



2025
ENGAGEMENT
REPORT







We acknowledge Indigenous Nations as the original occupants of this territory and thank the generations of people who have been its caretakers since time immemorial.

For thousands of years, Indigenous peoples have been the keepers of the land, and we owe our ability to live, work and benefit from these lands to their stewardship.

We recognize mining as temporary land use and commit to responsible and respectful mining practices.

We prioritize environmental stewardship to support sustainable land uses for the benefit of future generations.



Côte Gold is located on Treaty 9 territory

— on the traditional lands of Mattagami First Nation and Flying Post First Nation as well as within the traditional harvesting area of the Abitibi Inland Historic Métis Community, Métis Nation of Ontario Region 3.

IAMGOLD and joint venture partner Sumitomo Metal Mining Co., Ltd. have Impact Benefit Agreements (IBA) with all three of these Indigenous communities.



WE VALUE CONTRIBUTION OVER EXTRACTION.

OUR PURPOSE & APPROACH

We believe that for prosperity to be sustained, it must be shared, it must support the well-being of our communities, and it must be achieved with minimal impact to the environment.

We are proud of the progress we've made and pleased to share some highlights with our host communities, Indigenous partners, and stakeholders through this engagement report.



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Welcome to our first ever Engagement Report.

This is an exciting milestone for Côté Gold.

After years of planning, construction, and finally achieving a successful ramp up, it feels like the right moment to pause, look back, and appreciate the people and partnerships that helped bring this mine to life.

Your voices guide us, and this report is one way we are showing that we are listening.

We chose the title “Together We Grow” because it reflects exactly how progress happens here: side by side with employees and community partners, learning from each other, and building trust through real conversations.

The stories in this report highlight not just what we have achieved, but how we have achieved it through collaboration, openness, and shared commitment. Our hope is that these stories show our dedication to being transparent, accountable, and always improving.

To our community partners:
a very special thank you.

Your support, your perspectives, and your willingness to work with us have shaped Côté Gold from day one. We are proud of what we have accomplished together, and we hope this report captures that shared progress.

Looking ahead, we are committed to strengthening the relationships that got us here. We have put down strong roots, now let us keep growing, together.

Sincerely,

COLIN PEGUES
VICE PRESIDENT,
ONTARIO & GENERAL MANAGER, CÔTÉ GOLD





April 2019

First Nations Partners
IBA signed

July 2020

Construction commenced

March 2024

First gold pour

Q2 2024

Côte Gold workforce
reached 500

May 2024

Ribbon cutting ceremony
to open the mine

August 2024

Commercial production
achieved

Dec 2024

Exited year achieving
nearly 90% mill throughput

June 2025

Mine achieved nameplate
capacity of 36,000 tpd

THE CÔTÉ GOLD STORY

Côte Gold is a new open pit gold mine in Northern Ontario, owned by IAMGOLD, in partnership with Sumitomo Metal Mining Co. Ltd.

With autonomous vehicles and drills, and our commitment to sustainable mining that minimizes environmental impact, we are transforming the future of mining in Canada.

18+ YEARS

of potential mine life

ESTIMATED

\$10 BILLION

GDP for Ontario and \$5 billion
in wages over mine life

600+

full time jobs during operation



OUR VALUES

Our values drive every decision we make and every action we take at Côté Gold.

Accountability

Effectiveness

Collaboration



Safety

Respect

Ingenuity

Integrity





Environment

As a mining company, we are aware that our activities have an environmental impact. We are committed to challenge ourselves constantly to reduce and offset those impacts when possible.



Communities

We believe our presence should leave a lasting positive impact on communities, from development and operations to closure and beyond. We are committed to achieving this through active consultation, engaged partnerships, mutual respect, and community investments.



People

We offer a supportive and empowering environment where we are challenged to do things differently. We value fresh ideas, new techniques, and novel integrations of technology and process. We believe that integration and diversity make us stronger.



Safety

Before we even broke ground at Côté Gold, health and safety were core considerations in the project's design. We continue to ensure that safety weighs prominently in our decisions.



Technology

Technology permeates everything we do. It underpins the efficiency, precision, and consistency of our operations and our approach to safety, community, and environmental protection.



Environment



At Côté Gold, we are deeply committed to responsible mining practices that minimize, reduce, and offset environmental impacts.

