IAMGOLD®
CORPORATION



Striving for Sustainability Excellence

2023 Sustainability Report

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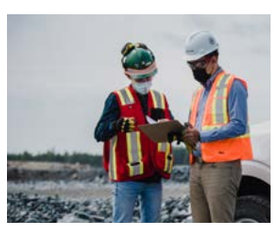
Company Overview

IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines in North America and West Africa. On March 31, 2024, the Company commenced production at the large-scale, long life Côté Gold Mine in partnership with Sumitomo Metal Mining Co. Ltd., which is expected to be among the largest gold mines in Canada. We are committed to maintaining our culture of accountable mining through high standards of environmental, social and governance practices, including our commitment to Zero Harm®, in every aspect of our business. IAMGOLD is listed on the New York Stock Exchange (NYSE: IAG) and the Toronto Stock Exchange (TSX: IMG).

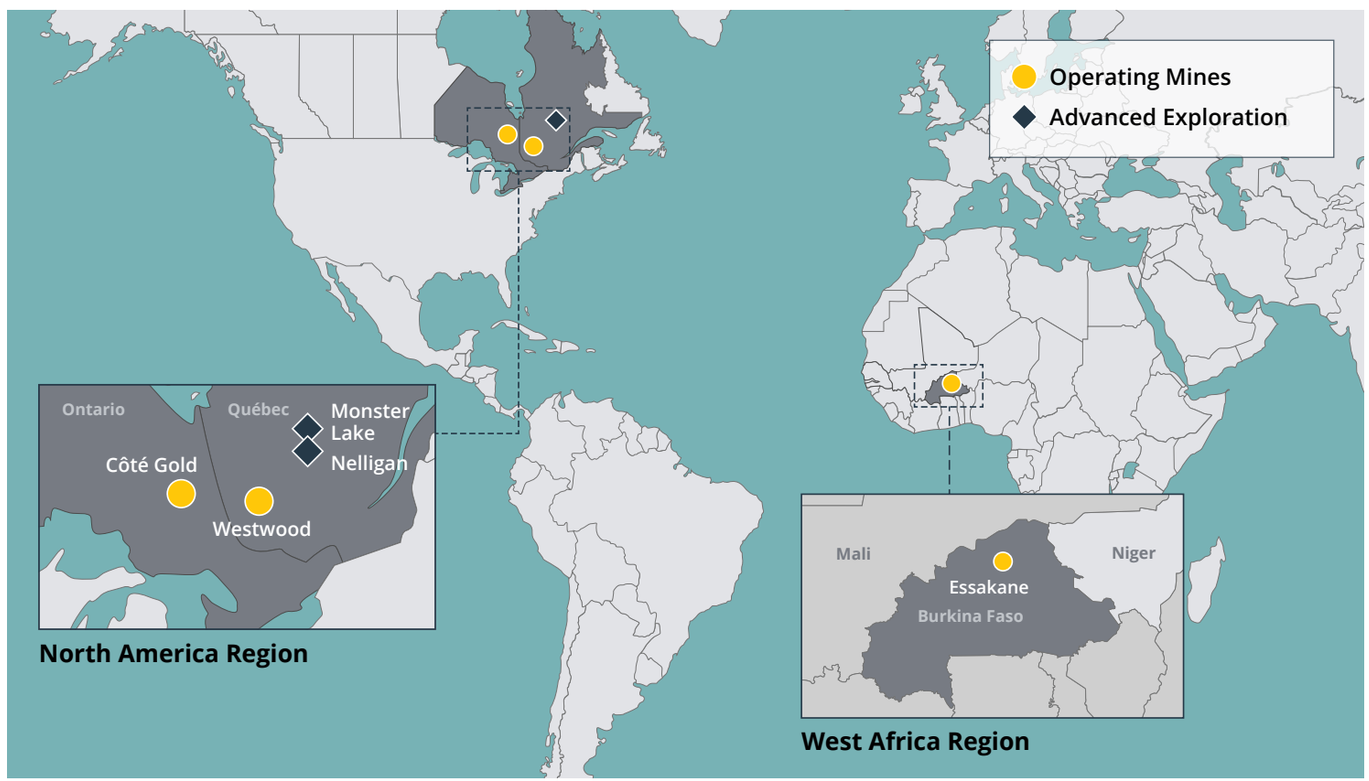
3
operating mines
Essakane Gold Mine, Westwood Complex and Côté Gold Mine[1]

Over
5,300
employees and contractors worldwide

465,000
attributable ounces of gold



Mining Association of Canada and
World Gold Council member
Reporting against the Towards Sustainable Mining (TSM) initiative, Responsible Gold Mining Principles (RGMPs) and the Conflict-Free Gold Standard



1 On March 31, 2024, Côté Gold completed its first gold pour and commenced production. Additional information can be found in our press release.

About This Report

IAMGOLD is committed to upholding our culture of accountable mining through high standards of environmental, social and governance (ESG) practices and the principle of Zero Harm® in every aspect of our business.

ESG Analyst Guide

The Sustainability Report references ESG reporting standards and frameworks, including:

GRI: Global Reporting Initiative Standards

RGMP: Responsible Gold Mining Principles

SASB: Sustainability Accounting Standard Metals & Mining

SDG: Sustainable Development Goals

TCFD: Task Force on Climate-related Financial Disclosures

IAMGOLD'S 2023 Sustainability Report marks the 17th year of annual reporting on the sustainability topics that are most material to our stakeholders and our business. Our report is guided by internationally recognized reporting standards and frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

Report Period and Boundaries: The 2023 Sustainability Report presents IAMGOLD's sustainability approach, governance and performance related to our material topics from January 1 to December 31, 2023. The reporting scope encompasses IAMGOLD's operating sites, projects, advanced exploration and corporate offices.

- Operating sites and projects: Essakane Gold Mine ("Essakane") in Burkina Faso; Westwood Complex ("Westwood") in Québec, Canada; and Côté Gold Mine[2] ("Côté Gold") in Ontario, Canada;
- Advanced exploration: Burkina Faso, Peru and Canada (Ontario and Québec); and
- Corporate offices: Toronto, Ontario and Brossard, Québec.

For our advanced exploration projects, we report on a limited set of indicators. Safety, workforce, energy, emissions, biodiversity and land use, and significant incidents related to local communities and Indigenous Peoples are inclusive of advanced exploration.

The Rosebel Mine in Suriname[3] and West African development and exploration assets, including Boto Gold in Senegal[4] are excluded, apart from information on health and safety. Exploration in Guinea and Mali are excluded, apart from information on workforce and safety.

For joint venture projects,[5] we report data on an operational control basis, including greenhouse gas (GHG) emissions.

Report Process and Frameworks: This report contains information on our material topics, guided by a materiality assessment conducted in June 2023. It has been prepared in reference to the GRI Universal Standards, GRI G4 Metals and Mining, SASB Mining and Metals Standard, and TCFD recommendations. We recognize the increasing level of interest in our ESG performance, including from investors, communities, employees and other stakeholder groups. In this report, we have included references to "ESG Corner" where readers can access further information on our website.

IAMGOLD's functional leads at corporate and sites provide input into and review the Sustainability Report. The Board of Directors approves our annual Sustainability Report upon the review and recommendation of the Sustainability Committee of the Board and Executive Leadership Team. This report is not externally assured; however, we are conducting external assurance of our Scope 1 and 2 emissions data post report publication.

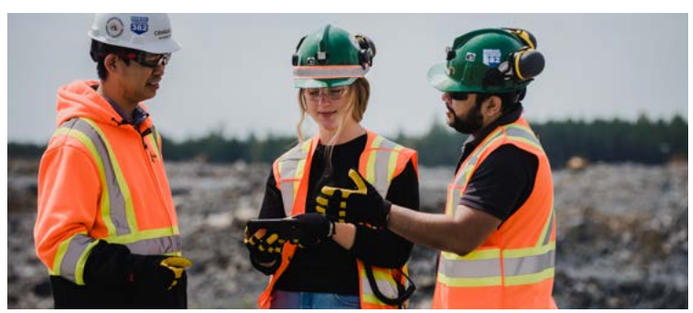
Financial Information: All financial information is reported in US dollars (USD) unless otherwise stated.

