for the Federal Environmental Assessment: 2024 Reporting Period

IAMGOLD Corporation

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DEFINITIONS, ACRONYMS AND ABBREVIATIONS

AAQC	Ambient Air Quality Criteria
CCME	Canadian Council of Ministers of the Environment
CCAQS	Canadian Ambient Air Quality Standards
CEAA, 2012	<i>Canadian Environmental Assessment Act, 2012</i>
EA	Environmental Assessment
EAA	<i>Environmental Assessment Act</i>
ECCC	Environment and Climate Change Canada
EER	Environmental Effects Review
EPCM	Engineering, Procurement and Construction Management
IAAC	Impact Assessment Agency of Canada, previously the Canadian Environmental Assessment Agency
IAMGOLD	IAMGOLD Corporation
IBA	Impact and Benefit Agreement
km	Kilometers
MDMER	Metal and Diamond Mining Effluent Regulations
MECP	Ministry of the Environment, Conservation and Parks (previously Ontario Ministry of the Environment (MOE), also previously Ontario Ministry of Environment and Energy (MOEE))
NDMNRF	Ministry of Northern Development, Mines, Natural Resources and Forestry, previously the Ministry of Energy, Northern Development and Mines and the Ministry of Natural Resources and Forestry
MOECC	Ministry of Environment and Climate Change, now the Ministry of the Environment, Conservation and Parks
NO₂	Nitrogen oxides, measured as nitrogen dioxide
PM₁₀	Particulate Matter
PM_{2.5}	Fine Particulate Matter
Site	The Côté Gold Mine
Reporting Period	Activities Undertaken by IAMGOLD During the Period from January 1, 2024 through March 31, 2025
SIIMS	Stakeholder Issues and Information Management System
TMF	Tailings Management Facility
TOC	Total Organic Carbon

TSP	Total Suspended Particulate
WRC	Watercourse Realignment Channel

EXECUTIVE SUMMARY – ENGLISH

IAMGOLD Corporation (IAMGOLD) commenced construction of the Côté Gold Mine (the Site) in August 2020. The Site is a new open pit gold mine in Chester and Yeo Townships, within the District of Sudbury, in Northeastern Ontario. The Site area is located approximately 20 kilometres (km) southwest of Gogama, 40 km southwest of Mattagami First Nation, 130 kilometres southwest of Timmins, and 200 kilometres northwest of Sudbury.

An Environmental Assessment (EA) was completed for the Site under the *Canadian Environmental Assessment Act, 2012* (CEAA, 2012) and the *Ontario Environmental Assessment Act* (EAA, 1990). The Amended Environmental Impact Statement / Final Environmental Assessment Report is hereafter referred to as the EA (AMEC, January 2015). A Decision Statement was issued by the Federal Minister of Environment and Climate Change Canada (ECCC) on April 13, 2016.

Following receipt of the EA approvals, IAMGOLD identified various opportunities to optimize the Site and undertook an Environmental Effects Review (EER) to evaluate the potential effects of changes resulting from the optimization of the Site compared to that presented in the EA. The EER concluded that predicted environmental effects of the Site are similar or reduced compared to the EA, and the conclusions of the EA remain valid. The EER also included an updated summary of mitigation and monitoring commitments. The EER was accepted by the Impact Assessment Agency of Canada (IAAC; previously the Canadian Environmental Assessment Agency) and Ontario Ministry of the Environment, Conservation and Parks (MECP; previously the MOECC). A revised Decision Statement for the Site was issued by the Federal Minister of Environment and Climate Change on February 25, 2019.

The Site's construction phase was initiated on August 20, 2020, which transitioned into Operations in Q1 2024 with first ore crushed on January 22, 2024, first gold poured on March 31, 2024, and commercial production (60% nameplate capacity) achieved in August 2024. During the reporting period, IAMGOLD continued to advance permitting activities to support future construction phase activities, including ongoing engineering and consultation and engagement with interested parties and Indigenous groups. Through 2024 and Q1 of 2025, IAMGOLD continued to advance construction of key mine infrastructure, water management features and various access and haul roads to connect mine infrastructure.

IAMGOLD tracked compliance with Federal EA requirements throughout the reporting period using various compliance management tools including an electronic commitment registry, and site activities were undertaken in accordance with a suite of management and monitoring plans designed to guide implementation of Site commitments.

IAMGOLD continues to maintain engagement with Indigenous communities which includes the review of Site documentation, such as permits, management and monitoring plans, and follow-up programs. Throughout the reporting period, IAMGOLD and its Impact and Benefit Agreement (IBA) partners, Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3), continued to implement the various provisions contained within the respective agreements. IAMGOLD also continued to communicate and engage with other Indigenous communities as identified by the Federal and Provincial governments.

This report has been prepared to fulfill annual reporting requirements as outlined under Condition 2.6 of the revised decision statement (February 25, 2019). The report describes activities undertaken by IAMGOLD during the reporting period from April 1, 2024 to March 31, 2025. The "*Annual Report for the Federal Environmental Assessment: 2023 Reporting Period*," dated June 30, 2024, described the activities

undertaken from January 1 to December 31, 2023; however, as outlined in the Decision Statement, the reporting year is defined as the period from April 1 of one calendar year to March 31 of the following year. Accordingly, this report also includes activities carried out from January 1 2024 to March 31 2024.

SOMMAIRE – FRANÇAIS

IAMGOLD Corporation (« IAMGOLD ») a entamé la construction de la mine Côté Gold (le « site ») en août 2020, une nouvelle mine d'or à ciel ouvert qui se trouve dans les cantons de Chester et de Yeo du district de Sudbury dans le nord-est de l'Ontario. Le site se situe à environ 20 kilomètres au sud-ouest de Gogama, 40 kilomètres au sud-ouest de la Première Nation de Mattagami, 130 kilomètres au sud-ouest de Timmins et 200 kilomètres au nord-ouest de Sudbury.

Une évaluation environnementale a été réalisée pour le site en vertu de la *Loi canadienne sur l'évaluation environnementale (2012)*, (LC 2012) et de la *Loi sur les évaluations environnementales* (LRO 1990) de l'Ontario. L'étude d'impact environnemental modifiée / rapport d'évaluation environnementale final sera appelée ci-après l'EIE (AMEC, janvier 2015). Une déclaration de décision a été délivrée par le ministre fédéral d'Environnement et Changement climatique Canada (ECCC) le 13 avril 2016.

Après avoir reçu les approbations de l'EIE, IAMGOLD a repéré diverses occasions d'optimiser le site et a entrepris un examen environnemental (EE) pour évaluer l'incidence potentielle des changements découlant de cette optimisation par rapport au plan initial présenté dans l'EIE. L'EE a conclu que les effets prévus du site sur l'environnement sont similaires ou réduits par rapport à l'EIE, et que les conclusions de l'EIE demeurent valables. L'EE comprend également un sommaire mis à jour des engagements concernant les mesures d'atténuation et la surveillance des effets sur l'environnement. L'Agence d'évaluation d'impact du Canada (AEIC) et le ministère ontarien de l'Environnement, de la Protection de la nature et des Parcs de l'Ontario (MEPP) ont approuvé l'EE. Le 25 février 2019, le ministre fédéral de l'Environnement et du Changement climatique a émis une déclaration de décision révisée concernant le site.

La phase de construction du site a été amorcée le 20 août 2020 et la phase de l'exploitation a commencé au premier trimestre de 2024. Le concassage a débuté le 22 janvier 2024, la première coulée d'or a eu lieu le 31 mars 2024, et la production commerciale (60 % de la capacité nominale) a été atteinte en août 2024. Durant la période de déclaration, IAMGOLD a poursuivi ses démarches liées à l'obtention de permis en soutien aux activités futures de la phase de construction, y compris les travaux techniques en cours ainsi que la consultation et l'engagement avec les parties prenantes et les groupes autochtones concernés. Tout au long de 2024 et du premier trimestre de 2025, IAMGOLD a poursuivi la construction d'importantes infrastructures minières, des infrastructures de gestion de l'eau et des différentes voies d'accès et de transport afin de relier les infrastructures minières entre elles.

Tout au long de la période de déclaration, IAMGOLD a effectué le suivi de la conformité aux exigences fédérales en ce qui a trait à l'EIE à l'aide de divers outils de gestion de la conformité, notamment un registre électronique des engagements. Au site, guidée par l'ensemble de plans de gestion et de surveillance élaborés dans le cadre du site, elle a également entrepris des activités relatives à la mise en œuvre des engagements.

IAMGOLD maintient son engagement auprès des communautés autochtones, y compris l'examen de la documentation relative au site, comme les permis, les plans de gestion et de surveillance, ainsi que les programmes de suivi. Tout au long de la période de déclaration, IAMGOLD et ses partenaires dans le cadre de l'entente sur les répercussions et les avantages, soit la Première Nation de Mattagami, la Première Nation Flying Post et la Métis Nation of Ontario et la Abitibi Inland Métis Community (Region 3), ont poursuivi la mise en œuvre des diverses dispositions de leur entente respective. IAMGOLD a également maintenu le dialogue et son engagement auprès des autres communautés autochtones identifiées par les gouvernements fédéral et provincial.

Ce rapport a été préparé pour satisfaire aux exigences en matière de déclaration annuelle, telles qu'elles sont décrites à la condition 2.6 de la déclaration de décision révisée (25 février 2019). Le rapport décrit les activités entreprises par IAMGOLD durant la période de déclaration du 1^{er} janvier 2025 au 31 mars 2025. Le « *rapport annuel pour l'évaluation environnementale fédérale : période de déclaration de 2023* », en date du 30 juin 2024, décrit les activités entreprises du 1^{er} janvier au 31 décembre 2023 ; toutefois, comme il est indiqué dans la déclaration de décision, la période de déclaration se définit comme étant la période du 1^{er} avril d'une année civile jusqu'au 31 mars de l'année suivante. Par conséquent, le rapport comprend aussi les activités effectuées du 1^{er} janvier 2024 au 31 mars 2024.

1.0 INTRODUCTION

IAMGOLD Corporation (IAMGOLD) commenced construction of the Côté Gold Mine (the Site) in August 2020. The Site is a new open pit gold mine in the Chester and Yeo Townships, within the District of Sudbury, in northeastern Ontario. The Site area is located approximately 20 kilometres (km) southwest of Gogama, 40 km southwest of Mattagami First Nation, 130 km southwest of Timmins, and 200 km northwest of Sudbury.