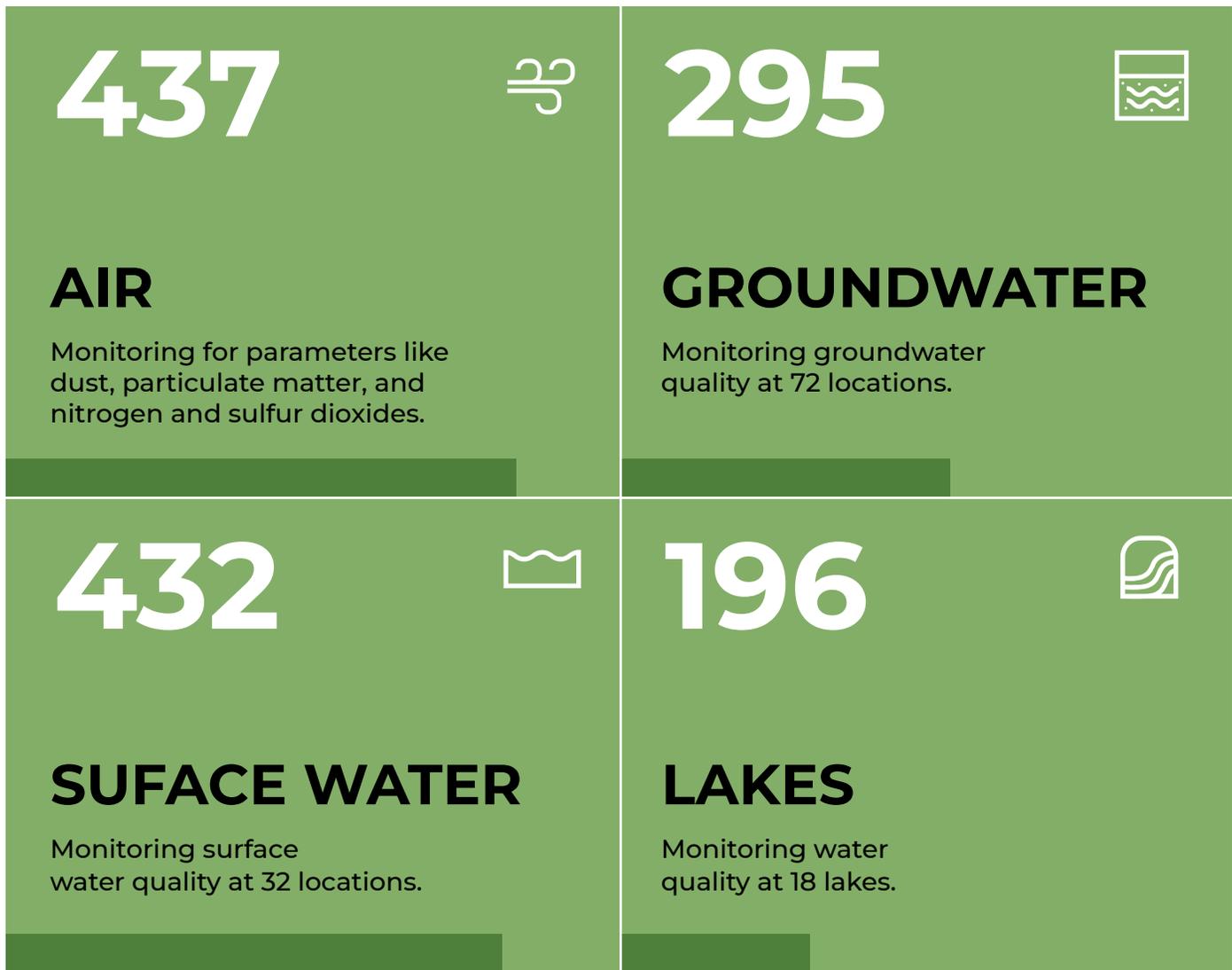
We recognize that protecting biodiversity and sustaining healthy ecosystems are fundamental to the responsible environmental management of our projects.

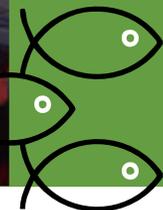
Côté Gold is located within the James Bay watershed, so water within our site footprint flows north to the Arctic. We value rigorous management systems to monitor and respond to potential effects in the freshwater environment.

2025 DATA

IN 2025

Our environmental monitoring program collected various samples, including:



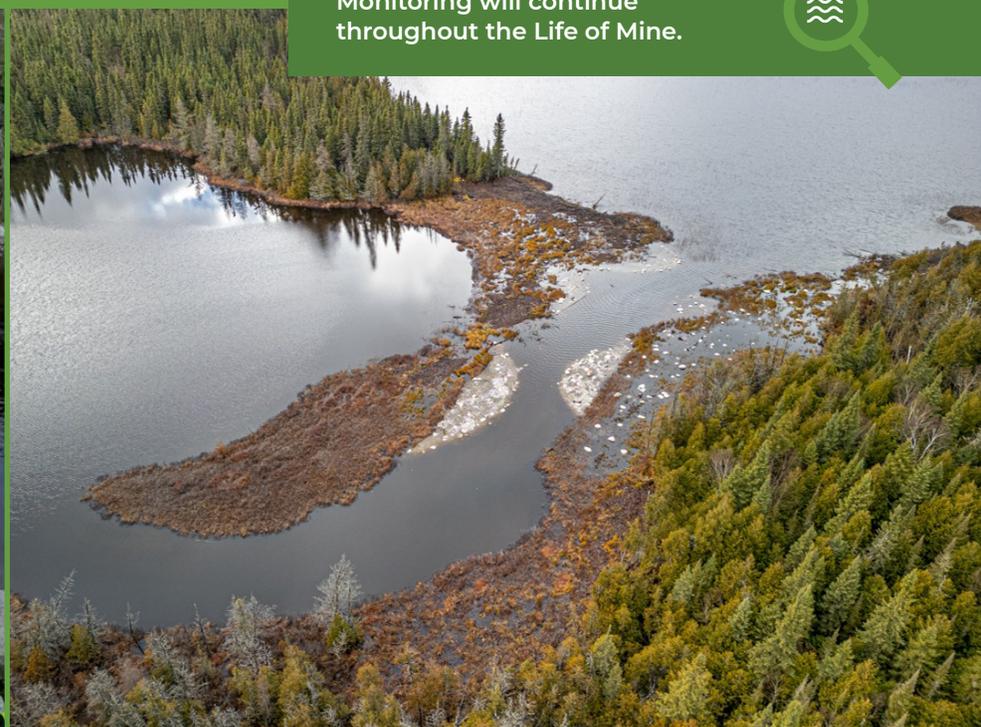


Early Habitat Success at Middle Three Duck Lake

Following the completion of construction at the newly developed fish habitat at Middle Three Duck Lake, on-site crews carried out monitoring surveys to assess early ecological use.

Just three months after construction was completed, walleye were observed using the habitat—an encouraging indicator of early success. Additional monitoring was conducted in spring 2025 to continue tracking habitat use and broader ecological outcomes.

Monitoring will continue throughout the Life of Mine.





Hands Together for **World Environment Day Clean-Up**

Due to a delayed snow melt, our Earth Day celebrations on April 22nd were postponed—but that didn't stop our commitment to the environment. Instead, we came together on June 5th to honour World Environment Day with a site-wide cleanup.



The day began with a meaningful smudging ceremony led by Hudson Naveau, Environmental Monitor and proud member of the Mattagami First Nation. Guided by our Environment Team, employees from every department joined forces to clean up around site.



Building Safe Nesting Spaces for Waterfowl Along Mattagami Lake



Côté Gold employees, including Environmental Monitor, Hudson Naveau and Environmental Social and Governance Lead, Jessica Tratnik, built and installed duck nesting boxes along Mattagami Lake. These boxes were designed to support a variety of species, including wood ducks, mergansers, and goldeneyes. Ducks typically begin exploring the boxes in late winter, with nesting starting as early as March depending on the species.

Each box is equipped with a predator guard to help protect eggs and ducklings, ensuring a safe start for the next generation of waterfowl.



Oshki Lake

Water Stewardship and Reconciliation in Action

As an open pit mine with a portion of the ore body located beneath local watercourses, accessing the deposit required rerouting the Mollie River and draining Côté Lake.



To offset the resulting loss of fish habitat, a new waterbody—Oshki Lake—was created, and the Mollie River was realigned around the area designated for the open pit.

Consistent with IAMGOLD’s consultation approach, the rerouting of the Mollie River and construction of Oshki Lake were carried out through meaningful engagement with Indigenous partners and stakeholders. First Nations emphasized the sacred nature of water, recognizing its essential role in community wellbeing and the health of fish and aquatic ecosystems.

Originally referred to as “New Lake,” Oshki Lake was formally named through a collaborative process with First Nations partners. The name Oshki—meaning “new” or “young” in Ojibwe—reflects the shared significance of water as a lifegiving resource. The name was officially accepted by the Ontario Ministry of Natural Resources in August 2023.

In 2024, a water ceremony was held to mark the lake’s creation. Led by an Elder from Mattagami First Nation, the ceremony included smudging, prayers, songs, a sacred fire, and the ceremonial transfer of water from Mattagami Lake to Oshki Lake—symbolizing continuity, respect, and renewal.





Communities



We are committed to building strong, respectful and lasting relationships with our host communities—

in Timmins, Sudbury and Gogama, as well as with our Indigenous partners including Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario. Our mission is to work together to ensure we contribute meaningful and lasting benefits to the people who live and work in the region.

We believe in open communication, mutual respect and collaborative engagement that reflects the voices and values of our communities. We are also committed to transparent reporting by sharing clear and honest updates on our progress, challenges and community focused initiatives.