Restatements of Information: We have restated certain information in this report due to changes in methodology and classifications. Health and safety, procurement and greenhouse gas emissions data have been restated. Further information can be found in the Methodology and Restatements section of this report. In 2023, IAMGOLD continued to work with various functions across the organization to improve and standardize our data collection, review and approval process.

Contact Us: We welcome feedback on our sustainability initiatives and performance. The contact point for this report is our Vice President, Investor Relations and Corporate Communications, Graeme Jennings. We invite you to direct your feedback to: www.iamgold.com/contact-us/.

Forward-looking and Non-GAAP Information: This Sustainability Report includes forward-looking statements and non-generally accepted accounting principles ("non-GAAP") financial measures. See Cautionary Note on Forward-looking Information for more details.

Learn More: An archive of our annual Sustainability Reports and companion documents can be found at iamgold.com, including: 2023 ESG Performance Data, 2023 Tailings Management Report, 2022 Climate Action Report, Annual Report, Annual Information Form, and Management Information Circular.



2 Discussion on Côté Gold's performance will focus on the January 1 to December 31, 2023, reporting period unless otherwise noted.

3 The sale of the Rosebel Mine was completed in January 2023.

4 The sale of the West African development and exploration assets, including Boto Gold, was completed in April 2023.

5 Côté Gold is owned as a 60/40 joint venture between IAMGOLD and Sumitomo Metal Mining Co. Ltd. and carries a 7.5% net profits interest (NPI) royalty. IAMGOLD holds the option to return to 70% ownership which it intends to execute before it expires in 2026.

Message from Our CEO

As a gold mining company operating in Canada and Burkina Faso, we are dedicated to fostering sustainable practices that benefit communities, minimize environmental impacts, and uphold the highest standards of business integrity.



Renaud Adams
President and Chief Executive Officer

In 2023, we met many of our targets as we worked to deliver on operational and sustainability performance. Maintaining and bolstering our reputation of safety, reliability and transparency is a fundamental building block as we continue to strive for sustainability excellence. Our team demonstrated strong safety performance, worked to create a more diverse and inclusive Company, and sought out ways to be more transparent on topics of importance to our stakeholders. It was also a year of laser focus on Côté Gold, our flagship project, to finalize construction.

Revisiting Zero Harm®

Our Zero Harm® vision has long been a cornerstone of our Company. It represents our steadfast commitment to achieving the highest standards in human health and safety, while also minimizing our environmental footprint and fostering collaboration with our host communities. In 2023, we embarked on a journey to revisit what Zero Harm® means to IAMGOLD and to each operation. Drawing on insights from diverse stakeholders, including our Board, executives, and corporate and site teams, a workshop held in July 2023 underscored the importance of this endeavour, but also challenged our need to start thinking beyond Zero Harm® and how we can integrate sustainability deeper into our business fabric; specifically, how we enhance community well-being, how we contribute positively to the environments in which we operate, and the health of our workforce. Stay tuned in 2024 as we look to more formally explore how we formalize the concept of beyond Zero Harm®.

Transparency in Tailings Management

Tailings management is a vital aspect of responsible and safe mining operations, with strong expectations from our stakeholders. Aligned with our core values of accountability and transparency, we are pleased to publish our inaugural 2023 Tailings Management Report alongside our Sustainability Report. Guided by indicators from the Global Tailings Portal and the Sustainability Accounting Standards Board, this report provides comprehensive insights into our tailings-related governance, management systems, storage facilities, and best practices.

Upholding Safety Excellence

Ensuring the safety and well-being of our employees, contractors, and communities remains paramount. Globally, IAMGOLD had a strong safety performance. In 2023, our Total Recordable Injuries Frequency Rate (TRIFR) was 0.69, meeting our target. Our Days Away, Restricted or Transferred Frequency Rate (DARTFR) was 0.39, and the Lost Time Injury Frequency Rate (LTIFR) was 0.15 expressed per 200,000 work hours, which were slight increases compared to the year prior, attributable, in part, to the changing risk exposure during Côté Gold's construction ramp up. Westwood continues to perform better than previous years, and while we recognize the challenges of underground mining, we know that we can do more. Our unwavering commitment drives us to relentlessly pursue safety excellence to ensure everyone goes home safely. While there were slight increases to our two lagging safety indicators, we also celebrate the success of our team. Our Essakane team achieved the mine's safest year ever, reinforcing our commitment to safety across all levels. At Côté Gold, we worked for more than four years and 15 million hours with no debilitating injuries. In 2024, we will strengthen our safety culture, address key issues, and develop a Critical Risks Program that will focus on the most critical risks and controls needed to keep our workforce safe.

Commitment to Decarbonization

Climate change stands as one of the defining challenges of our era. In December 2023, we developed our decarbonization strategy and released our inaugural Climate Action Report, based on the Task Force on Climate-related Financial Disclosures. We established an interim target of a 30 per cent reduction in absolute Scope 1 and Scope 2 emissions by 2030, with a net-zero target by 2050. Our team identified a range of decarbonization projects to explore to help meet our targets. Our ongoing efforts include identifying and implementing decarbonization projects, alongside developing monitoring systems to track and report on progress. While we have established goals to manage our Scope 1 and 2 emissions, we are also tackling our Scope 3 value chain emissions. In 2024, we will enhance our approach in working with suppliers to better understand and estimate our Scope 3 indirect emissions.

Message from Our CEO (continued)





Enhanced Environmental Protection

Mining by its very nature impacts the environment and it is crucial that we design, plan, mitigate and conduct our activities responsibly and in a manner that doesn't compromise future generations. Protecting and conserving biodiversity are important to long-term viability of ecosystems. Our Company conducted an initial desktop assessment of our biodiversity in 2022 and we are building from this work. We were challenged in developing a biodiversity roadmap in 2023 and this will be a key area of focus in 2024. Moreover, water conservation remains a pivotal priority, especially in regions of high water stress such as Burkina Faso. In 2023, we initiated measures to address water-related challenges, laying the groundwork for the development of a water management framework in 2024. This framework will adopt a regional watershed approach, emphasizing collaboration with local communities to understand their interests and concerns.

Empowering Our Workforce and Fostering Inclusivity

Our global team is essential to fulfilling our purpose. In 2023, we enhanced our talent strategies by enhancing flexibility, augmenting benefits, and expanding learning and development opportunities. Recognizing the importance of diversity and inclusivity, we established an Equity, Diversity and Inclusion (EDI) Steering Committee to drive progress in this domain. With a target of achieving 20 per cent women representation in our total workforce and 50 per cent gender parity in leadership roles by 2030, we are committed to fostering an inclusive workplace culture across all levels of the organization. While women represent approximately 40 per cent of our corporate staff, globally approximately 14 percent of our employees are women. We recognize challenges at our mining sites and aim to improve gender balance across the Company.

Growing our Canadian-Based Exposure

On March 31, 2024, Côté Gold commenced production with the milestone achievement of its first gold pour. We are poised to redefine industry standards. Côté Gold is the first gold mine in North America that was designed and built to fully leverage automated haulage, supporting safety and operational efficiencies. Côté Gold embodies our commitment to safety, productivity, and sustainability, setting a new benchmark and being a model for modern mining in Canada.

Looking Ahead

We are proud of our sustainability achievements and progress this past year. Our sustained momentum underscores our readiness to embrace future challenges and opportunities, as we continue to innovate, evolve and raise the bar. On behalf of the Board and leadership team, I thank all employees, communities, investors and other stakeholders for their invaluable contributions to our sustainability journey. Together, we are forging a path towards a more sustainable, innovative and inclusive future.

Sincerely,



Renaud Adams
President and Chief Executive Officer

Message from Our Sustainability Committee Chair



As IAMGOLD embarks on another year striving to operate safely and responsibly, the Company continues to act on its values of accountability and transparency. As Chair of the Sustainability Committee, it is my privilege to provide an update on IAMGOLD's ongoing efforts to create and maintain sustainable practices. Our Committee plays an important role in assisting the Board in fulfilling its responsibilities, primarily with respect to health, safety, environmental, social and security matters.