An Environmental Assessment (EA) was completed for the Site under the *Canadian Environmental Assessment Act, 2012* (CEAA, 2012) and the *Ontario Environmental Assessment Act* (EAA, 1990). The Amended Environmental Impact Statement / Final Environmental Assessment Report is hereafter referred to as the EA (AMEC, January 2015). A Decision Statement was issued by the Federal Minister of Environment and Climate Change Canada (ECCC) on April 13, 2016, and a Notice of Approval was issued by the Ontario Minister of the Environment and Climate Change (MOECC) on December 22, 2016.

Following receipt of the EA approvals, IAMGOLD identified various opportunities to optimize the Site and undertook an Environmental Effects Review (EER) to evaluate the potential effects of changes resulting from the optimization of the Site compared to that presented in the EA. The EER concluded that predicted environmental effects of the Site are similar or reduced compared to the EA, and the conclusions of the EA remain valid. The EER also included an updated summary of mitigation and monitoring commitments. The EER was accepted by the Canadian Environmental Assessment Agency (now the Impact Assessment Agency of Canada (IAAC)) and Ontario Ministry of Environment, Conservation and Parks (MECP, previously the MOECC). A revised Decision Statement for the Site was issued by the Federal Minister of Environment and Climate Change on February 25, 2019.

This report has been prepared to fulfill the Annual Reporting requirements as outlined under Condition 2.6 of the revised Decision Statement. The report describes activities undertaken by IAMGOLD to comply with each of the conditions in the revised Decision Statement during the reporting period from April 1, 2024 to March 31, 2025. The *“Annual Report for the Federal Environmental Assessment: 2023 Reporting Period,”* dated June 30, 2024, described the activities undertaken from January 1 to December 31, 2023; however, as outlined in the Decision Statement, the reporting year is defined as the period from April 1 of one calendar year to March 31 of the following year. Accordingly, this report also includes activities carried out from January 1 2024 to March 31, 2024.

2.0 REPORT SCOPE AND REQUIREMENTS

The scope of this Annual Report is to outline how IAMGOLD has complied with conditions of the revised Decision Statement. This report covers the Site activities undertaken by IAMGOLD during the period from January 1, 2024, through March 31, 2025 (herein referred to as the “reporting period”), which includes construction and operations phase activities.

Condition 2.6 of the revised Decision Statement outlines the Annual Report information requirements for the Site. Table 2-1 outlines the section references within this document that demonstrate concordance with these requirements.

Table 2-1: Annual Report Information Requirements and IAMGOLD Concordance

Condition	IAMGOLD Concordance
<i>2.6: The Proponent shall, commencing in the reporting year that implementation of the conditions set out in this Decision Statement begins, prepare an annual report that sets out:</i>	
<i>2.6.1: the activities undertaken in the reporting year to comply with each of the conditions set out in this Decision Statement;</i>	Appendix A presents a list of all the revised Decision Statement conditions and describes the activities taken by IAMGOLD in the reporting period to comply with each condition.
<i>2.6.2: how the Proponent complied with condition 2.1;</i>	In addition to Appendix A, further information is provided in Section 4 (Approach to Compliance Management).
<i>2.6.3: for conditions set out in this Decision Statement for which consultation is a requirement, how the Proponent considered any views and information that the Proponent received during or as a result of the consultation;</i>	In addition to Appendix A, further information is provided in Section 5 (Consultation and Engagement).
<i>2.6.4: the results of the follow-up program requirements identified in conditions 4.3, 5.5 and 6.4; and</i>	In addition to Appendix A, further information is provided in Section 6 (Follow-Up Programs).
<i>2.6.5: any additional mitigation measures implemented or proposed to be implemented by the Proponent, as determined under condition 2.4.</i>	In addition to Appendix A, further information is provided in Section 6 (Follow-Up Programs).

3.0 SITE UPDATE

This section provides a general update on the activities undertaken for the Site during the reporting period.

To support an understanding of compliance reporting on Site phases referenced in Appendix A, key Site milestones are provided below (see Table 3-1). The implementation schedule in Appendix A identifies the applicable Site phases during which each Federal condition has been or will be implemented, thereby identifying the start and completion dates as indicated in the milestone schedule below. It should be noted that although start and completion dates for each Site phase are outlined for the purposes of compliance tracking and general communications, mine planning and development activities associated with these phases overlap (e.g., design and planning continue during the construction phase).

The Site's construction phase was initiated on August 20, 2020, which transitioned into Operations in Q1 2024 with first ore crushed on January 22, 2024, first gold poured on March 31, 2024, and commercial production (60% nameplate capacity) achieved in August 2024.

During the reporting period, IAMGOLD continued to advance permitting activities to support future construction phase activities, including ongoing engineering and consultation and engagement with interested parties and Indigenous groups. In addition, IAMGOLD continued to advance construction of key mine infrastructure, water management features and various access and haul roads to connect mine infrastructure, including:

- Plant site civil works
 - Commissioning and energization of the process plant.
 - Beginning of continuous process plant operations and first gold poured in Q1 of 2024.
 - Demobilization of construction phase contractor laydowns.
 - Demobilization of various accommodations complexes that were required during the construction phase.
 - Ongoing preparation work for the construction of a new warehouse building.
 - Truck shop pad expansion and culvert installation completed.
- Open pit earthworks and water management
 - On-going stripping and water management works, drill and blast activities, and open pit sump construction.
 - Relocation of the Autonomous Mining Truck (AMT) calibration pad.
 - Ongoing construction of Clam Dam #3 including dewatering, excavation and backfill.
 - Construction of AMT parking area south of open pit continued throughout Q1 2025.
- Tailings management facility (TMF) earthworks and water management
 - Construction of the following areas completed:
 - East starter dam;

- West starter dam;
 - West seepage collection pond pumphouse;
 - East seepage collection system and associated ditching;
 - Saddle dyke #3;
 - TMF emergency spill pond #2; and,
 - East dam south AHT prep stripping and backfilling.
- Commissioning of the east seepage collection pond pumphouse, and Mesomikenda Lake pumphouse completed.
- Ongoing construction of TMF Stage 2 and preparation for TMF Stage 3, consisting of tree clearing, stripping, backfilling, excavation, dewatering, development of the seepage collection systems, and foundation preparation.
- Mine rock area (MRA) earthworks and water management
 - Dewatering and construction of a pond plug at East Beaver Pond.
 - Construction of a mobile crusher pad in the Southeast.
 - Commissioning of the MRA North pumphouse completed
 - Construction of the Northeast area of the MRA, consisting of the development of service road 4, excavation of the MRA perimeter ditch, and dewatering.
 - Preparation work for construction of the MRA Transfer Pond 2 and the MRA access road including debris clearing, beaver dam removal and fish salvage activities in Unnamed Tributary #3.
 - Construction of the MRA North Pond continued throughout Q1 2025, with partial pond backfilling carried out to re-align the road.
- Overburden stockpile (OBS) earthworks and water management
 - Ongoing regrading and drainage improvements to the OBS.
 - Construction of a berm along the slope Northwest of the OBS South Sedimentation Pond.
 - Improvements to water management features at the North Sedimentation Pond including re-sloping the OBS, stripping overburden, and drill and blast activities to expand the North Sedimentation Pond.
- Haul and access road earthworks
 - Construction of service road 7 between the North and South Sedimentation Ponds and service road 15 along the west side of the TMF.
 - Backfilling to straighten and level the HR6 road completed.
 - Construction of access and drill pads at the former Cote Lake continued throughout Q1 2025.
 - Exploration drilling, construction of drill pads and digging sumps continued throughout Q1 2025.

- Construction of an ice road on Upper Three Duck Lake to facilitate exploration through Q1 2025.
- Watercourse realignment channel construction activities
 - Upgraded erosion sediment control measures installed at WRC1 crossing.
 - Construction of till cut-off wall along service road 3 and WRC2.
 - Upgraded erosion sediment control measures installed at Crossing #3.
- Water management infrastructure
 - Relocation of the TMF reclaim barge power transformer and anchor to higher ground.
 - Modifications to the overland pipeline from the MRA North Pond to the Polishing Pond to support de-icing efforts.
 - Construction of an overland pipeline, and two associated culverts, from OBS North Sedimentation Pond to the Open Pit.
- Habitat offsetting
 - Construction of walleye spawning habitat in the Mollie River between Middle Three Duck Lake and Lower Three Duck Lake.
 - Ongoing preparation, including grubbing, excavation, and stockpiling for the construction of the Middle Three Duck extension.

Table 3-1: Project Milestones & Implementation Schedule

Project Phase	Start Date	Completion Date ¹	Duration ¹
Pre-Construction Design and Planning	Dec 2016	Aug 2020	3.5 years
Construction	Aug 2020	Q1 2024	3 years
Operational Milestones - <i>first ore crushed</i> - <i>first gold</i> - <i>commercial production</i>	January 22, 2024 March 31, 2024 August 2, 2024	-	-
Operations	-	2039	16 years
Closure ¹	2039	-	-
Decommissioning ²	2039	2041	2 years
Active Closure ³	2041	2071	30 years
Passive Closure and Site Close Out ⁴	2071	-	-
¹ Completion dates and durations are approximate and are subject to change and will be based on monitoring results and direction from regulatory authorities. ² Decommissioning: Demolition and major site rehabilitation activities. Pumping and monitoring activities implemented. ³ Active Closure: Dams are removed, and the open pit is allowed to flood. Pumping and monitoring activities implemented. ⁴ Passive Closure: Commences once the open pit is flooded and passively discharges to Three Duck Lake (Upper).			

4.0 APPROACH TO COMPLIANCE MANAGEMENT

This section outlines IAMGOLD's approach to monitoring and maintaining Site compliance with regulatory requirements and commitments during the reporting period, and provides information on how IAMGOLD is maintaining compliance with Condition 2.1:

The proponent shall, throughout all phases of the Designated Project, ensure that its actions in meeting the conditions set out in this Decisions Statement are considered in a careful and precautionary manner, promote sustainable development, are informed by the best available information and knowledge, including community and Indigenous traditional knowledge, are based on validated methods and models, are undertaken by qualified individuals, and have applied the best available economically and technologically feasible mitigation measures.

Through the reporting period, IAMGOLD continued to design, permit and complete construction of the Site in a manner that aligns with the company's corporate standards and policies. Through the construction phase, IAMGOLD also considered and incorporated the expertise of the selected Engineering, Procurement and Construction Management (EPCM) consultant, a team of qualified environmental consultants to support environmental permitting, management planning and monitoring efforts, and ongoing engagement with Indigenous communities.

IAMGOLD is committed to continued compliance with the provisions of the revised Decision Statement throughout all Site phases. IAMGOLD maintains an electronic registry system to maintain accurate records of all commitments. The registry system includes all conditions of approval, EA/EER mitigation and monitoring commitments, and any additional requirements (e.g., commitments resulting from consultation and engagement activities). IAMGOLD regularly updates the registry for compliance management and tracking.