2025 DATA

\$
307,929



DISBURSED INTO:

**DONATIONS
SPONSORSHIPS
COMMUNITY INVESTMENTS**

\$22,400



SCHOLARSHIP FUNDS PROVIDED TO

INDSPIRE SCHOLARSHIPS

Côté Gold is proud to support its Indigenous partner communities through Indspire education bursaries. Post-secondary students from Mattagami First Nation, Flying Post First Nation, and Metis Nation of Ontario – Region 3 are encouraged to apply. All post-secondary students from these communities are eligible, with preference given to students whose studies are related to careers in mining.

| | |
|--------|---|
| ★ | FIRST INSTALLMENT OF \$ 100,000 |
| YEAR 1 | |
| ★ | FROM A 3-YEAR COMMITMENT OF \$ 300,000 |
| YEAR 2 | |
| ★ | TO SCIENCE NORTH To support the development of a new open pit mine exhibit at Dynamic Earth in Sudbury. |
| YEAR 3 | |



Honouring the Day for Truth and Reconciliation

On Canada's National Day for Truth and Reconciliation, September 30, 2025, we honoured the strength, resilience and voices of Indigenous People with members of our teams wearing orange, holding a smudging ceremony at the camp, and enjoying a special Indigenous meal at the dining hall.

Côté Gold is committed to learning and advancing reconciliation through meaningful, lasting relationships.





Mattagami Youth Uncover Artifacts at Pre-Contact Site

Members of the Mattagami Youth Council took part in an active archaeological dig at Côté Gold in the summer of 2025. Participants included Trent Thomas, Tessa Thomas, Trenton Naveau, and IBA Coordinator Chelsea Debastos. They visited a pre-contact site, where they joined community Elder Leonard Naveau in digging for artifacts. Several stone chips—remnants of ancient tool-making—were uncovered during the excavation.

Artifacts found at the site previously have provided evidence of human activity on this land dating back thousands of years.

Thunder Bay High School Students Get Firsthand Look at Modern Mining

We were thrilled to welcome an energetic group of high school girls to our site for an immersive tour experience in June of 2025. Grade 9 and 10 students, along with their chaperones, joined us for an overnight visit at the mine site.



During their stay at Côté Gold, they explored the control room, toured the mill, viewed the pit, and got an up-close look at our impressive autonomous trucks and cutting-edge technology.

We hope the visit sparked their curiosity and inspired them to consider the exciting science and technology careers that the mining industry has to offer!

During 2025,
the Community Relations
department made many
inspiring connections



44
EVENTS





34
COMMUNITY
ENGAGEMENT
MEETINGS

15
MINE
SITE
TOURS





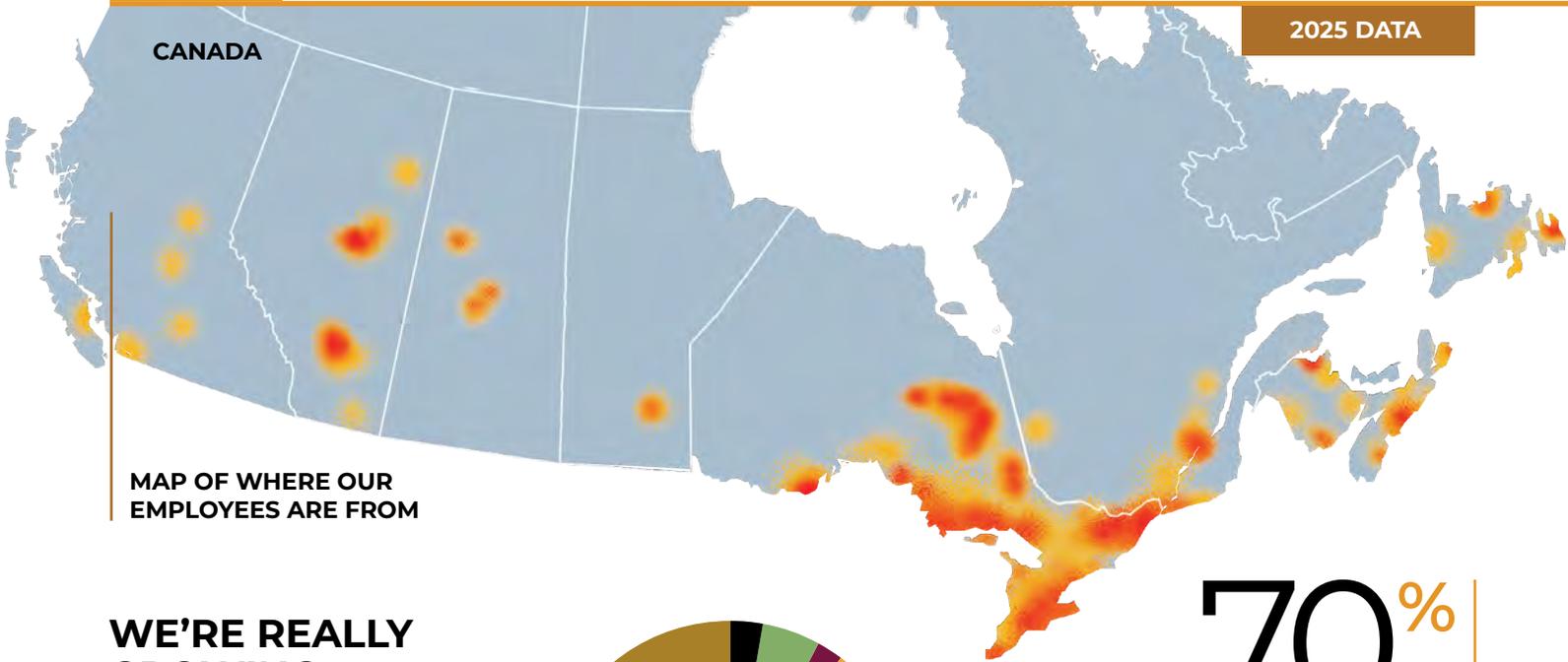
Our People



At Côté Gold, we offer a supportive and empowering environment where we are challenged to do things differently.