2023 in Review

Monthly, the Board and Sustainability Committee receive a summary update on the Company's performance on ESG matters. Every quarter, the Sustainability Committee receives more detailed reporting from management on ESG matters and engages management in discussion on such reporting and recommendations for further initiatives with a view to maintaining a robust sustainability framework. In 2023, the Sustainability Committee met six times with management and each time convened an in-camera session of members of the Sustainability Committee only. To supplement the Sustainability Committee's reports to the Board, in 2023, the Board visited Côté Gold and Westwood to meet operational team members and received a first-hand view of the operations and activities there.

Throughout the year the Sustainability Committee has had in-depth conversations with management and the full Board on performance and initiatives in health and safety, community relations, tailings and water management, decarbonization, security in Burkina Faso, asset retirement obligations and closure plans, ESG-related compensation incentives and ESG reporting practices. On decarbonization, the Sustainability Committee and the full Board on its recommendation reviewed and approved the interim 2030 absolute target. The Sustainability Committee commends the Company on developing this target and looks forward to seeing tangible emissions reductions through the implementation of decarbonization projects.

Strengthening Corporate Governance

Over the past two years, the Board has undergone a considered process of renewal to continue to ensure a diverse range of skills and experiences are represented, which bodes well for the successful oversight of the execution and development of the Company's strategy. This Board diversification not only enriches our decision-making processes but also reinforces our commitment to inclusivity. As of December 31, 2023, women represented 50 per cent of the Board and 57 per cent of independent directors.

The Board has re-evaluated the organizational structure of the Executive Leadership Team, approving the promotion of the Senior Vice President of Operations to Chief Operating Officer, who now has the mandate for overseeing operational and project development activities as well as performance on matters of health, safety, the environment and communities of operations (HSEC). This realignment should enable the effective integration of HSEC matters within IAMGOLD's operations.

Together with management, the Board has re-evaluated the Company's risk profile and, with a view to the continued effective collective oversight of risk, allocated risks to specific Board Committees based on the nature of a risk and the technical expertise or mandate of a Board Committee. Within the purview of the Sustainability Committee, our risk oversight mandate now extends to encompass critical areas such as tailings management, closure, regulatory compliance, and permitting. This expanded mandate underscores the Board's commitment to proactively overseeing the identification and management of potential risks and safeguarding the long-term interests of our stakeholders, consistent with the execution of its mandate and other responsibilities.

Improved Sustainability Reporting

In 2023, the Company took meaningful strides to improve its data collection, review and initiative approval processes by raising the level of awareness on sustainability reporting and implemented a new reporting process. This effort will continue, with annual internal reviews and audits to maintain quality and accountability. The Company's sustainability reporting is guided by principles of good reporting that are accurate, balanced, clear, comparable, complete, timely and verifiable. The 2023 Sustainability Report and 2023 Tailings Management Report were reviewed and approved by management pursuant to its sustainability reporting protocol. The Sustainability Committee reviewed and recommended to the Board of Directors the approval of these reports.

Looking Forward

For sustainability to succeed, it must be part of the Company's strategy and culture at every level. We look forward to seeing sustainability being further embedded into the business to address evolving challenges and opportunities that lie ahead.

The IAMGOLD team has demonstrated passion, resiliency, and a spirit of continual improvement. Together, we will continue to strive for sustainability excellence, guided by our unwavering commitment to create long-term value for both current and future generations.

Sincerely,



Ann Masse
Chair, Sustainability Committee

2023 ESG Peformance Highlights

Environmental

440,296 tonnes of carbon dioxide equivalent in Scope 1 and 2 emissions

Established an interim target of achieving **30% absolute reduction in Scope 1 and 2 emissions by 2030**

Published inaugural **Climate Action** and **Tailings Management Reports**

Zero significant environmental incidents

Social

LTIFR of **0.15**, DART of **0.39** and TRIFR of **0.69**, representing over **19 million** hours worked

$8.5 million in community investments

$348 million in local procurement spend

Recognized as a **Greater Toronto Area (GTA) Top Employer**

Zero significant community incidents

Governance

Women representation:

- **50%** on the Board
- **13%** of the Executive Leadership Team
- **21%** of management
- **14%** employee-wide

Received a rating of **AA** ranking in the **MSCI ESG Ratings** assessment

Recognized as one of Canada's **Best 50 Corporate Citizens** by Corporate Knights







Our Business

IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines, projects and exploration in North America and West Africa.

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About IAMGOLD

Today, IAMGOLD is an intermediate gold producer and developer based in Canada with operating mines in North America and West Africa.

The Company has commenced production at the large-scale, long life Côté Gold Mine in partnership with Sumitomo Metal Mining Co. Ltd., which is expected to be among the largest gold mines in Canada. In addition, the Company has an established portfolio of early stage and advanced exploration projects within high potential mining districts. IAMGOLD employs approximately 3,600 people and is committed to maintaining its culture of accountable mining through high standards of environmental, social and governance practices, including its commitment to Zero Harm®, in every aspect of its business. IAMGOLD is listed on the New York Stock Exchange (NYSE: IAG) and the Toronto Stock Exchange (TSX: IMG) and is one of the companies on the Jantzi Social Index, a socially screened market capitalization-weighted index consisting of companies which pass a set of broadly based environmental, social and governance rating criteria.

Our Operating Sites[6]

	Essakane Gold Mine	Westwood Complex	Côté Gold Mine
			
Location	**Burkina Faso, West Africa**	**Québec, Canada**	**Ontario, Canada**
Commodity	Gold	Gold	Gold
Ownership	90%	100%	60.3%
Type of mine	Open pit	Underground/satellite open pit	Open pit
Mineral processing	Crushing; grinding; gravity concentration; carbon-in-leach recovery; electrowinning; and smelting to doré	Crushing; grinding; carbon-in-pulp recovery; stripping; electrowinning; and smelting to doré	Crushing; grinding; gravity concentration; ore leaching; carbon-in-pulp recovery; electrowinning; and smelting to doré
Life of mine	Approximately 2028	Approximately 2033	Approximately 2041+
Infrastructure	Three open pits, waste rock storage facilities, ore stockpiles, ore processing facilities, tailings storage facility, emulsion plant, power generating plants (including a solar plant), maintenance workshops, airstrip and camp	Underground mine, Grand Duc open pit satellite deposit, waste rock storage facilities, tailings storage facilities, paste backfill plant, water management facility, office complex, and gate house	Open pit mine, mine rock area, ore stockpile, processing plant, tailings management facility, overburden stockpile, emulsion facility, accommodations complex, internal access roads and gate houses
Highlights	• Zero water discharge operating site • 15-megawatt solar plant	• Located in the prolific Abitibi Gold region • Among the highest grade underground gold deposits	• 23 autonomous haul trucks and 6 autonomous drills in use when fully operational • $10 billion GDP for Ontario[7] and $5 billion in wages over mine life[8]

6 The data provided in the table reflects information as of March 31, 2024.

7 Projection from start of construction through to forecasted end of mine life in 2041.

8 Wages estimate includes both direct and indirect. Based on independent report by RIAS 2018. All dollar figures are expressed in Canadian dollars.

About IAMGOLD (continued)

Our Exploration Activities

Exploration plays a vital role in mining by enabling the identification and evaluation of mineral deposits. It requires significant time, resources and expertise to allow companies to make informed decisions on the mineral deposits, assess their quality and quantity and determine economic viability. Fewer than 0.1% of prospected sites will lead to an operating mine.

In 2023, our Exploration teams conducted various basic and grassroots exploration activities, mainly in Canada. Exploration activities ranged from greenfield early-stage exploration to more advanced deposit delineation drilling.

In March 2023, the IAMGOLD Exploration team in Québec received its official ECOLOGO® certificate. This follows the team's initial certification in April 2022 for mineral exploration activities in Québec. The certification process involved verifying approximately one hundred indicators, covering practices related to the environment, health and safety, governance, community and Indigenous relations, innovation, contribution to the local economy, and more.