IAMGOLD maintains a series of management and monitoring plans for the Site with the aim of ensuring that EA and permit conditions and other Site commitments are implemented effectively. Some plans continue to be developed in conjunction with ongoing permitting to support future construction and operations phase activities. The list, titles and structure of environmental management and monitoring for the Site are subject to change as the Site progresses and include overarching plans that have detailed technical plans incorporated or appended. Some of the key plans include:

- Acid Rock Drainage and Metal Leaching Plan
- Acid Rock Drainage Field Cell Program Design Operations Plan
- Air Quality and Greenhouse Gas Management Plan
- Air Quality Monitoring Plan
- Aquatic Management and Monitoring
- Archeological and Heritage Management Plan
- Blasting and Explosives Management Plan
- Community Communication Plan
- Emergency Response Plan
- Environmental Management Plan (Overarching Plan)
- Erosion and Sediment Control Plan
- Fugitive Dust Management Plan
- Indigenous Consultation Plan

- Indigenous Environmental Health Follow-up Program
- Invasive Species Management Plan
- Mercury Environmental Monitoring Plan
- Migratory Bird Management Plan
- Noise and Vibration Management Plan
- Sewage Management Plan
- Site Traffic Management Plan
- Socio-economic Management and Monitoring Plan
- Spills Prevention and Contingency Plan
- Terrestrial Biodiversity Management and Monitoring Plan
- Topsoil Salvaging and Stockpiling Plan
- Traditional Land Use Monitoring Program
- Waste Management Plan
- Water Environmental Monitoring Plan

Plans are updated on an ongoing and as-needed basis.

5.0 CONSULTATION AND ENGAGEMENT

This section provides a summary of key consultation and engagement activities undertaken during the reporting period. The revised Decision Statement includes multiple conditions for which consultation is a requirement, including the conditions noted in Table 5-1.

Table 5-1: Summary of Key Conditions Containing Consultation and Engagement Requirements

Topic	EA Conditions
General Conditions	2.2, 2.3, 2.5, 2.6, 2.10, 2.11
Fish and Fish Habitat	3.7
Current Use of Lands and Resources for Traditional Purposes and Socio-economic Conditions	5.1, 5.3, 5.4, 5.5, 5.6, 5.7
Health of Indigenous Peoples	6.3, 6.4, 6.5
Physical and Cultural Heritage and Structure, Site or Thing of Historical, Archaeological, Paleontological or Architectural Significance	7.1
Accidents or Malfunctions	8.2, 8.3, 8.5

Appendix A provides detailed information on how specific condition requirements were met, including the method by which information was shared and how input received was considered by IAMGOLD. IAMGOLD's approach to consultation and engagement focuses on building and preserving relationships with affected communities and interested stakeholders. Consultation with Indigenous groups (First Nation and Métis) and stakeholders began in 2012, informed the EA process, and has continued since Federal and Provincial EA approval. An Indigenous Consultation Plan outlines how IAMGOLD will engage with Indigenous communities throughout all phases of the Site. It was developed with input from communities and was most recently updated in January, 2022. The Indigenous Consultation Plan is available at: [IAMGOLD Corporation - Operations - Côte Gold](#).

Throughout the reporting period, IAMGOLD and its Impact and Benefit Agreement (IBA) partners, Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario, continued to implement the various provisions contained within the IBAs. IAMGOLD also continued to communicate and engage with other Indigenous communities as identified by the Federal and Provincial governments.

Community relations and consultation activities during the reporting period focused on:

- Maintaining and enhancing relationships with Indigenous groups and key stakeholders.
- Consultation related to programs or plans as noted in Table 5-1.
- Consultation on permit applications and communication of permit approvals.
- Implementation of the IBA with Mattagami First Nation and Flying Post First Nation, including monthly Environmental Management Committee meetings.
- Implementation of IBA with the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).

Key consultation and engagement activities included:

- Met with the Chief and Council of Mattagami First Nation.
- Held an IBA Implementation Committee Meeting with Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).
- Mattagami First Nation Chief, Flying Post First Nation Chief and the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3) attended ribbon cutting ceremony at the Cote Gold Mine.
- Delivered the Annual Environmental Presentation at Mattagami First Nation to brief the community members on environmental performance and initiatives.
- Delivered the Annual Environmental Presentation in Nipigon to Flying Post First Nation to brief the community members on environmental performance and initiatives.
- Hosted a Water Ceremony at Cote Gold Mine in collaboration with Mattagami First Nation and Flying Post First Nation.
- Participated in Flying Post First Nation's Fall Feast commemorating the National Day for Truth and Reconciliation.
- Coordinated and funded the Mattagami Lake Fisheries Monitoring Study with Mattagami First Nation, Minnow Aquatic Environmental Services and the Ministry of Natural Resources and Forestry including a presentation to Mattagami Chief and Council.
- Held four (4) IBA Committee Meetings with Flying Post First Nation and Mattagami First Nation.
- Held three (3) IBA Implementation Committee Meetings with the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).
- Hosted an annual IBA Leadership meeting with leadership from IAMGOLD, Mattagami First Nation and Flying Post First Nation.
- Published Five (5) Côté Community newsletters.
- Held four (4) meetings of the Flying Post First Nation and Mattagami First Nation Socio-economic Management and Monitoring Committee and working with the communities to develop a local Employment and Training Strategy.
- Shared permit applications via SharePoint sites to all identified Indigenous communities as well as providing notifications to communities of the availability of new documents, including permit approvals.

- Held monthly meetings of the Environmental Management Committee with Mattagami First Nation and Flying Post First Nation.
- Continued implementation of the Indigenous Consultation Plan, Community Communication Plan and Management of Community Grievances Plan.
- Held three (3) meetings with the Gogama Socio-economic Management and Monitoring Committee.
- Tracked consultation and engagement activities throughout the year using the Stakeholder Issues and Information Management System (SIIMS).
- Obtained letters of support from Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario for key permit applications.
- Communicated employment opportunities at the Site to Mattagami First Nation and Flying Post First Nation.
- Attended Open House events at Mattagami First Nation.
- Hosted Elders for a tour of the Assay Laboratory at the Cote Gold Mine in November 2024.
- Held bi-weekly business and contracts review meetings with Mattagami First Nation and Flying Post First Nation.

6.0 FOLLOW-UP PROGRAMS

This section provides a summary of activities undertaken during the reporting period related to the follow-up programs required by Conditions 4.3, 5.5 and 6.4.

The general requirements of all follow-up programs are outlined in Condition 2.4:

- *2.4.1: undertake monitoring and analysis to verify the accuracy of the environmental assessment as it pertains to the particular condition and/or to determine the effectiveness of any mitigation measure(s);*
- *2.4.2: determine whether additional mitigation measures are required based on the monitoring and analysis undertaken pursuant to condition 2.4.1; and*
- *2.4.3: if additional mitigation measures are required pursuant to condition 2.4.2, implement the additional mitigation measures and monitor them pursuant to condition 2.4.1.*

6.1 Migratory Birds Follow-Up Program

The Biodiversity Monitoring Plan prepared for the Site includes a follow-up program for migratory birds, in accordance with Condition 4.3:

The Proponent shall develop prior to construction, and implement during all phases of the Designated Project, a follow-up program to determine the effectiveness of the mitigation measures used to avoid harm to migratory birds, their eggs and nests, including the measures used to comply with conditions 4.1 and 4.2.

6.1.1 Plan Overview

The Migratory Bird Follow-Up Program follows ECCC's guidelines for surveys. The plan has been under development since late 2018, and the version implemented in 2022 incorporated feedback from the

Ministry of Natural Resources and Forestry (then Ministry of Northern Development, Mines, Natural Resources and Forestry (NDMNR)) and Indigenous communities.

Input on the plan was received from the Impact Assessment Agency of Canada in November 2021 and in response, IAMGOLD prepared a standalone Migratory Bird Follow-Up Program to clearly outline how IAMGOLD will comply with Condition 4.3.

6.1.2 Program Results

The Migratory Bird Follow-Up Program was initiated in 2021 and continued through the reporting period, consisting of breeding bird point count surveys, crepuscular surveys and habitat assessments.

The results of the 2024 breeding bird surveys suggest that there are currently no significant adverse effects to upland breeding birds due to mine development activities. Instead, the clearing of vegetation and early successional regrowth appears to have created a variety of open and semi-open habitats that support a diverse avian community. A total of 67 species were recorded across all 78 stations, with 59 species observed at impact stations and 48 at control stations. This is consistent with previous years and reflects a stable or slightly increasing trend in species richness compared to earlier monitoring efforts.

Seven species were recorded in 2024 that had not been previously observed during baseline or monitoring studies, including American Goldfinch, Double-crested Cormorant, Evening Grosbeak, Great-crested Flycatcher, Mourning Dove, Sora, and White-breasted Nuthatch. Two species at risk were observed: Canada Warbler (special concern provincially) and Evening Grosbeak (special concern provincially).

Species richness was higher at impact stations (59 species) than at control stations (48 species). Impact stations also showed slightly higher Shannon's and Simpson's Diversity Index values, indicating high diversity at both site types. Evenness values were similar between impact and control stations, suggesting a relatively balanced distribution of species.

Warblers were the most abundant group overall, with greater relative abundance at control stations, while Sparrows were more abundant at impact stations. This reflects habitat preferences, with forest-dwelling species more common at control sites and ground-nesting species favoring the open habitats created by the Site's development.

Overall, the 2024 results align with predictions from the environmental assessment, indicating that the Site's development has not caused significant negative impacts to migratory bird populations. Continued monitoring will help track long-term trends and inform adaptive management strategies (Blue Heron Environmental 2025).

6.1.3 Additional Mitigation Measures

No additional mitigation measures have been implemented or are proposed to be implemented.

6.2 Traditional Land Use Follow-Up Program

A Traditional Land Use Follow-Up Monitoring Program was developed in consultation with Indigenous communities, in accordance with Condition 5.5:

The Proponent shall, in consultation with Indigenous groups, develop and implement a follow up program related to the effects of changes to the environment caused by the Designated Project on harvesting, fishing, hunting or trapping activities for traditional purposes by Indigenous groups, to verify the accuracy of the environmental assessment and to determine the effectiveness of the mitigation measures implemented to address those effects. The Proponent shall implement the follow-up program during all phases of the Designated Project.