We value fresh ideas, new techniques, and novel integrations of technology and process. We believe that integration and diversity make us stronger.

We are building a brand new, modern mine, and our growing team is working hard to bring these foundational principles to life.

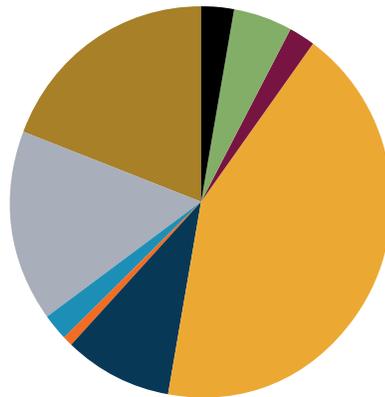


MAP OF WHERE OUR EMPLOYEES ARE FROM

WE'RE REALLY GROWING

2024 **555**
EMPLOYEES

2025 **652**
EMPLOYEES

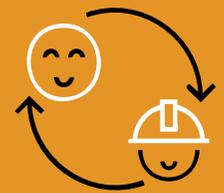


- GREATER SUDBURY
- GOGAMA
- ESPANOLA
- COCHRANE
- OTHER
- TIMMINS
- TEMISKAMING SHORES
- MATTAGAMI FIRST NATION
- KAPUSKASING

70%

OF OUR EMPLOYEES ARE FROM **NORTHERN ONTARIO**

| INDIGENOUS EMPLOYEES AS OF DEC 31 ST | 2025 | | 2024 | |
|---|------|-----------|-------------|-----------|
| | | 50 | 7.7% | 33 |
| Flying Post First Nation | 0 | 0.0% | 1 | 0.2% |
| Mattagami First Nation | 12 | 1.8% | 9 | 1.6% |
| Metis Nation of Ontario, Region 3 | 9 | 1.4% | 6 | 1.1% |
| Other Regional | 29 | 4.4% | 17 | 3.1% |



Côté Gold proudly hosted our very first Family Day

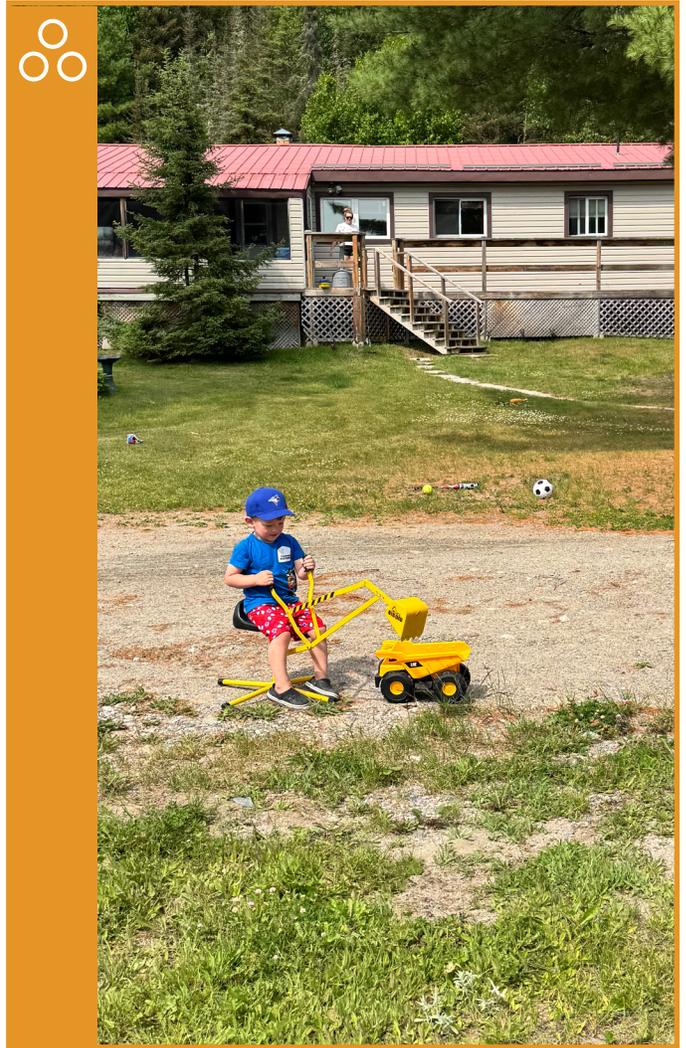
in September 2025 and it
was a blast for everyone
involved!