Membership Associations

IAMGOLD supports initiatives that help advance our sustainability performance and contribute to broader sustainable development. We are an active member of the World Gold Council (WGC) and the Mining Association of Canada (MAC).

WORLD GOLD COUNCIL

The WGC champions the role gold plays as a strategic asset, shaping the future of a responsible and accessible gold supply chain. The WGC's **Responsible Gold Mining Principles (RGMPs)** establish a set of required practices for its members across all ESG aspects of gold mining. Additionally, the WGC's **Conflict-Free Gold (CFG) Standard®** helps companies to provide assurance that their gold is not contributing to conflict. IAMGOLD's RGMP and CFG reports are both externally assured.

The Mining Association of Canada
ADVOCACY STEWARDSHIP COLLABORATION

MAC promotes a strong, sustainable mining industry that benefits all Canadians and supports continued prosperity across the country. MAC's **Towards Sustainable Mining (TSM) initiative** is a globally recognized sustainability program that supports mining companies in the management of key environmental and social risks. As a MAC member, IAMGOLD is required to implement the TSM Protocols at all our Canadian operations. While it is not required, IAMGOLD also implements TSM at our international operations.

EST. 1920 Ontario Mining ASSOCIATION

The Ontario Mining Association (OMA) aims to improve the competitiveness of Ontario's mining industry, while promoting safety, environmental stewardship and sustainability.

Association minière du Québec

The Association minière du Québec (AMQ) is a leader and an essential reference for a responsible, innovative and competitive Québec mineral industry, from a sustainable development perspective. It promotes, supports and helps proactively develop a responsible, committed and innovative Québec mineral industry.

cpeq
Le développement durable en entreprise

The Conseil Patronal de l'Environnement du Québec represents Québec's business on issues related to the environment and sustainable development.



Gold – A Precious Metal for the Future

Gold is one of the most desired and valued metals in the world, holding emotional, cultural, and financial value for people worldwide. Jewellery remains a significant source of annual gold demand, while the unique properties of gold make it a reliable and tangible long-term store of value for investors. The metal's crucial role in technology, particularly in the electronics sector, further supports its demand. The trend of electrification also impacts gold demand, as it is used in various semiconductor chips. Central banks are increasing their gold holdings, highlighting its strength as a diverse and robust investment asset. Further information can be found on the World Gold Council's website.

Our Approach to Sustainability

Our approach to sustainability is grounded in our culture of accountable mining and shaped by IAMGOLD's purpose, vision, mission and values.

Empowering People, Extraordinary Performance

Purpose	We exist to enrich the lives of our stakeholders.
Vision	IAMGOLD aspires to be a leading Canadian-focused gold producer with a modern multi-asset portfolio, empowered workforce, generating value for all stakeholders.
Mission	We engage, empower and support each other in the pursuit of excellence.
Values	We are driven to excellence in everything we do. We are **accountable** and operate with **transparency**. We conduct ourselves with **respect** and embrace **diversity**. We grow with **teamwork, learning and innovation**.



ESG Strategy

Our organization has gone through a significant transformation in recent years to support the development of our flagship Côté Gold asset, and to position ourselves for the future – we took the next step in further embedding ESG into our business strategy. In 2023, we began updating IAMGOLD's ESG strategy, centred around our Zero Harm® vision, but also exploring how and where we can go *beyond* Zero Harm®, which reflects our goal to create value, achieve ESG excellence, differentiate ourselves from our peers, and push the industry further.

Our draft strategy focuses on four pillars: health and safety, social performance, environment, and transparency and governance. Over the next 12–18 months, we will define new long-term objectives in each of these areas and outline key actions to achieve progress against our stated goals. We look forward to providing more details on our strategy in our next Sustainability Report.



Our Approach to Sustainability (continued)

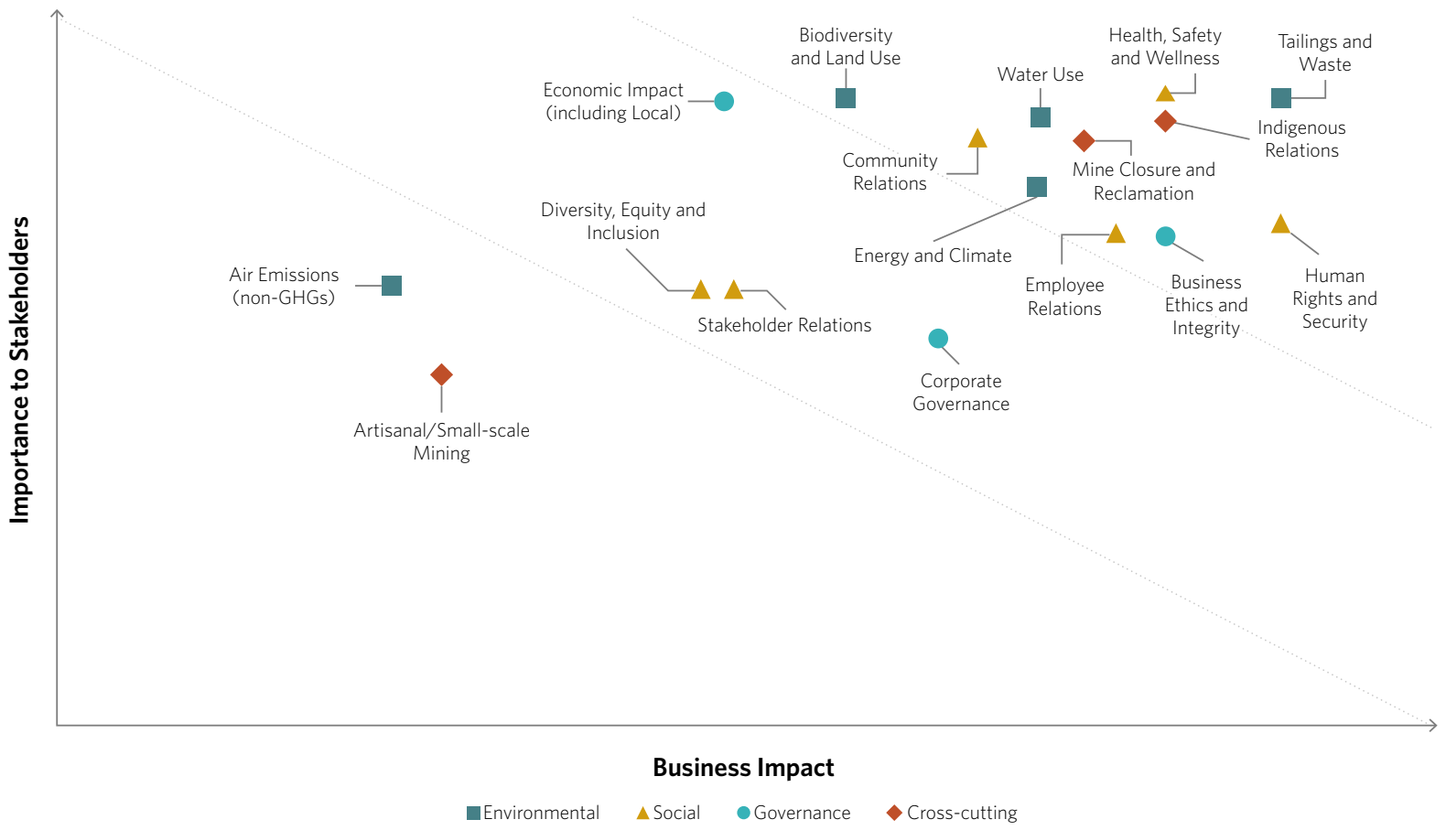
Materiality Assessment

We conducted a materiality assessment in June 2023 to identify the ESG topics that matter most to our stakeholders and our business. We used a multi-step process and consulted with internal and external stakeholders and rightsholders to help us identify and assess the importance of each topic. Our approach included:

- A **current state assessment**, including a review of ESG frameworks and trends, and peer benchmarking;
- **Stakeholder engagement** to understand areas of interest and business impact, including interviews, a survey and desktop research; and
- **Topic prioritization and validation**, including analysis, prioritization matrix and a validation workshop with key team members across the organization and presentation to the Board.