6.2.1 Plan Overview

The Traditional Land Use Follow-Up Monitoring Program is designed to monitor traditional land uses that may be affected by the Project as identified during the EA process. Information about how Indigenous peoples use the land in and around the Project area and changes they may see over time will be documented and reviewed through surveys and conversations. The version of the plan implemented in 2021 and 2022 was shared with Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario and Brunswick House First Nation during development of the plan in 2020.

6.2.2 Program Results

The Traditional Land Use Follow-Up Monitoring Program was initiated in 2021 and continued throughout the reporting period.

The Site is located on Treaty 9 Territory on the traditional lands of Mattagami First Nation and Flying Post First Nation, and within the traditional harvesting area of the Métis Nation of Ontario, Region 3. No requests were received during the reporting period from any Indigenous communities for access to the Côté Gold site for the purpose of carrying out traditional land use activities.

IAMGOLD remains committed to discussing potential Site effects on traditional land use activities with potentially affected Indigenous communities throughout the life the Site. Should additional information regarding a community's traditional practices become available, IAMGOLD will review and consider any potential effects, and develop and implement necessary mitigation measures, as appropriate through this Traditional Land Use Follow-up Monitoring Program.

6.2.3 Additional Mitigation Measures

No additional mitigation measures have been implemented or are proposed to be implemented.

6.3 Indigenous Environmental Health Follow-Up Program

An Indigenous Environmental Health Follow-Up Program has been developed in consultation with Indigenous communities, in accordance with Condition 6.4:

In order to verify the accuracy of the environmental assessment and to determine the effectiveness of the mitigation measures identified in conditions 6.1, 6.2 and 6.3, the Proponent shall, in consultation with Indigenous groups, develop and implement a follow-up program related to the health of Indigenous peoples that shall include:

- 6.4.1: monitoring the air quality for total suspended particulates, particulate matter (PM10), fine particulate matter (PM2.5), nitrogen oxides and hydrogen cyanide, at a minimum at locations where the highest concentrations of these contaminants are expected within areas where navigation and other current use of lands and resources for traditional purposes occur.

The Proponent shall use the 24-hour and 1-hour recommended levels of the Canadian Council of Ministers of the Environment's Canadian Ambient Air Quality Standards and the Ontario Ambient Air Quality Criteria as benchmarks. The Proponent shall conduct this air quality monitoring from the beginning of construction until two years after the start of decommissioning;

- 6.4.2: monitoring dust deposition rates in areas within the property boundary where traditional plant harvesting occurs, to validate that dust deposition rates do not exceed 40 grams per square metre per year;

- 6.4.3: monitoring methylmercury concentrations in surface water and fish tissue of northern pike, walleye, lake whitefish or yellow perch in all water bodies where an increase in water level is predicted as a result of the Designated Project, as well as all other water bodies directly connected to realignment channels, to confirm methylmercury levels do not increase. Methylmercury monitoring shall be implemented from the beginning of construction and occur every three years during the construction and operation phases. Starting at the beginning of the decommissioning phase, monitoring shall occur every five years for 25 years; and

- 6.4.4: monitoring for the presence of ungulates and birds at the tailings management facility and polishing pond during operation and decommissioning.

6.3.1 Plan Overview

The Indigenous Environmental Health Follow-Up Program is designed to monitor aspects of the environment to ensure that potential exposure to chemicals will not have a negative effect on the health of Indigenous peoples who may use the area surrounding the Site for their traditional practices. Although the EA process determined that health risks are unlikely, IAMGOLD monitors air, water, fish, and animals through three programs: Air Quality Monitoring Program (Condition 6.4.1 and 6.4.2), Aquatic Monitoring Program (Condition 6.4.3), and Terrestrial Monitoring Program (Condition 6.4.4). The plan was shared with Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario and Brunswick House First Nation during development of the plan in 2020.

Input on the plan was received from the Impact Assessment Agency of Canada in November 2021 and in response, IAMGOLD updated the plan to clarify:

- Technical rationale for the monitoring methodology for nitrogen oxides.
- Specific waterbodies which may experience water level increases, or are directly connected to the water realignment channels, and will be monitored for methylmercury.
- The approach for implementation of wildlife deterrents at the tailings management facility during the Operations and Decommissioning phases.

6.3.2 Program Results

6.3.2.1 Air Quality Monitoring Program

Six monitoring locations were established in 2021 and placed where concentrations of potential air contaminants are expected to be high, or, where traditional land and resource use by Indigenous peoples was identified to occur during the EA process. These air contaminants include particulate matter (Suspended Particulate Matter (SPM)), Particulate Matter less than 10 microns (PM₁₀), Particulate Matter less than 2.5 microns (PM_{2.5}), nitrogen oxides (measured as nitrogen dioxide (NO₂)), hydrogen

cyanide (through the operations phase), and dustfall. A summary of monitoring station locations and parameters measured is provided in Table 6-1.

Table 6-1 Air Quality Monitoring Summary

STATION	GENERAL LOCATION	PARAMETERS MEASURED					
		Total Suspended Particulate	PM ₁₀	PM _{2.5}	Dustfall	NO ₂	HCN
1	Northern Gate ¹	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	N/A
2	Core Shack	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	N/A
3	Southern Gatehouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	N/A
4	Southern Offsite Laydown Area	N/A	N/A	N/A	<input checked="" type="checkbox"/>	N/A	N/A
5	West Side of TMF	N/A	N/A	N/A	<input checked="" type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
6	Accommodations Complex ²	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

¹As of 2025, only dust fall was measured at this station. Once power is available, the other parameters will be added.

²This station is temporary and not representative of an area where traditional land and resource use by Indigenous peoples would be expected. It will be decommissioned of active sampling once Station 1 has power.

Per EA Condition 6.4.1, IAMGOLD is to use the 24-hour and 1-hour recommended levels of the Canadian Council of Minister's of the Environment's (CCME) Canadian Ambient Air Quality Standards (CAAQS) and the Ontario Ambient Air Quality Criteria (AAQC) as benchmarks. Dustfall is measured and compared to the benchmark described in 6.4.2 of the EA Decision Statement.

6.3.2.1.1 Particulate Matter

Data was collected at three stations (Stations 2, 3, and 6) throughout the reporting period.

Suspended Particulate Matter and Metals (SPM)

Four SPM samples collected in 2024 exceeded the MECP 24-hour AAQC of 120 µg/m³. The exceedances occurred in February 2024 at Stations 3 and 6, and in June 2024 at Station 6. No other SPM exceedances of the 24-hour AAQC were measured in 2024 or 2025 Q1. Additionally, there were no exceedances of the annual SPM AAQC of 60 µg/m³. The exceedances were attributed to wind direction (WSP 2025).

It is noted that no traditional land uses were known to have been exercised in the area of Stations 3 or 6 during the reporting period. Additionally, Station 6 is located within the site boundary and adjacent to mining operations; the SPM hi-vol will be relocated to Station 1 on the property boundary when electrical power is available.

Continuous Particulate Matter <10 micrometers (PM₁₀) and <2.5 micrometers (PM_{2.5})

Continuous PM₁₀ and PM_{2.5} data were collected at Stations 2, 3, and 6 throughout the reporting period. At Station 3, an exceedance of the PM₁₀ 24-hour interim AAQC occurred at 7:00 on February 24, 2024 when the 24-hour running average was 55.5 µg/m³. During this period, successive running averages ranged from a minimum of 29.0 µg/m³ to a maximum of 76.5 µg/m³. On February 24, 2024 the winds measured onsite were predominantly from the south-southwest and northwest. No significant on-site activities were noted upwind of Station 3 (WSP 2025).

It is noted that no traditional land uses were known to have been exercised in the area of Station 3 during the reporting period. There were no other exceedances of the PM₁₀ 24-hour interim AAQC or the PM_{2.5} criteria when directly compared to the CAAQS.

6.3.2.1.2 Nitrogen Oxides

Nitrogen oxides, measured as nitrogen dioxide, was collected throughout the reporting period at Stations 2, 3, and 6. No exceedances of either the Ontario AAQC or CAAQS were measured during the reporting period (WSP 2025).

6.3.2.1.3 Hydrogen Cyanide

Hydrogen cyanide was measured at Stations 5 and 6 in June 2024. A total of ten samples were collected, and all results were below the detection limit. The detection limit for this sampling method is substantially higher than the Ontario AAQC. The method will be modified in 2025 to lower detection limits (WSP 2025).

6.3.2.1.4 Dustfall

Dustfall data was collected at all six stations throughout the reporting period. A total of six samples were invalid during the reporting period: one at Station 1 and five at Station 4. Sample contamination (i.e. large organic debris), field collection issues, or laboratory analysis issues can cause a sample to be deemed invalid. The remaining 67 samples collected during the reporting period were valid.

There were a total of two exceedances of the MECP's 30-day dustfall AAQC which occurred at Stations 5 and 6. One exceedance each of the annual AAQC of 4.6 g/m²/day and the cumulative annual deposition value of 40 g/m² were measured in 2024 at Station 5. In May 2024 Station 6 measured a total dustfall value of 10.6 g/m²/30-day. Winds during the month of May 2024 were from various directions, 32 mm of precipitation was recorded on-site. Activities occurring near Station 6 that may been a contributor to this exceedance include several blasts, specifically on May 3, May 7, May 23, May 26, and May 30.

Station 5 measured a total dustfall value of 43 g/m²/30-day in October 2024, and the insoluble dustfall accounted for 94% of the total dustfall. As there was no evidence to suggest the sample was fouled, or otherwise compromised, the data was included in the annual statistics (WSP 2025).

6.3.2.2 Aquatic Monitoring Program

A baseline methyl mercury monitoring program was conducted between 2019 and 2021. In accordance with Condition 6.4.3 of the Decision Statement, methyl mercury monitoring is required every three years. As part of the Environmental Effects Monitoring (EEM) program under the Metal and Diamond Mining Effluent Regulations (MDMER), methyl mercury monitoring was completed in 2023. However, mercury tissue sampling was not conducted during the Phase 1 EEM, as mercury concentrations in the

effluent were below the trigger threshold ($<0.10 \mu\text{g/L}$; Government of Canada, 2018) required to initiate fish tissue sampling. The next round of monitoring is scheduled to commence in 2025.