Côte Gold Employees Enjoy Summer Retreat Through Lodge Lottery at Mesomikenda Lake

The Mesomikenda Lake Lodge Summer program offers employees and their families a chance to unwind and reconnect with nature near the Côte Gold Mine.



The program was designed to reward our hardworking team by offering a unique opportunity to enjoy the stunning surroundings of the mine site. With a private beach, fire pits, and relaxing afternoons on the dock, it provides the perfect weekend escape.

Students Join Côté Gold Workforce for the First Time in 2025

In 2025, Côté Gold took an exciting step forward by welcoming post-secondary students into its workforce for the first time. This initiative reflects the company's ongoing commitment to community development and youth engagement.

The experience program provided youth with hands-on experience and exposure to the various career opportunities available in mining. The future is bright for young professionals in the mining sector!



Teachers on Call Unique and Family Friendly Employee Benefits

In 2025 we launched a first-of-its-kind educational benefit in partnership with Teachers on Call: a one-on-one, relationship-based online tutoring program for the children and dependents of Côté Gold employees.

Each registered student receives up to 80 hours of personalised online tutoring delivered by certified professional teachers. Families can choose summer sessions to help maintain learning momentum or opt for fall tutoring to support the school year ahead.

We're proud to be breaking new ground within the mining industry to offer this kind of program—and the response to date has been incredible!





The Environment Department completed ice rescue training, hosted by Côté Gold's Emergency Response Team.



Safety



Safety is the foundation of everything we do.

We are committed to creating a workplace where every team member feels empowered and responsible for maintaining a safe environment for themselves, their coworkers, and the communities around us.

Together, we are building a safer, stronger future for mining, one where everyone goes home safe, every day.

Our safety culture is built on proactive thinking, continuous learning, and mutual accountability. From advanced technologies

like autonomous equipment to our dedicated Emergency Response Team, we integrate safety into every layer of our operations. We believe that safety is not just a set of rules, it's a mindset that guides our decisions, actions, and interactions every day.

We are proud to foster a culture where speaking up and looking out for one another are not only encouraged but expected.

2025 DATA



7.9M HOURS WORKED
without a Loss Time Incident (LTI)

0.59

ACHIEVED TRIFR

TOTAL RECORDABLE INJURY FREQUENCY RATE

EMBEDDING CRITICAL RISK MANAGEMENT ACROSS OUR OPERATIONS

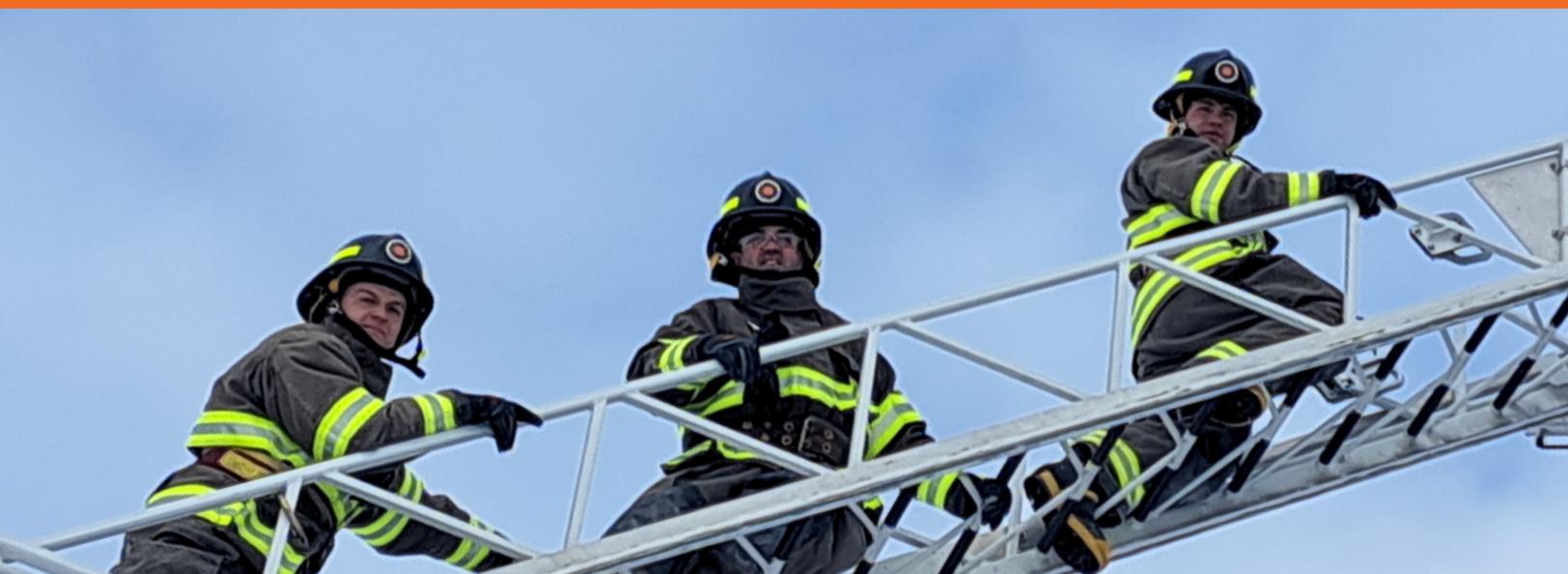
We strengthened our critical risk awareness program in 2025.