The outcomes of the materiality assessment identified 11 ESG topics as most material to our stakeholders and business. We used this materiality assessment to guide the disclosures of this report.

Many topics, if not properly managed, can impact our organization from a financial, reputational and operational perspective. Our teams regularly review our approach to managing our material topics to prevent accidents, environment impacts, and incidents involving communities or stakeholders, and support business resiliency. As governments begin to review and/or regulate adherence to emerging standards such as International Financial Reporting Standards (IFRS) S1 and S2, IAMGOLD has started the process of assessing the potential changes needed in identifying and reporting on our sustainability risks and opportunities.



Our Approach to Sustainability (continued)

IAMGOLD's Material Issues

	Topics	Materiality
Environment ■	**Biodiversity and Land Use**	Biodiversity supports the quality, quantity and resiliency of ecosystems and the services that we rely on. IAMGOLD operates in areas of high biodiversity significance and has controls and monitoring programs in place to protect biodiversity; however, mining can impact biodiversity and the land. Protection and conservation of biodiversity and land can also support our climate-related ambitions.
	Energy and Climate	Our mining activities are energy intensive and generate GHG emissions, which impact air quality. There are increasing regulatory and stakeholder expectations to move to a low carbon economy. There are climate-related transitional and physical risks and opportunities that can impact our organization.
	Tailings and Waste	Our mining and mineral processing activities produce tailings and other waste streams. Proper management of these are essential due to the potential for environmental, social, financial and reputational damage.
	Water Use	Water is a critical resource and is becoming increasingly scarce. At IAMGOLD, water is used for mineral extraction and processing, tailings management, dust suppression, and worker accommodations. One of our operating sites, Essakane mine, is located in a water-stressed region. Water-related risks could put pressure on our operations through water allocation/availability, changes to regulations, and public scrutiny.
Social ▲	**Community Relations**	Building strong relationships, minimizing our impact and supporting our host communities are important in maintaining our privilege to operate. Strong community relations strategies can positively impact our reputation. Through our operations, we are able to empower communities and their members through income-generating projects, employment opportunities and capacity building.
	Employee Relations	People are at the heart of driving our mission forward. An engaged, talented and skilled workforce leads to improved productivity and morale. The competition for talent and recruitment of underrepresented groups in the mining industry is a challenge.
	Health, Safety and Wellness	Mining operations, including ours, are complex with significant hazards, such as working underground, working with high-voltage power, handling of explosives and chemicals, working at heights, and operating and interacting with heavy equipment. Strong oversight and performance on health (including mental health), safety and wellness can impact our Company's reputation, operational performance, and talent attraction and retention.
	Human Rights and Security	Human rights and security are essential for sustainable development. They have the potential to impact our reputation, finances and operations. Upholding human rights and security is essential for all our operations and supply chain. However, geopolitical risks and conflicts in certain countries mean this has increased the potential for impact at operations in high-conflict countries like Burkina Faso, which require ongoing management.

	Topics	Materiality
Governance ●	**Business Ethics and Integrity**	As a global company with operations in Canada and Burkina Faso, maintaining ethical practices when dealing with governments and communities is critical to our track record. Without effective governance structures in place, this can lead to bribery, corruption, conflict of interest and mismanagement of the Company's resources.
Cross cutting ◆	**Indigenous Relations**	We strive to foster relationships based on trust, transparency and mutual respect. We are committed to respecting cultural heritage and the traditions of Indigenous communities. Meaningful engagement, employment, training, and contracting and procurement with Indigenous Peoples align with IAMGOLD's values and can lead to mutually beneficial outcomes. Without positive relationships, this can lead to opposition, legal challenges and permitting delays.
	Mine Closure and Reclamation	Stakeholders expect a comprehensive approach to closure and reclamation. It is crucial for companies to plan and manage mine closure and reclamation early on and consistently to address the social, environmental and economic aspects of closure. Negative impacts may involve structural failures, pollution of land, water and air, biodiversity loss, and community effects. Positive aspects include proactive environmental management, community use of specific infrastructures, and the utilization of rehabilitated land that can bring lasting socio-economic benefits.



Our Approach to Sustainability (continued)

Stakeholder Engagement

IAMGOLD has thousands of stakeholders. At our projects and operations, our priority stakeholders include, but are not limited to, our employees and their families, our host communities, Indigenous rightsholders, civil society organizations, and local, regional and national governments. At the corporate level, we share many of the same types of stakeholders, and we also interact regularly with shareholders and our own Board of Directors.

Our goal is to be a trusted partner to all stakeholders and rightsholders and to focus on what really matters to them. We understand we must continuously earn their trust by being a reliable partner and good neighbour, and by being respectful, inclusive, open and transparent in our engagements.

We encourage our sites to take an inclusive approach to stakeholder identification and to cast a wide net. The identification process is an ongoing exercise, and we encourage our sites to pay extra attention to vulnerable groups that may be excluded from traditional forms of engagement. Each year we engage with thousands of local, regional and national-level stakeholders in the countries where we operate. Our engagement approach is unique to every site. The frequency and intensity of our meetings depends on the local, regional and national stakeholder context.

While each site has the flexibility to design its own engagement programs, guidance is provided at the corporate level through various documents such as the Sustainability Policy, Indigenous Engagement Policy, Sustainability Standard, and Community Relations Handbook.

IAMGOLD has also designed its community relations program in alignment with the expectations outlined in the Mining Association of Canada's Towards Sustainable Mining (TSM) Indigenous and Community Relationships Protocol as well as International Finance Corporation (IFC) Social and Environmental Performance Standards. Overall, our engagement is guided by principles of honesty and transparency, and by the development of meaningful and respectful relationships. Engagement is done on both an ad hoc and a structured basis. We proactively engage with stakeholders and rightsholders across our sites and also respond to incoming questions from communities, civil society, investment firms and others. We also have management systems that set out ongoing engagement schedules and track meetings. We meet with stakeholders in formal settings, like the Annual General Meeting, community open houses or in scheduled meetings with Stakeholder Monitoring Committees, stakeholders and rightsholders. We also take advantage of less formal opportunities such as individual consultations and participation in community activities. Additional information on our approach to stakeholder engagement can be found in the Community Relations and Indigenous Relations sections of this report.

The following table provides a snapshot of how we engaged with our stakeholders and rightsholders throughout the year as well as the topics of engagement.

Stakeholder Group		How We Engage	Engagement Topics in 2023
Employees and Contractors	• Union • Non-unionized • Full-time, part-time, permanent, temporary, and non-guaranteed hours	• Town halls • Email announcements • Training and development programs • Performance management process • Meetings	• Health, safety and well-being • Equity, diversity and inclusion • ESG strategy development • Performance, professional development and training
Communities	• Local communities • Underrepresented groups (including women and children) • Civil society	• Social media • Websites • Newsletters • Meetings • Stakeholder Monitoring Committees	• Community investments and benefits • Employment and business opportunities • Environmental issues and interests
Indigenous Peoples	• Elected officials • Community members, including women and Elders • Indigenous businesses	• Formal and informal meetings • Newsletters • Community information sessions • Impact Benefit Agreement (IBA) implementation committees • Site tours	• IBA implementation • Socio-economic issues • Employment, training, contracting and procurement opportunities • Permits
Governments and Regulators	• National, provincial, municipal and local governments	• Meetings and correspondence	• Permitting and compliance • Environmental and socio-economic issues • Social investment partnerships
Academic and Research Institutions	• Universities • Colleges • Technical schools • Research organizations	• Career fairs • Research projects • Meetings	• Scholarships • Recruitment • Program partnership funding • Research findings
Industry Associations	• Associations representing businesses and/or industries	• Industry associations and committees	• General best practices in mining • Regulations and standards • ESG
Investment Community	• Shareholders • Analysts • ESG rating agencies	• Investor conferences • Investor calls • News releases • Meetings • ESG data verifications	• Business results, strategy and initiatives • ESG performance
Suppliers	• Local, national and global suppliers	• Meetings • Monitoring of risks	• Procurement opportunities • Human rights • Supplier Code of Business Conduct and Ethics/responsible supply chain

Targets and Performance

Each year, IAMGOLD sets targets and tracks progress across the organization in delivering against our sustainability goals. In our 2022 Sustainability Report, we had set five targets, which also support the advancement of the United Nations Sustainable Development Goals (SDGs). The following table provides information on our progress against these targets.