As outlined in the Site's Mercury Environmental Management Plan (IAMGOLD, 2024b), water samples for total and methyl mercury (ultratrace total mercury, ultratrace total methyl mercury, ultratrace dissolved mercury, and dissolved mercury) were taken monthly from Chester Lake (CHLK), Clam Lake (CM), Oshki Lake (NL), Upper Three Duck Lake (3D-A), Middle Three Duck Lake (3D-B), Lower Three Duck Lake (3D-C), Unnamed Lake 2 (UL2; reference), and Schist Lake (SL/SL-1) outlets. All monthly samples for all 8 outlet stations were below applicable Ontario Provincial Water Quality Objectives (dissolved mercury = 0.00020 mg/L and ultratrace total methyl mercury = 4.00 ng/L) and the Canadian Council of Ministers of the Environment long-term water quality guidelines for the protection of aquatic life (ultratrace total mercury = 26.0 ng/L , ultratrace total methyl mercury = 4.0 ng/L ; Minnow 2025). In addition, a seasonal Kendal trends analysis was completed where no significant trend (increasing or decreasing) was observed in any of the outlets (data from 2011 to 2024) for ultratrace total mercury, ultratrace total methyl mercury, or ultratrace dissolved methyl mercury (Minnow 2025).

6.3.2.3 Terrestrial Monitoring Program

The Terrestrial Monitoring portion of the Program relates to monitoring for the presence of ungulates and birds at the tailings management facility (TMF) and polishing pond during the Operations and Decommissioning phases. This portion of the Program was initiated during the reporting period, as Operations began and tailings began discharging. Throughout the reporting period, two moose were observed within the periphery of the tailings management facility (not within the tailings beaches), and 69 individual birds, including waterfowl, songbirds, gamebirds, and raptors were observed within the tailings management facility and polishing pond areas.

It should be noted that many of the avian species observed at the polishing pond and TMF were waterfowl using the Site as a temporary stopover during migration or local movements. Additionally, songbirds, gamebirds and raptors recorded in the area were primarily observed flying over the general vicinity rather than interacting directly with the ponds. No waterfowl nests were identified on or around the polishing pond or TMF, suggesting that these areas were not being utilized by these species to support essential life processes such as breeding or rearing young. Specific details are outlined below in Table 6-2.

Table 6-2: Ungulate and Avian Observations within the area of the TMF and Polishing Pond.

Location & Species	Total Number of Individuals Observed
Area - TMF East	
Moose	1
Owl	2
Waterfowl	23
Area - TMF West	
Game Bird	6
Moose	1
Raptor	1
Songbird	1
Waterfowl	16
Watercourse - Polishing Pond	
Raptor	8

Location & Species	Total Number of Individuals Observed
Songbird	1
Waterfowl	11
TOTAL	71

6.3.3 Additional Mitigation Measures

No additional mitigation measures have been identified for the Air Quality Monitoring Program or the Aquatic Monitoring Program.

For the Terrestrial Monitoring Program, propane cannon deterrents were deployed throughout the TMF during the breeding bird season (April 15 to August 31). These deterrents, along with holographic scare tape, will be used again during the 2025 reporting period. As the Site transitions into steady-state operations and construction activity decreases, mitigation efforts are expected to become more targeted and consistent.

As outlined in the Site's Indigenous Environmental Health Follow-up Program Plan (IAMGOLD 2024a), the Site follows a performance-based adaptive management approach. This involves continuous monitoring and evaluation of deterrent effectiveness, allowing for adjustments based on observed wildlife activity.

7.0 REFERENCES

- Blue Heron Environmental. 2025. 2024 Biodiversity Monitoring Program (2024 Avian Monitoring Program).
- CCME (Canadian Council of Ministers of the Environment), 2022. Canadian Water Quality Guidelines for the Protection of Aquatic Life.
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- Human Toxicology and Air Standards Section, Technical Assessment and Standards Development Branch, Ontario Ministry of the Environment, Conservation and Parks (MECP), 2020. *Ambient Air Quality Criteria*.
- IAMGOLD, Côté Gold Mine. 2024a. Indigenous Environmental Health Follow-up Program Plan.
- IAMGOLD, Côté Gold Mine. 2024b. Mercury Environmental Management Plan.
- MECP (Ontario Ministry of the Environment, Conservation, and Parks) 2015. 2015 - 2016 Guide to Eating Ontario Fish. ISBN: 978-1-4606-5051-6 (PDF).
- Minnow. 2025. Côté Gold Mine 2024 Annual Performance Report. Prepared for IAMGOLD Corporation, Toronto, Ontario. April 2025.
- MOE (Ontario Ministry of Environment). 1993. Guidelines for the Protection and Management of Aquatic Sediment Quality in Ontario. Reprinted October 1996.
- MOEE (Ontario Ministry of Environment and Energy). 1994. Water Management, Policies, Guidelines. Provincial Water Quality Objectives of the Ministry of Environment and Energy. Reprinted March 1998.
- WSP. 2025. Ambient Air Quality Monitoring Program 2024 Annual Report Côté Gold Project.

APPENDIX A

Compliance Status of Federal Decision Statement Conditions

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-FC2.1	<p>Federal EA Condition 2.1 – General</p> <p>The proponent shall, throughout all phases of the Designated Project, ensure that its actions in meeting the conditions set out in this Decisions Statement are considered in a careful and precautionary manner, promote sustainable development, are informed by the best available information and knowledge, including community and Indigenous traditional knowledge, are based on validated methods and models, are undertaken by qualified individuals, and have applied the best available economically and technologically feasible mitigation measures.</p>	Y	Y	Y	Y	Project Environmental Management Plan; Annual Compliance Reports	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>IAMGOLD has continued to design, permit and construct the Project in a manner that considers and incorporates the company's corporate standards and policies, the expertise of the selected Engineering, Procurement and Construction Management (EPCM) firm, continued involvement of a team of qualified environmental consultants in permitting, management planning and monitoring efforts, and ongoing engagement with Indigenous communities.</p>
EA-FC2.2	<p>Federal EA Condition 2.2 – General</p> <p>The proponent shall, where consultation is a requirement of a condition set out in this Decision Statement:</p> <p>-2.2.1: provide a written notice of the opportunity for the party or parties being consulted to present their views and information on the subject of the consultation;</p> <p>-2.2.2: provide sufficient information and a reasonable period of time to permit the party or parties being consulted to prepare their views and information;</p>	Y	Y	Y	Y	Indigenous Consultation Plan; Records of Engagement	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Indigenous Consultation Plan was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 and 2021 reporting years) and includes the requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed basis.</p> <p>The plan was successfully implemented during the reporting period and is available at IAMGOLD Corporation - Operations - Côté Gold.</p>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	-2.2.3: provide a full and impartial consideration of any views and information presented by the party or parties being consulted; and -2.2.4: advise the party or parties that have provided comments on how the views and information received have been considered by the Proponent.						
EA-FC2.3	Federal EA Condition 2.3 – General The Proponent shall, where consultation with Indigenous groups is a requirement of a condition set out in this Decision Statement, and prior to initiating that consultation, communicate with each Indigenous group to determine the manner by which to satisfy the consultation requirements referred to in condition 2.2, including methods of notification, the type of information and the period of time to be provided when seeking input, the process for full and impartial consideration of any views and information presented and the means by which each Indigenous group will be informed of how the views and information received have been considered by the Proponent.	Y	Y	Y	Y	Indigenous Consultation Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Indigenous Consultation Plan was prepared in consultation with Indigenous communities (as documented in the Annual Reports for the 2020 and 2021 reporting years) and includes the requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed basis. The plan was successfully implemented during the reporting period and is available at IAMGOLD Corporation - Operations - Côté Gold .
EA-FC2.4	Federal EA Condition 2.4 – General The Proponent shall, where a follow-up program is a requirement of a condition set out in this Decision Statement:	N	Y	Y	Y	Indigenous Environmental Health Follow-Up Program; Traditional Land Use Follow-Up Program;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> In 2021, IAMGOLD initiated the implementation of follow-up programs in accordance with the requirements of the revised Decision Statement.