As part of the roll-out, Côté introduced **Critical Risk MBA (Mind Body Achievement) Boards**, which provide structured visuals for reviewing high-risk tasks and the required controls. These boards are now used at the start of every shift, prompting teams to actively discuss the critical risks associated with planned work and identify the necessary controls before proceeding to work.





Côté Gold Strengthens Site Safety and Wellness Through Integrated Health, Security and Emergency Services



The Health, Security and Emergency Services Department at Côté Gold continues to demonstrate the operation's unwavering commitment to safety, preparedness and the well-being of everyone on site.

Built from strong coordination and specialized expertise, the department's three core teams—Occupational Health, Security and Emergency Response—work together to maintain a safe, compliant and resilient environment for employees, contractors and visitors.



Comprehensive Occupational Health Support

At the heart of the site's medical preparedness is the Occupational Health Team, a group known for its professionalism, clinical skill and compassionate care.



Operating from a modern, fully equipped Health Centre, the team has access to three treatment rooms capable of handling everything from minor injuries to urgent medical situations.

Beyond emergency care, the Occupational Health Team provides ongoing wellness initiatives, preventive health education and support services that contribute to the long-term well-being of the Côté Gold community.



Security Team Safeguards Site Integrity

Ensuring around the clock protection of people, assets and operations, the Security Team plays a vital role in maintaining a safe and orderly work environment.

The team includes two Security Supervisors, ten Security Guards and a continuously staffed Security Operations Centre (SOC), enabling 24/7 monitoring and rapid response.

Their work spans a wide range of responsibilities, including enforcing site policies, protecting gold handling processes, monitoring compliance, conducting incident response and intercepting prohibited items.

Through strong coordination and vigilance, the Security Team helps preserve both the safety of personnel and the integrity of the operation.



Emergency Response Team Ensures Rapid, Skilled Action

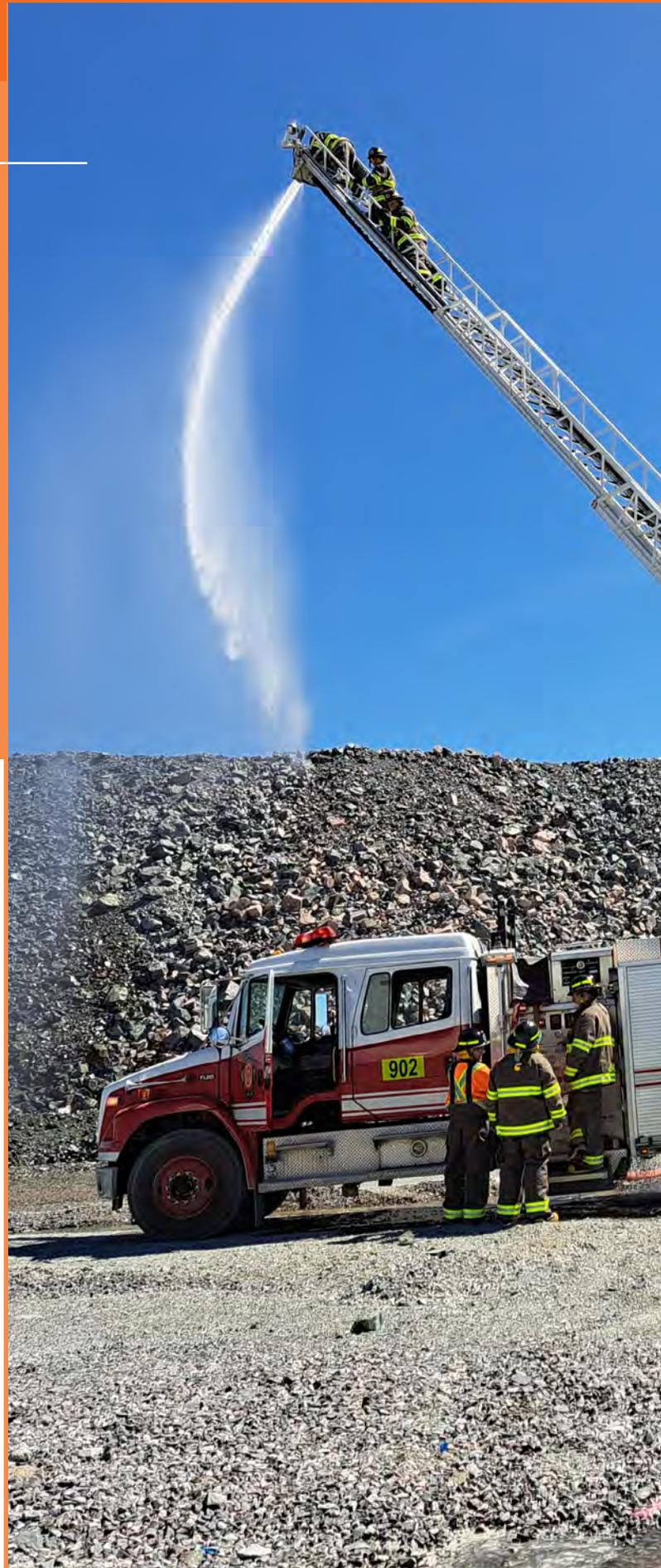
Preparedness remains central to Côté Gold's safety culture, and the Emergency Response Team (ERT) is a key component of that readiness.