2023 Targets and Performance

● Achieved ◐ Partially achieved ○ Not achieved → Multi-year target

SDG	2023 Targets	Progress	Highlights in 2023
1 NO POVERTY, 3 GOOD HEALTH AND WELL-BEING, 6 CLEAN WATER AND SANITATION	**Community Partnerships** Finalize drafting of Project Implementation Plan for Phase 2 of the Triangle d'eau project and begin project implementation	→	• Project implementation plan has been drafted by partners, with implementation starting in early 2024
5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES	**Equity, Diversity and Inclusion** Continue to implement Corporate Equity, Diversity and Inclusion (EDI) program, including: • Advance global gender representation to 20% female employees by 2030 • Achieve 50% gender parity at manager level by 2030 • Introduce global learnings on key EDI principles and concepts to all sites • Promote a safe and supportive workplace that is free of physical and psychological hazards	→	• 14.3% female representation globally and 20.5% female representation at the manager level
3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH	**Health and Safety** Meet or exceed leading and lagging safety targets: • Conduct critical risks-based training to all employees across all operations • Complete fatigue prevention management awareness sessions for at least 90% of all employees across all operations • Close Significant Incident Reporting (SIR) actions level 5 in a timely manner; target to close 85% of corrective actions • Achieve Total Recordable Injury Frequency Rate (TRIFR) of 0.69 for employees and contractors	●	• All sites recorded exceptional performance on safety leading indicators • 98.8% of all employees completed the fatigue prevention management awareness sessions • Achieved 92.9% timely closing of SIR level 5 actions • Corporate TRIFR of 0.69 • Essakane achieved the best-ever safety performance in DARTFR and TRIFR
13 CLIMATE ACTION	**Climate Action** Publish TCFD report, including a decarbonization roadmap	●	• 2022 Climate Action Report was published on December 14, 2023, which included a 2030 strategy and corresponding targets

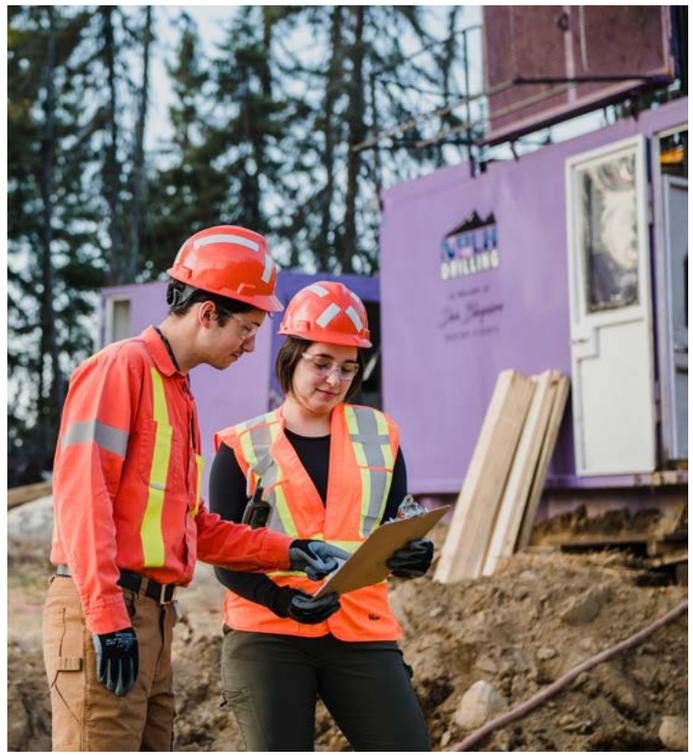


Targets and Performance (continued)

2024 Targets

IAMGOLD's sustainability targets for 2024 focus on health and safety; equity, diversity, and inclusion; and the environment.

SDG	2024 Targets	Description
3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH	**Meet or exceed leading and lagging health and safety targets**	• Achieve TRIFR of 0.66 • Implement the Critical Risk Protocols
5 GENDER EQUALITY, 10 REDUCED INEQUALITIES	**Increase women representation:** • Increase representation of women across the company globally by 1% compared to 2023 • Advance global gender representation to 20% women employees by 2030 • Achieve 50% gender parity at manager level by 2030	• Achieve 15% women representation of total employees in 2024
14 LIFE BELOW WATER, 15 LIFE ON LAND	**Develop a biodiversity roadmap**	• Conduct field-level biodiversity assessment of each site • Develop roadmap to net positive by 2050
6 CLEAN WATER AND SANITATION, 14 LIFE BELOW WATER	**Develop a water stewardship framework**	• Develop a catchment-based planning approach that evaluates our impacts and contributions to regional watersheds
–	**Zero significant environmental and community incidents**	• Zero Level 3, 4 or 5 environmental and community incidents



Targets and Performance (continued)

Towards Sustainable Mining Performance

Towards Sustainable Mining (TSM) is a globally recognized sustainability program for managing mining performance. It aims to assist mining companies in operating responsibly and handling environmental and social risks effectively. The TSM Protocols help mining sites to develop quality sustainability management systems and to steadily enhance their sustainability performance. As a member of the Mining Association of Canada (MAC), we participate in the TSM initiative at all of our operations, including Essakane, exceeding MAC's membership requirements. Annually, our operating facilities conduct a self-assessment to evaluate their performance against the TSM Protocols, with a third-party verification from a Verification Service Provider every three years. In 2023, we engaged a third-party consultant to help us prepare for the required external verification in 2024.

Our goal for our TSM performance for 2023 was to achieve Level A scores across all protocols. We focused on increasing employee understanding of the TSM Protocols and developed action plans to help us maintain and/or improve our scores.

Overall, we achieved Level A or higher scores for the majority of the TSM Protocols, with the exception of the following areas:

- **Climate Change:** Both Essakane and Westwood were assessed at Level C. While the Company has set GHG emissions targets and sites track their energy use on a monthly basis, there are improvements needed in managing energy use and GHG emissions. As part of our decarbonization strategy, we are looking to bolster our internal team's capacity in this area and we have hired a Senior Director of Decarbonization in January 2024 to help us manage our performance in this area.
- **Biodiversity Conservation Management:** Westwood was assessed at Level B and C and lacks an approved biodiversity plan with roles and responsibilities and has insufficient biodiversity conservation reporting. To address this, a working group, led by Corporate's Director of Environment, is identifying significant biodiversity aspects and updating the conservation plan.
- **Indigenous and Community Relations:** Westwood was assessed as not having an adequate community of interest response mechanism in place, and for this indicator was assessed at Level C. An action plan is in place to address this need and to support Westwood's team in obtaining the right skills and training on community relations to improve other areas assessed at Level B.
- **Crisis Management and Communications Planning:** Both Essakane and Westwood were assessed as not having met assessment criteria related to crisis management and communications preparedness. While the Company conducted an emergency preparedness drill in 2023, there was no training conducted for the crisis management spokespersons at Corporate and sites. We will be developing action plans to address these deficiencies.

TSM Self Assessment Scores

	Essakane	Westwood
Tailings Management		
1. Tailings management policy and commitment	A	A
2. Assigned accountability and responsibility for tailings management	A	A
3. Tailings management system and emergency response plan	A	A
4. Operation, maintenance, and surveillance (OMS) manual	A	A
5. Annual tailings management review	A	A
Biodiversity Conservation Management		
1. Commitment, accountability, and communications	AAA	C
2. Biodiversity conservation planning and implementation	AAA	C
3. Biodiversity conservation reporting	A	B
Climate Change		
1. Energy use and GHG emissions management systems	C	C
2. Energy use and GHG emissions reporting	C	C
3. Energy use and GHG emissions performance targets	C	C
Water Stewardship		
1. Water governance	AA	A
2. Operational water management	AAA	A
3. Watershed-scale planning	AAA	A
4. Water reporting and performance	A	A
Safe, Healthy and Respectful Workplaces		
1. Commitment and accountability	AAA	A
2. Planning and implementation	AAA	AA
3. Training, behaviour and culture	AAA	A
4. Monitoring and reporting	AA	B
5. Performance	AA	A
Indigenous and Community Relations		
1. Community of Interest (COI) identification	AAA	B
2. Effective COI engagement and dialogue	AAA	B
3. COI response mechanism	AAA	C
4. Reporting	AAA	B
5. COI response mechanism	AAA	AA
Crisis Management and Communications Planning		
1. Crisis management and communications preparedness	No	No
2. Review	No	No
3. Training	Yes	No

Policies and Management Systems

IAMGOLD is dedicated to upholding a culture of accountable mining with strong sustainability and social responsibility standards. Our governance framework encompassing our Zero Harm® vision, policies, systems, standards, and implementing tools is integrated throughout our business.