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	<p>-2.4.1: undertake monitoring and analysis to verify the accuracy of the environmental assessment as it pertains to the particular condition and/or to determine the effectiveness of any mitigation measure(s);</p> <p>-2.4.2: determine whether additional mitigation measures are required based on the monitoring and analysis undertaken pursuant to condition 2.4.1; and</p> <p>-2.4.3: if additional mitigation measures are required pursuant to condition 2.4.2, implement the additional mitigation measures and monitor them pursuant to condition 2.4.1.</p>					Terrestrial Biodiversity Management Plan	Each follow-up program incorporates the requirements listed in this Condition. The programs continued to be executed throughout the reporting period.
EA-FC2.5	<p>Federal EA Condition 2.5 – General</p> <p>Where consultation with Indigenous groups is a requirement of a follow-up program, the Proponent shall discuss with each Indigenous group opportunities for the participation of that Indigenous group in the implementation of the follow-up program as set out in condition 2.4.</p>	Y	Y	Y	Y	Indigenous Consultation Plan; Records of Engagement	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>Environmental matters are discussed regularly through the Environmental Management Committee established in 2018 with Mattagami First Nation and Flying Post First Nation. Environmental Monitors from Mattagami First Nation and Flying Post First Nation work alongside the Project's Environmental team to support implementation of monitoring activities. An IBA Implementation Committee with the Métis Nation of Ontario is the avenue through which environmental aspects of the Project are discussed.</p>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-FC2.6	<p>Federal EA Condition 2.6 – General</p> <p>The Proponent shall, commencing in the reporting year that implementation of the conditions set out in this Decision Statement begins, prepare an annual report that sets out:</p> <ul style="list-style-type: none"> -2.6.1: the activities undertaken in the reporting year to comply with each of the conditions set out in this Decision Statement; -2.6.2: how the Proponent complied with condition 2.1; -2.6.3: for conditions set out in this Decision Statement for which consultation is a requirement, how the Proponent considered any views and information that the Proponent received during or as a result of the consultation; -2.6.4: the results of the follow-up program requirements identified in conditions 4.3, 5.5 and 6.4; and -2.6.5: any additional mitigation measures implemented or proposed to be implemented by the Proponent, as determined under condition 2.4. 	N	Y	Y	Y	Annual Compliance Reports	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>Submission of this annual report for the reporting period.</p>
EA-FC2.7	<p>Federal EA Condition 2.7 – General</p> <p>The Proponent shall submit to the Agency the annual report referred to in condition 2.6, including an executive summary in both official languages, no later</p>	Y	Y	Y	Y	Annual Compliance Reports	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>Submission of this annual report for the reporting period.</p>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	than June 30 following the reporting year to which the annual report applies.						
EA-FC2.8	<p>Federal EA Condition 2.8 – General</p> <p>The Proponent shall publish on the Internet, or any medium which is widely publicly available, the annual report and the executive summaries referred to in conditions 2.6 and 2.7, the plan(s) to offset the loss of fish and fish habitat referred to in condition 3.7, the communication plans referred to in conditions 5.7, 6.5 and 8.5, the reports referred to in conditions 8.4.3 and 8.4.4, the implementation schedule referred to in condition 9.1 and any update(s) or revision(s) to the above documents, upon submission of these documents to the parties referenced in the respective conditions. The Proponent shall keep these documents publicly available until the end of decommissioning of the Designated Project. The Proponent shall notify the Agency and Indigenous groups of the availability of these documents once they are published.</p>	Y	Y	Y	Y	Community Communication Plan; Records of Engagement; website posting	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>IAMGOLD maintains various Project documents on the Project website, including those required by this Condition. Reports and documents are published at the following link: IAMGOLD Corporation - Operations - Côté Gold</p>
EA-FC2.9	<p>Federal EA Condition 2.9 – General</p> <p>The Proponent shall notify the Agency and Indigenous groups in writing no later than 60 days after the day on which there is a transfer of ownership, care, control or management of the Designated Project in whole or in part.</p>	Y	Y	Y	Y	Records of Engagement; Indigenous Consultation Plan	<i>Not currently applicable. Requirement triggered by change in ownership.</i>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-FC2.10	Federal EA Condition 2.10 – General The Proponent shall consult with Indigenous groups prior to initiating any material change(s) to the Designated Project that may result in adverse environmental effects, and shall notify the Agency in writing no later than 60 days prior to initiating the change(s).	Y	Y	Y	Y	Records of Engagement; Indigenous Consultation Plan	<i>Not currently applicable. Requirement triggered by material change to the Project.</i>
EA-FC2.11	Federal EA Condition 2.11 – General In notifying the Agency pursuant to condition 2.10, the Proponent shall provide the Agency with an analysis of the adverse environmental effects of the change(s) to the Designated Project, as well as the results of the consultation with Indigenous groups.	Y	Y	Y	Y	Records of Engagement; Indigenous Consultation Plan	<i>Not currently applicable. Requirement triggered by material change to the Project.</i>
EA-FC3.1	Federal EA Condition 3.1 - Fish and Fish Habitat The Proponent shall implement erosion and sediment control measures during all phases of the Designated Project, including measures for sedimentation catchments downstream of active construction areas.	N	Y	Y	Y	Erosion and Sediment Control Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Erosion and Sediment Control Plan includes requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed basis, and was successfully implemented in 2021 and continued to apply for the reporting period.
EA-FC3.2	Federal EA Condition 3.2 - Fish and Fish Habitat The Proponent shall comply with the Metal Mining Effluent Regulations and subsection 36(3) of the <i>Fisheries Act</i> regarding the deposit of effluent to waters	N	Y	Y	Y	OMS Manual; Mine Rock and ARD / ML Management Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	frequented by fish from the Designated Project, taking into account the Canadian Council of Ministers of the Environment's Water Quality Guidelines for Protection of Aquatic Life. In doing so, the Proponent shall: -3.2.1: manage potentially acid generating mine waste to avoid acid generation and metal leaching into the environment; -3.2.2: implement seepage control measures at the tailings management facility; -3.2.3: collect effluent produced by the Designated Project before it is deposited in water frequented by fish; and -3.2.4: treat process water for cyanide prior to directing it into the tailings management facility.					Water Environmental Monitoring Plan	Condition 3.2.1: PAG material is managed according to the Adaptive Mine Rock Management Plan and effluent quality monitoring under ECA/MDMER. Condition 3.2.2: The TMF has been designed and constructed to control seepage. Condition 3.2.3: Throughout the reporting period, effluent consisted of contact water from the overburden stockpile, mine and construction dewatering activities. Effluent is collected and managed in various water management infrastructure prior to discharge. Condition 3.2.4: The cyanide destruction circuit was incorporated into the design of the process plant and was operational during the reporting period.
EA-FC3.3	Federal EA Condition 3.3 - Fish and Fish Habitat The Proponent shall treat at the polishing pond any effluent produced by the Designated Project prior it is deposited to waters frequented by fish if required to comply with condition 3.2.	N	Y	Y	Y	Water Environmental Monitoring Plan	<i>Not currently applicable.</i> Sewage works have been constructed to manage contact water and mine effluent, and were operational through the reporting period.
EA-FC3.4	Federal EA Condition 3.4 - Fish and Fish Habitat The Proponent shall conduct in-water construction activities during timing windows of least risk for the area, unless otherwise agreed to by relevant federal and provincial authorities. If in-water construction activities cannot be conducted during identified timing windows	N	Y	Y	Y	Aquatic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Aquatic Management and Monitoring Plan includes requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed

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	of least risk, the Proponent shall develop and implement additional mitigation measures, in consultation with Fisheries and Oceans Canada, to protect fish during sensitive life-stages.						basis, and was successfully implemented in 2021 and applied throughout the reporting period. All work was conducted within identified and permitted timing windows.
EA-FC3.5	Federal EA Condition 3.5 - Fish and Fish Habitat The Proponent shall, in a manner consistent with the <i>Fisheries Act</i> , relocate fish to suitable habitats prior to fish habitat alteration or loss, taking into consideration environmental conditions and lifecycle requirements of the fish species that are relocated.	N	Y	Y	Y	Aquatic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Aquatic Management and Monitoring Plan was prepared and includes a detailed Fish Salvage Plan that was reviewed by DFO in 2020 as part of the <i>Fisheries Act</i> Authorization process. The plan was successfully implemented in 2021 and applied throughout the reporting period. Applicable approvals and clearance letters were obtained for salvages throughout the reporting period.
EA-FC3.6	Federal EA Condition 3.6 - Fish and Fish Habitat The Proponent shall design, construct and operate realignment channels and dams in a manner that will maintain fish habitat during all phases of the Designated Project and be consistent with any offsetting plan. In doing so, the Proponent shall maintain fish passage in the realigned channels and the natural channels impacted by the Designated Project.	Y	Y	Y	Y	<i>Fisheries Act</i> Authorization; Aquatic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Design and construction of all watercourse realignment channels and water management features were in compliance with the requirements of Condition 3.6. Water Course Realignment Channel 2 (WRC2) was commissioned in 2023 and experienced instances of subsurface flow during low flow at certain riffle zones. However, no fish were observed to be stranded or impacted during these instances. Subsurface flow is not uncommon for

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							newly commissioned natural channels, though, an adaptive management plan (AMP) has been proposed to modify high gradient reaches of the channel to ensure connectivity through low flows. Implementation of the AMP was initiated in 2024 and continued through 2025, with ongoing monitoring.
EA-FC3.7	Federal EA Condition 3.7 - Fish and Fish Habitat The Proponent shall, to the satisfaction of Fisheries and Oceans Canada and Environment and Climate Change Canada, and in consultation with Indigenous groups, develop and implement any plan(s) required to offset the loss of fish and fish habitat associated with the carrying out of all phases of the Designated Project.	Y	Y	Y	Y	Aquatic Management and Monitoring Plan; Indigenous Consultation Plan; Records of Engagement; <i>Fisheries Act</i> Authorization	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Fisheries Act Authorization was amended in 2022 and applied throughout the reporting period. Implementation of the Fisheries Offsetting Plan, monitoring, and reporting are ongoing.
EA-FC3.8	Federal EA Condition 3.8 - Fish and Fish Habitat For any fish habitat offset areas proposed in any offsetting plan(s) under condition 3.7 and prior to submitting a plan to Fisheries and Oceans Canada and Environment and Climate Change Canada, the Proponent shall determine whether there are adverse effects: -3.8.1: on migratory birds and their habitats; -3.8.2: on terrestrial species, including amphibians and reptiles, and their habitats; -3.8.3: on listed species at risk and their habitats;	Y	N	N	N	Environmental Effects Review	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

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	-3.8.4: on health and socio-economic conditions; -3.8.5: on current use of lands and resources for traditional purposes; -3.8.6: on the flow rates, water depths or water widths that may affect the passage of a vessel, including a vessel used by Indigenous Peoples in the context of their current use of lands and resources for traditional purposes; -3.8.7: on physical and cultural heritage and structure, site or thing of historical, archaeological, paleontological or architectural significance; and -3.8.8: from potential sources of contamination including iron, copper and zinc in the receiving environment.						
EA-FC3.9	Federal EA Condition 3.9 - Fish and Fish Habitat The Proponent shall, if there are adverse effects on any of the elements set out in conditions 3.8.1 to 3.8.8 avoid or lessen those effects.	Y	N	N	N	Environmental Effects Review	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-FC4.1	Federal EA Condition 4.1 - Migratory Birds The Proponent shall carry out all phases of the Designated Project in a manner that protects migratory birds and avoids harming, killing or disturbing migratory birds or destroying, disturbing or taking their nests or eggs. In this regard, the Proponent shall take into account Environment and Climate Change Canada's Avoidance Guidelines. The Proponent's actions in	N	Y	Y	Y	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Migratory Bird Management Plan includes details incorporating requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed basis, and was successfully

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	applying the Avoidance Guidelines shall be in compliance with the Migratory Birds Convention Act, 1994 and with the Species at Risk Act.						implemented in 2021 and continued to be applied throughout the reporting period.
EA-FC4.2	Federal EA Condition 4.2 - Migratory Birds The Proponent shall control mine site lighting, including direction, timing and intensity, during all phases of the Designated Project, to avoid adverse effects on migratory birds while meeting operational health and safety requirements.	N	Y	Y	Y	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Migratory Bird Management Plan includes details incorporating requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed basis, and was successfully implemented in 2021 and continued to be applied throughout the reporting period.
EA-FC4.3	Federal EA Condition 4.3 - Migratory Birds The Proponent shall develop prior to construction, and implement during all phases of the Designated Project, a follow-up program to determine the effectiveness of the mitigation measures used to avoid harm to migratory birds, their eggs and nests, including the measures used to comply with conditions 4.1 and 4.2.	Y	Y	Y	Y	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Migratory Bird Follow-Up Program includes details incorporating requirements of this Condition. Input on the plan was received from the Impact Assessment Agency of Canada in November 2021 and in response, IAMGOLD prepared a standalone Migratory Bird Follow-Up Program to clearly outline how IAMGOLD will comply with Condition 4.3. This Follow-Up Program was initiated in 2021 and successfully executed throughout the reporting period.