Comprised of two full time Emergency Response Specialists and 38 dedicated volunteers, the ERT is trained to respond swiftly to fires, rescues, medical emergencies and other incidents.

The team operates out of the ERT Hall, located beside the Occupational Health Centre, which houses an extensive fleet of specialized equipment.

This includes two fire apparatuses, two ambulance type vehicles, and two snowmobiles designed for hard to access terrain. Continuous training ensures that team members maintain the tactical skills needed to respond confidently and effectively in any situation.

Together, these three teams form a unified, highly skilled department that upholds Côté Gold's commitment to safety, wellness and operational excellence. Their collective efforts ensure that everyone on site is protected, supported and prepared.





Technology



We're not just building a mine— we're building the future of mining.

We're building a modern mining operation from the ground up, where innovation drives performance and data powers decision making.

Our open pit mine is supported by an integrated operations centre that connects people, equipment, and information in real time. This technology allows us to operate with greater precision, consistency, and safety—reducing risk while maximizing efficiency.

Across site, we're leveraging a wide range of advanced technologies—from drones and remote monitoring stations to sensor-equipped equipment and real-time analytics. These tools help us monitor conditions, optimize performance, and make proactive decisions that improve safety and sustainability.

2025 DATA

OUR FLEET INCLUDES:

5

Autonomous Epiroc Pit Viper Drills

21

Autonomous Caterpillar 793F haul trucks





Pink Truck Raising Awareness for Breast Cancer

Not only is Côté Gold pursuing cutting-edge technology, but also showing heart for important causes through our fleet.

Introducing “Endeavour”, the boldest member of our CAT 793 Autonomous fleet. Endeavour is the first CAT 793 to be equipped with the new Esco box that provides added protection, increased load capacity and reduces spills on the ramp. Endeavor is also a symbol of the strength and resilience of everyone whose lives have been touched by breast cancer.

WHAT'S NEXT?



What's next in the Côté Gold story?

**WE'RE
REDEFINING
MINING.**

SINCE 2020, WE'VE COME A LONG WAY.

Together, we've built and strengthened relationships, laid deep roots within local and regional communities, and honoured our promise of shared prosperity with our Indigenous partners.

**With every milestone,
our positive impact
continues to grow.**

OUR JOURNEY IS GROUNDED IN

**EXCELLENCE,
RESILIENCE, COURAGE,
AND AN UNWAVERING
COMMITMENT TO SAFETY.**

THESE VALUES GUIDE US EVEN
WHEN THE WORK IS CHALLENGING.



From our earliest days to today, we have demonstrated what it means to lead responsibly and with integrity.

With cutting edge technology and a focused plan for growth, we're not just moving forward, we're transforming.

We believe the future of mining can be redefined, built on responsibility, partnership, and forward-thinking innovation. Mining redefined means being a trusted community partner, a steward of the land, and an employer that puts safety, inclusion, and opportunity at the forefront.

This is our moment to set Côté Gold apart. To build a company future generations will be proud of.

TOGETHER WE GROW.



**THANK YOU FOR READING
OUR FIRST EVER ENGAGEMENT REPORT.**

We're excited for the journey ahead with our community partners, our employees, and everyone who plays a part in this shared story.

WE WANT TO HEAR FROM YOU.

Scan the QR code to let us know your thoughts on this report, share your feedback or ask questions.



**TOGETHER
WE GROW**



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P3E 5H3

OPERATIONS ADDRESS

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COTEGOLD.CA COTEGOLD@IAMGOLD.COM

We've grown so much together,
but our journey is far from over.



Be part of what's next.
We're hiring!



Visit our webpage or
scan this QR code to find
out what its like to work
for Côté Gold and apply
for current job openings!

COTEGOLD.CA/EN/CAREERS