ESG Corner

Corporate and Sustainability-related policies

Zero Harm® Vision

IAMGOLD's Zero Harm® Vision is our commitment to continually strive to reach the highest standards in human health and safety, minimize our environmental footprint, and work co-operatively with our host communities.

To support our vision, we have global policies and a comprehensive management framework for specific guidance on community relations, environmental stewardship, risk management, health and safety, and human resources. We encourage collaboration between our sites and corporate teams to develop and exchange best practices.

All employees, contractors and Directors are expected to uphold IAMGOLD's commitment to health, safety and sustainability, and adhere to our suite of corporate policies, such as the Code of Conduct and Business Ethics, Supplier Code of Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, and Sustainability Policy.

To ensure our policies are implemented in a uniform manner across all sites, various corporate standards have been developed, with topic-specific guidance around areas of environment and health and safety. These standards were informed by international standards and best practices. Our team will take a comprehensive look at IAMGOLD's policies and standards in the coming year, in an effort to identify gaps and improve our performance.

IAMGOLD ZERO

HARM | DAÑO | INCIDENT | SCHADE | KGOBALO

High standard to protect: human health and safety, environment and communities

The Objectives of Zero Harm® are:
No fatalities, lost time accidents, modified duty, or medical aids



Policies and Management Systems (continued)

Corporate Policies

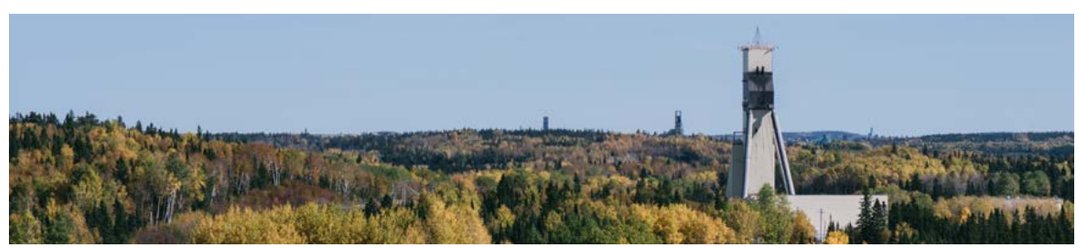
We regularly review our corporate policies to ensure they remain relevant and reflective of best practices. A comprehensive list of our policies is publicly available and can be accessed on our website.

Category	Policy
Governance Corporate governance page of our website	Code of Business Conduct and Ethics
	Supplier Code of Business Conduct and Ethics
	Anti-Bribery and Anti-Corruption Policy
	Whistleblower Policy
	Diversity Policy
	Shareholder Engagement Policy
	Board Renewal Policy
	Advance Notice By-law in Director Nominations
	Disclosure Policy
	Stock Trading Policy
ESG Sustainability policies page of our website	Sustainability Policy
	Health and Safety Policy
	Human Rights Policy
	Indigenous Engagement Policy
	Energy and Greenhouse Gas Emissions Management Policy
	Water Management Policy
	Biodiversity Policy
	Tailings Management Policy
	Diversity Standard
	Discrimination, Harassment and Violence in the Workplace Standard
	Alcohol and Drugs Policy Use Standard

Sustainability Management Systems

IAMGOLD has different management systems in place to cover the range of activities performed by employees and contractors that they are obliged to follow. Corporate policies and standards are in place that provide requirements and guidance to our sites. We are undertaking a long-term initiative to evaluate our Sustainability Management System (and supporting policies and standards, as described in the previous section) and update it to support alignment with our ESG strategy, industry standards, and stakeholder expectations. A snapshot of our topic-specific management systems is outlined in the table below.

	Essakane	Westwood	Côté Gold
Environment	• Aligned with ISO 14001, externally audited annually	• Aligned with TSM, externally assured every three years	• In development
Health and Safety	• Aligned with ISO 45001, externally audited annually	• Aligned with TSM, externally assured every three years • Guided by ISO 45001, not externally audited	• Guided by ISO 45001, not externally audited • Continues to be developed in alignment with TSM
Communities	• Aligned with TSM, externally assured every three years • Guided by the International Finance Corporation (IFC) and Voluntary Principles on Human Rights and Security	• Aligned with TSM, externally assured every three years • Guided by the IFC	• In development



Environmental Stewardship

Environmental stewardship is vital to safeguard ecosystems. Through responsible practices and continual improvement, we aim to foster long-term sustainability that balances environmental, social and economic considerations.

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Tailings and Waste Management

Mining and mineral processing creates significant waste streams. We apply the principles of reducing, re-using and recycling waste and have waste management practices in place to safely handle, store and dispose of waste. If not properly managed during operations and after closure, these can cause harm to nearby communities and the environment.



ESG Corner

Sustainability Policy

Tailings Management Policy

Sustainability Standard (internal)

2023 Tailings Management Report

Through our Sustainability Policy we are committed to improving our environmental performance in order to reduce the impact of disturbances, containments and discharges. Our standalone Tailings Management Policy outlines our commitments to responsibly manage our tailing storage facilities (TSF). Standard operating procedures are in place for managing hazardous waste and spill response.

We aim to properly dispose of waste generated from mining and to minimize any adverse impacts from accidental releases or spills. An accident could be hazardous to our employees and others, and harm the environment if not promptly and effectively addressed.

We closely monitor the waste and tailings produced, along with the quality of the final effluent during mining and after closure. Our goal is to meet regulatory requirements and ensure proper handling, storage, and transportation of waste to prevent accidental releases into the environment. In case of a spill, we have emergency response plans and procedures to address it appropriately and minimize impacts to the receiving environment.

Our engagement and consultation process has focused on seeking input during the environmental assessment process, including the design of the tailings facilities. We recognize more work needs to be done in engaging with our communities of interest on our TSFs at all stages of the mining cycle.

Tailings and Waste Management (continued)

Waste management at IAMGOLD involves mineral and non-mineral waste, which can be hazardous and non-hazardous. Mineral waste is material generated during the extraction and ore refinement processes. Our operations produce mineral waste such as waste rock, overburden, tailings and sludges. Our approach to mineral waste management is comprehensive, helping us identify and minimize potential safety, environmental and social impacts. In 2023, we improved the way in which we track and report on these metrics. In 2023, approximately 66 million tonnes of mineral waste were generated.

	Waste Rock	Overburden	Tailings	Sludges
Mineral waste produced (metric tonnes)	49,358,089	4,405,261	12,210,780	10,095

Mineral Waste	Definition
Waste Rock	Barren or low-grade ore that has been mined. During the mining process, waste rock is usually removed in order to gain access to a commercially producible mineral deposit. As waste rock has minimal traces of metals and minerals, during mining operations it is stored in stockpiles onsite. During closure, the land will be reclaimed and specific techniques applied depending on the level of the waste rock's potentially acid generating content or natural leaching properties.
Overburden	Material that is removed to gain access to the mineral deposit. Typically overburden consists of soil, vegetation, sand, clay, gravel, and/or loose rock. Overburden is not processed and is generally stored on mine sites in piles. Overburden can be sorted and reused during reclamation.
Tailings	A waste by-product of mining and mineral processing. Tailings are produced when economically viable metals and minerals such as gold are extracted from the host rock by mechanical (crushing and grinding) and chemical (refinery) processes to create a saleable metal bar. The remaining residue is deposited in slurry form of varying water contents to a TSF for long-term management or used as paste backfill underground.
Sludges	A common by-product of the water treatment process. Sludges are typically created by physical and chemical removal of contaminants from the effluents to produce a final effluent that is non-toxic and compliant with all parameter limits.