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EA-FC5.1	Federal EA Condition 5.1 - Current use of lands and resources for traditional purposes and socio-economic conditions The Proponent shall maintain ground cover vegetation and use mechanical methods for controlling vegetation along the transmission line right of way during all phases of the Designated Project. In the event that mechanical methods are not practicable or effective to control vegetation, the Proponent shall consult with Indigenous groups on the timing and application of chemical agents.	N	Y	Y	Y	Terrestrial Biodiversity Management Plan; Indigenous Consultation Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> No maintenance of ground cover vegetation was completed on the transmission line right of way during the reporting period.
EA-.FC5.2	Federal EA Condition 5.2 - Current use of lands and resources for traditional purposes and socio-economic conditions The Proponent shall undertake progressive reclamation of the habitats impacted by the Designated Project at the mine site by using native species.	N	Y	Y	Y	Terrestrial Biodiversity Management Plan	Bioengineering measures were implemented at the overburden stockpile. Native willow and alder species were harvested from on-Site sources.
EA-FC5.3	Federal EA Condition 5.3 - Current use of lands and resources for traditional purposes and socio-economic conditions The Proponent shall, in consultation with Indigenous groups, other canoe and portage route users, and Transport Canada, establish route alternatives where existing canoe and portage access is adversely affected by the Designated Project, and maintain the alternative	Y	Y	Y	Y	Traditional Land and Resource Use Follow-Up Program; Indigenous Consultation Plan; Records of Engagement; Socio-economic	Canoe and portage access continued to be accessible throughout the reporting period.

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	routes accessible during all phases of the Designated Project.					Management and Monitoring Plan	
EA-FC5.4	<p>Federal EA Condition 5.4 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>The Proponent shall, following consultation with Indigenous groups, and only to the extent that such access is safe, provide access within the property boundary to Indigenous groups for traditional purposes, during all phases of the Designated Project.</p>	Y	Y	Y	Y	Traditional Land Use Follow-Up Monitoring Program; Indigenous Consultation Plan; Records of Engagement	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>Consultation was completed during the pre-Construction phase. Protocols for access have been established with Indigenous communities and compliance will be monitored through implementation of the Traditional Land and Resource Use Follow-Up Program and Indigenous Consultation Plan. During the reporting period one request for site access was submitted for use of the 4M canoe route.</p>
EA-FC5.5	<p>Federal EA Condition 5.5 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>The Proponent shall, in consultation with Indigenous groups, develop and implement a follow up program related to the effects of changes to the environment caused by the Designated Project on harvesting, fishing, hunting or trapping activities for traditional purposes by Indigenous groups, to verify the accuracy of the environmental assessment and to determine the effectiveness of the mitigation measures implemented to address those effects. The Proponent shall implement</p>	Y	Y	Y	Y	Traditional Land Use Follow-Up Monitoring Program; Indigenous Consultation Plan; Records of Engagement	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Traditional Land and Resource Use Follow-Up Program was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 reporting year) includes requirements of this Condition. The plan is reviewed and updated on an ongoing and as-needed basis. This Follow Up Program was initiated in 2021. No requests were received during the reporting period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other</p>

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	the follow-up program during all phases of the Designated Project.						Indigenous communities for access to the Côté Gold site for the purpose of carrying out traditional land use activities.
EA-FC5.6	<p>Federal EA Condition 5.6 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>In the event that the Proponent has not commenced construction within five years of the date of issuance of this Decision Statement, the Proponent shall, in consultation with Indigenous groups:</p> <p>-5.6.1: determine if there have been any changes to the current use of land and resources for traditional purposes since the issuance of this Decision Statement;</p> <p>-5.6.2: in the event that a change is identified pursuant to condition 5.6.1, determine whether additional adverse environmental effects on the current use of land and resources for traditional purposes will result and determine whether additional mitigation measures are required;</p> <p>-5.6.3: provide the Agency with the analysis carried out in accordance with conditions 5.6.1 and 5.6.2, as well as the results of consultation with Indigenous groups; and</p> <p>-5.6.4: if additional mitigation measures are required pursuant to condition 5.6.2, implement these additional</p>	Y	N	N	N	Notice of Construction	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

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	mitigation measures and monitor them as part of the follow-up program identified in condition 5.5.						
EA-FC5.7	<p>Federal EA Condition 5.7 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>- The Proponent shall develop and implement a communication plan, in consultation with Indigenous groups, in order to keep the Indigenous groups informed of the results of the follow-up program specified in condition 5.5 and of the implementation schedule and any updates or revisions to that schedule, as referred to in conditions 9.1 to 9.3. The Proponent shall begin implementation of the communication plan before the start of the construction phase and end following decommissioning.</p>	Y	Y	Y	Y	Indigenous Consultation Plan; Records of Engagement	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Indigenous Consultation Plan was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 reporting year) and includes the requirements of this Condition. Additional detail was added to the plan related to requirements of this Condition based on input from the Impact Assessment Agency of Canada in November 2021. The plan is reviewed and updated on an ongoing and as-needed basis. The plan was last updated in January 2022 and is available here: IAMGOLD Corporation - Operations - Côté Gold</p>
EA-FC6.1	<p>Federal EA Condition 6.1 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>The Proponent shall, during all phases of the Designated Project, implement measures to mitigate emissions of fugitive dust and airborne contaminants, including metals from the Designated Project.</p>	N	Y	Y	Y	Air Quality Monitoring Plan	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Air Quality Monitoring Plan incorporates requirements of this Condition, including a detailed Fugitive Dust Best Management Practices Plan. The plan was successfully implemented in 2021 and continued to be applied throughout the reporting period.</p>

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EA-FC6.2	<p>Federal EA Condition 6.2 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>Prior to construction of realignment channels and dams, the Proponent shall remove terrestrial vegetation and organic soils that will be flooded as a result of the Designated Project at New Lake, as identified in Figure ES-2 of the Cote Gold Project Environmental Effects Review report (Canadian Environmental Assessment Registry Reference Number 80036).</p>	N	Y	N	N	Design / Engineering records; Aquatic Management and Monitoring Plan	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>
EA-FC6.3	<p>Federal EA Condition 6.3 - Current use of lands and resources for traditional purposes and socio-economic conditions</p> <p>The Proponent shall, prior to construction and in consultation with Indigenous groups, identify measures to deter ungulates and birds from frequenting the tailings management facility and polishing pond, and implement those measures during operation and decommissioning.</p>	Y	N	Y	Y	<p>Indigenous Environmental Health Follow-Up Program;</p> <p>Terrestrial Biodiversity Management Plan;</p> <p>Indigenous Consultation Plan;</p> <p>Records of Engagement</p>	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Indigenous Environmental Health Follow-Up Program was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 reporting year) and includes requirements of this Condition.</p> <p>The Impact Assessment Agency of Canada provided input on this plan in relation to requirements of this Condition in November 2021. The plan was updated to clarify the approach for implementation of deterrents at the tailings management facility. References to the polishing pond were removed in error in 2021. The polishing pond remains a Project component. This reference will be corrected as part</p>

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							of the operations-phase Biodiversity Management and Monitoring Plan. Deterrent measures were active within the TMF throughout the reporting period.
EA-FC6.4	<p>Federal EA Condition 6.4 - Health of Indigenous Peoples</p> <p>In order to verify the accuracy of the environmental assessment and to determine the effectiveness of the mitigation measures identified in conditions 6.1, 6.2 and 6.3, the Proponent shall, in consultation with Indigenous groups, develop and implement a follow-up program related to the health of Indigenous peoples that shall include:</p> <p>-6.4.1: monitoring the air quality for total suspended particulates, particulate matter (PM10), fine particulate matter (PM2.5), nitrogen oxides and hydrogen cyanide, at a minimum at locations where the highest concentrations of these contaminants are expected within areas where navigation and other current use of lands and resources for traditional purposes occur. The Proponent shall use the 24-hour and 1-hour recommended levels of the Canadian Council of Ministers of the Environment's Canadian Ambient Air Quality Standards and the Ontario Ambient Air Quality Criteria as benchmarks. The Proponent shall conduct this air quality monitoring from the beginning of construction until two years after the start of decommissioning;</p>	Y	Y	Y	Y	<p>Indigenous Environmental Health Follow-Up Program;</p> <p>Air Quality Monitoring Plan;</p> <p>Aquatic Management and Monitoring Plan;</p> <p>Terrestrial Biodiversity Management Plan;</p> <p>Indigenous Consultation Plan;</p> <p>Records of Engagement</p>	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Indigenous Environmental Health Follow-Up Program was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 reporting year) and includes requirements of this Condition. The Impact Assessment Agency of Canada provided input on this plan in relation to requirements of this Condition in November 2021. The plan was updated to clarify the technical rationale for the monitoring methodology for nitrogen oxides, and to identify specific waterbodies that will be monitored for methylmercury. The plan is reviewed and updated on an ongoing and as-needed basis.</p> <p>The required air quality, dust deposition, methylmercury, and wildlife monitoring have been incorporated into relevant technical monitoring programs, and the results will support the Indigenous Environmental Health Follow-Up Program results on an annual basis. The program</p>

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	<p>-6.4.2: monitoring dust deposition rates in areas within the property boundary where traditional plant harvesting occurs, to validate that dust deposition rates do not exceed 40 grams per square metre per year;</p> <p>-6.4.3: monitoring methylmercury concentrations in surface water and fish tissue of northern pike, walleye, lake whitefish or yellow perch in all water bodies where an increase in water level is predicted as a result of the Designated Project, as well as all other water bodies directly connected to realignment channels, to confirm methylmercury levels do not increase. Methylmercury monitoring shall be implemented from the beginning of construction and occur every three years during the construction and operation phases. Starting at the beginning of the decommissioning phase, monitoring shall occur every five years for 25 years; and</p> <p>-6.4.4: monitoring for the presence of ungulates and birds at the tailings management facility and polishing pond during operation and decommissioning.</p>						<p>was successfully implemented in 2021 and continued throughout the reporting period.</p> <ul style="list-style-type: none"> Air Quality and Dust monitoring: the dustfall sampling program was implemented in 2021, and continued throughout the reporting period. Methylmercury monitoring: baseline methyl mercury sampling was conducted between 2019 and 2021. Regular methyl mercury monitoring will occur every 3 years, coinciding with Environmental Effects Monitoring (EEM) required per the Metal and Diamond Mining Effluent Regulations (MDMER). The first EEM cycle was completed in the fall of 2023. Wildlife monitoring: This portion of the program was initiated during the reporting period.
EA-FC6.5	<p>Federal EA Condition 6.5 - Health of Indigenous Peoples</p> <p>The Proponent shall, in consultation with Indigenous groups, develop, prior to construction, and implement, during all phases of the Designated Project, a plan for communicating the results of the follow-up program referred to in condition 6.4 to the Indigenous groups. The plan shall include communication of any associated</p>	Y	Y	Y	Y	<p>Indigenous Consultation Plan; Records of Engagement</p>	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>The Indigenous Consultation Plan was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 reporting year) and includes the requirements of this Condition. Additional detail was added to the</p>

