



BOARD RENEWAL POLICY

PURPOSE

The Board of Directors (the “Board”) of IAMGOLD Corporation recognizes the importance of fostering fresh, innovative, and diverse perspectives to guide the Corporation’s business and long-term strategy. Regular and orderly succession supports this objective, ensuring continuity through the experience of long-serving directors during transitions.

The Board continually reviews the mix of the knowledge, skills, competencies, experiences and diversity it ought to, collectively, possess and represent in order for it to effectively fulfill its mandate and oversee the execution of the long-term strategy of the Corporation, namely, the long-term creation and preservation of stakeholder value. The Board, on an annual basis, through its Nominating and Corporate Governance Committee (“NCGC”), assesses the performance and contributions of incumbent directors to its mandate. It is in the context of these regular reviews and assessments that tenure, succession and renewal are considered.

DIVERSITY

With a view to enabling regular succession and renewal of the Board, and maintaining fresh, innovative and diverse perspective (in addition to recognizing the benefits of diversity, the Board having formally adopted a separate Diversity Policy to guide management and the Board in the identification and selection of candidates), the Board determined that its membership ought to include at least thirty percent (30%) who are women. In the context of the mix of the knowledge, skills, competencies, experiences that may be required by the Board from time to time (in light of the Corporation’s strategy, principal risks and operational, organizational and financial requirements), the NCGC will prioritize the identification and selection of qualified female, aboriginal, disabled and minority candidates in the development of its recommendation of director nominees.

TENURE

To support Board succession and renewal, the Board established a guideline that the average tenure of its members should not exceed ten (10) years. Similarly, the tenure of the Chair of the Board and the Chair of any committee on that particular committee, should not exceed ten (10) consecutive years. These guidelines promote a balanced composition of new and experienced directors, ensuring continuity, fresh perspectives, and orderly transitions at both Board and committee levels.

Last Updated: November 4, 2025

Approved by the Board of Directors of IAMGOLD Corporation.