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	health risks, corrective measures to be taken to further reduce the release of contaminants or the exposure to contaminants referred to in condition 6.4.						plan related to requirements of this Condition based on input from the Impact Assessment Agency of Canada in November 2021. The plan is reviewed and updated on an ongoing and as-needed basis. The plan was successfully implemented in 2021, last updated in January 2022, and is available at IAMGOLD Corporation - Operations - Côté Gold . Results of the follow-up program were summarized and presented to the First Nations Partners.
EA-FC7.1	Federal EA Condition 7.1 - Physical and cultural heritage and structure, site or thing of historical, archaeological, paleontological or architectural significance The Proponent shall not disturb bald eagle (<i>Haliaeetus leucocephalus</i>) nests that are occupied within the Project footprint and shall consult with Indigenous groups pursuant to conditions 2.2 and 2.3 of this Decision Statement prior to removing any unoccupied bald eagle (<i>Haliaeetus leucocephalus</i>) nest that the Proponent needs to remove as a result of the Designated Project.	N	Y	Y	Y	Migratory Bird Management Plan; Indigenous Consultation Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> No nests were observed, disturbed, or removed during the reporting period.
EA-FC7.2	Federal EA Condition 7.2 - Physical and cultural heritage and structure, site or thing of historical, archaeological, paleontological or architectural significance.	N	Y	Y	Y	Archaeology and Heritage Management Plan; Indigenous Consultation Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

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	<p>For archaeological remains or artefacts discovered by the Proponent prior to the start of, and during all phases of the Designated Project, the Proponent shall:</p> <p>-7.2.1: immediately halt work at the location of the discovery;</p> <p>-7.2.2: have a qualified individual conduct an assessment at the location of the discovery;</p> <p>-7.2.3: inform, forthwith, in writing, Indigenous groups of the discovery; and</p> <p>-7.2.4: comply with any legislative or legal requirements respecting the discovery, recording, transferring, and safekeeping of archaeological remains or artefacts, including the Ontario Heritage Act and associated regulations and protocols.</p>					Records of Engagement	Implementation of the Archaeology and Heritage Management Plan was ongoing throughout the reporting period.
EA-FC7.3	<p>Federal EA Condition 7.3 - Physical and cultural heritage and structure, site or thing of historical, archaeological, paleontological or architectural significance</p> <p>The Proponent shall monitor, during the construction phase, the banks of all water bodies where a decrease in water level is predicted as a result of the Designated Project. In the event that archaeological remains or artefacts are exposed by lower water levels during any phase of the Designated Project, the Proponent shall follow the procedures set out in condition 7.2.</p>	N	Y	N	N	Archaeology and Heritage Management Plan	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2023 Reporting Period).</i>

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EA-FC7.4	Federal EA Condition 7.4 - Physical and cultural heritage and structure, site or thing of historical, archaeological, paleontological or architectural significance The Proponent shall not undertake any physical activity within 20 metres around the Makwa Point (CjHI-3), Bagsverd Creek 1 (CjHI-27) and Table Point (CjHI-17) archaeological sites during all phases of the Designated Project, unless required to do so to protect the integrity of the sites.	N	Y	Y	Y	Archaeology and Heritage Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Implementation of the Archaeology and Heritage Management Plan was ongoing throughout the reporting period. No physical activities were associated with CjHI-4, -27,-17 archaeological sites during the reporting period.
EA-FC8.1	Federal EA Condition 8.1 - Accidents or Malfunctions The Proponent shall take all reasonable measures to prevent accidents or malfunctions that may result in adverse environmental effects, including: -8.1.1: designing, constructing and operating the retention dams and the tailings management facility dam to accommodate a 1-in-100-year 24-hour rainfall event; and -8.2.2: designing, constructing and operating the tailings management facility dams taking into account the Canadian Dam Association Dam Safety Guidelines to withstand a 1-in- 1000-year earthquake. The tailings management facility design shall include an emergency spillway to safely route a 1-in-1000 year flood event.	Y	Y	Y	Y	Design / Engineering records; OMS Manual	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD complied with Condition requirements during the reporting period.
EA-FC8.2	Federal EA Condition 8.2 – Accidents or Malfunctions	Y	N	N	N	Emergency Response Plan; Indigenous	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020)</i>

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	The Proponent shall, prior to construction, consult with Indigenous groups on the measures to be implemented to prevent accidents or malfunctions.					Consultation Plan; Records of Engagement	<i>Reporting Period).</i>
EA-FC8.3	Federal EA Condition 8.3 – Accidents or Malfunctions The Proponent shall, prior to construction and in consultation with relevant federal and provincial authorities and Indigenous groups, develop an emergency response plan in relation to the Designated Project.	Y	N	N	N	Emergency Response Plan; Indigenous Consultation Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-FC8.4	Federal EA Condition 8.4 – Accidents or Malfunctions In the event of an accident or malfunction with the potential to cause adverse environmental effects, the Proponent shall implement the emergency response plan referred to in condition 8.3 and shall: -8.4.1: notify relevant federal and provincial authorities and Indigenous groups of the accident or malfunction as soon as possible and, in writing, the Agency; -8.4.2: implement immediate measures to mitigate any adverse environmental effects associated with the accident or malfunction; -8.4.3: submit a written report to the Agency no later than 30 days after the day on which the accident or malfunction took place. The written report shall include: -8.4.3.1: a description of the accident or malfunction and of its adverse environmental effects;	N	Y	Y	Y	Emergency Response Plan; Indigenous Consultation Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking and implementation ongoing.</i> One incident occurred during the reporting period involving the release of sediment at the Overburden Stockpile North Sedimentation Pond discharge location. Applicable response, notification and reporting to regulators was completed.

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Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	<p>-8.4.3.2: the measures that were taken by the Proponent to mitigate the adverse environmental effects of the accident or malfunction;</p> <p>-8.4.3.3: any views received from relevant federal and provincial authorities and Indigenous groups with respect to the accident or malfunction, its adverse environmental effects or measures taken by the Proponent to mitigate adverse environmental effects;</p> <p>-8.4.3.4: a description of any residual adverse environmental effects, and any additional measures required by the Proponent to mitigate residual adverse environmental effects; and</p> <p>-8.4.3.5: details concerning the implementation of the emergency response plan referred to in condition 8.3.</p> <p>-8.4.4: submit a written report to the Agency no later than 90 days after the day on which the accident or malfunction took place, on the changes made to avoid a subsequent occurrence of the accident or malfunction, and on the implementation of any additional measures to mitigate residual adverse environmental effects taking into account the information in the written report submitted pursuant to condition 8.4.3.</p>						
EA-FC8.5	Federal EA Condition 8.5 - Accidents or Malfunctions The Proponent shall develop and implement a communication plan in consultation with Indigenous groups. The communication plan shall be developed	Y	Y	Y	Y	Indigenous Consultation Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	<p>prior to construction and shall be implemented and maintained up to date during all phases of the Designated Project. The plan shall include:</p> <p>-8.5.1: the types of accidents or malfunctions requiring a notification by the Proponent to the respective Indigenous groups;</p> <p>-8.5.2: the manner by which Indigenous groups shall be notified by the Proponent of an accident or malfunction and of any opportunities for the Indigenous groups to assist in the response to the accident and malfunction; and</p> <p>-8.5.3: the contact information of the representatives of the Proponent that the Indigenous groups may contact and of the representatives of the respective Indigenous groups to which the Proponent provides notification.</p>						The Indigenous Consultation Plan was prepared in consultation with Indigenous communities (as documented in the Annual Report for the 2020 reporting year) and includes the requirements of this Condition. Additional detail was added to the plan related to requirements of this Condition in 2021. The plan is reviewed and updated on an ongoing and as-needed basis.
EA-FC9.1	<p>Federal EA Condition 9.1 - Implementation Schedule</p> <p>The Proponent shall submit an implementation schedule for conditions contained in this Decision Statement to the Agency, or anyone designated pursuant to section 89 of the Canadian Environmental Assessment Act, 2012, at least 30 days prior to the start of construction. The implementation schedule shall indicate the commencement and completion dates for each activity relating to conditions set out in this Decision Statement.</p>	Y	N	N	N	Implementation Schedule; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-FC9.2	Federal EA Condition 9.2 - Implementation Schedule The Proponent shall submit an update to this implementation schedule in writing to the Agency, or anyone designated pursuant to section 89 of the Canadian Environmental Assessment Act, 2012, every two years on or before June 30, until completion of the activities.	N	Y	Y	Y	Implementation Schedule; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The implementation schedule is updated annually and is included as part of the Annual Report (Table 3-1) that is submitted to the Agency and made available to Indigenous communities and the public.
EA-FC9.3	Federal EA Condition 9.3 - Implementation Schedule The Proponent shall provide the Agency, or anyone designated pursuant to section 89 of the Canadian Environmental Assessment Act, 2012, with a revised implementation schedule if any material change(s) occur from the initial schedule referred to in condition 9.1 or any subsequent update(s). The Proponent shall provide the revised implementation schedule at least 30 days prior to the implementation of the change.	Y	Y	Y	Y	Implementation Schedule; Records of Engagement	<i>Not currently applicable. Requirement triggered by material project schedule changes.</i>
EA-FC10.1	Federal EA Condition 10.1 - Record Keeping The Proponent shall maintain all records relevant to the implementation of the conditions set out in this Decision Statement, including any records that the Agency or anyone designated pursuant to section 89 of the Canadian Environmental Assessment Act, 2012 may consider relevant. The proponent shall provide the aforementioned records to the Agency, or anyone designated pursuant to section 89 of the Canadian	Y	Y	Y	Y	Records of Engagement; Maintenance of all files / records in a designated location	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD and will be made available upon request to the Agency within the specified timeframe.

Federal Decision Statement Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Environmental Assessment Act, 2012, upon demand within a timeframe specified by the Agency or the designated person.						
EA-FC10.2	<p>Federal EA Condition 10.2 - Record Keeping</p> <p>The Proponent shall retain all records referred to in condition 10.1 at a facility in Canada. The records shall be retained and made available throughout construction and operation, and until the end of decommissioning of the Designated Project. The Proponent shall notify the Agency at least 30 days prior to any change to the physical location of the facility where the records are retained and shall provide the address of the new location.</p>	Y	Y	Y	Y	Records of Engagement; Maintenance of all files / records in a designated location	<p><i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i></p> <p>All compliance documentation is maintained by IAMGOLD on the company's corporate server, accessible at the Project site. The server is housed at IAMGOLD's corporate office located at: 150 King Street West, Suite 2200 Toronto ON M5H 1J9 Canada</p>