Tailings and Waste Management (continued)

Tailings Management

We are committed to ensuring the safety of our employees, communities and the environment in the management of our TSFs. Tailings management is considered at the onset from pre-feasibility through to closure. IAMGOLD has developed a robust tailings management system and fosters a culture of leadership, accountability and continual improvement to support our performance in environmental stewardship. Our tailings management framework is informed by laws and regulations, international frameworks, stakeholder expectations, peer benchmarking and best practices.

IAMGOLD operates four active TSFs, as well as manages one inactive and two closed, legacy TSFs. As of December 2023, the construction of the first phase of a new TSF at Côté Gold is complete and the new facility is ready for use upon plant start up. IAMGOLD's tailings management system encompasses all phases of the TSF lifecycle from project planning through to relinquishment. IAMGOLD's tailings management framework consists of policies, standards, plans, and operating procedures and tools. Each site develops a Tailings Operating, Maintenance, and Surveillance (OMS) Manual, which include a Tailings Management Plan and Water Management Manual that defines the conditions under which each facility is operated, including roles and responsibilities, risk management and controls, and maintenance and surveillance. The Board of Directors has overall stewardship of our tailings performance, supported by the Sustainability and Technical Committees of the Board. The Chief Operating Officer is the designated Accountable Executive Officer on tailings management who is responsible for overseeing the implementation of the tailings management system, ensuring there is adequate training and resources, and that a qualified, experienced Responsible Person, Engineer of Record, and Independent Reviewers are in place for each facility according to the level of risk and the characteristics of the TSF. At each site, the Responsible Person manages the TSF and is an integral part of the development, implementation and continual improvement of the tailings management system. External experts, including the Engineer of Record, provide critical tailings management expertise, especially on safety, as part of the annual Water and Tailings management reviews conducted by the Independent Tailings Review Board.



Tailings Storage Facilities Overview

Facility Name	Location	Operational Status
Essakane SA	Burkina Faso	Active
Westwood Complex	Canada	Active: Doyon Pit, TSF 2 & TSF 3 Inactive: TSF 1
Côté Gold[9]	Canada	Under construction
Yvan Vezina	Canada	Closed
Solbec	Canada	Closed

9 As of March 31, 2024, Côté Gold has commenced production and the TSF is active.

TSFs are regularly inspected by competent and trained responsible persons appointed to manage their performance. Additionally, an annual inspection is conducted by the Engineer of Record. Each of our operations has Emergency Response and Preparedness Plans in place to address risks, including potential dam breaches and are regularly tested. In 2023, and in the past five years, none of our TSFs had incidents of seepage. We conduct extensive testing to stay prepared, as mandated by regulations requiring annual tests of response plans, which are submitted to the appropriate ministry of environment.

For further details on our approach to tailings management, including governance, management systems, safeguards, and information on the TSFs, please refer to our inaugural 2023 Tailings Management Report.

Tailings and Waste Management (continued)

Non-mineral Waste

Non-mineral waste is all other material (other than mineral waste) that is diverted from or directed to disposal. Non-mineral waste is created through mineral processing and support activities. Each of our sites have waste management plans to properly handle and manage waste. We handle these wastes following local regulations and internal policies, plans and procedures. These plans outline how we manage the diverse types of waste from our activities, emphasizing ways to minimize, recycle and reuse waste. We also conduct water and sediment quality monitoring, testing for contaminants and release into the environment. In 2023, our diverted and directed waste was lower than the year prior due to the sale of Rosebel. In 2023, we did not experience significant incidents associated with hazardous materials and waste management.

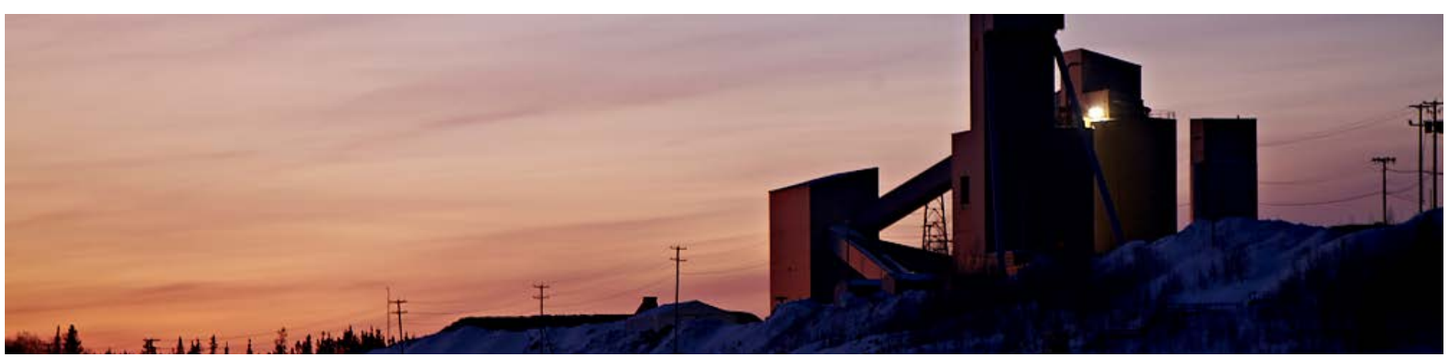
	IAMGOLD's Non-mineral Waste Profile
Types of waste	• Construction • Septic • Office and maintenance (e.g., packaging, paper, plastic, food)
Disposal methods	• Contracts with suppliers • On-site incineration and/or burial
Diversion methods	• Non-hazardous, recyclable content sent to recyclers

Diverted Waste in 2023 (Tonnes)

Hazardous	Non-hazardous
0	3,044

Directed Waste to Disposal in 2023 (Tonnes)

Hazardous	Non-hazardous
2,769	32,218



How Essakane is Helping to Combat Plastic Pollution

Essakane is actively tackling plastic pollution by engaging the country's youth in educational initiatives. Over 120 students from eight universities participated in a competition, creating projects to minimize plastic waste impact. Essakane also helped launch cleanups of four illegal dump sites, emphasizing its commitment to involve all community members in protecting the environment.

On World Environment Day, Essakane focused on plastic pollution solutions through student-led environmental education. Groups brainstormed ways to reduce plastic pollution, and local youth associations were challenged to clean unsanitary sites. Prizes were awarded to encourage collective efforts in combating plastic waste. This innovative project aims to raise awareness, foster collaboration, extend actions beyond the mine site, inspire environmentally dedicated youth, and engage the public through social media, while financially motivating young environmental enthusiasts.

This initiative sparked environmental interest among students who presented 40 impactful projects. Partner universities are now looking to enhance their environmental education programs due to the students' demonstrated interest.

Water Stewardship

Water is crucial for the mining process and is a shared resource with our host communities. IAMGOLD is committed to being a responsible water steward, valuing environmentally sustainable and socially equitable water use. We are dedicated to ensuring access to clean water for all users now and in the future.

Our water management goals include efficiently managing water resources and recycling water for mineral processing when feasible. In mining, water is used for mineral extraction and processing, tailings management, dust suppression, and support activities. Without proper management, the water discharged occasionally may not meet regulatory standards and impact the environment and local communities.

All of our mines and development sites have a formal approach to water management, guided by our Water Management Policy and Sustainability Standard, which require that each operating site has a water management plan in place that addresses all aspects of water quality and quantity, including closure planning, reclamation, tailings management, discharged water, potable water and groundwater. Our sites also conduct water balance studies and Essakane has specific objectives and targets to address water risks and opportunities in the region. At all of our operating mines, water monitoring data is regularly reviewed, and results are incorporated into long-term site planning and closure plans.

ESG Corner

Water Management Policy

Sustainability Standard (internal)



Water Stewardship (continued)



Water management practices:

- Reducing water use at its source
- Water treatment plants
- Water sewage treatment
- Settling ponds
- Water oil separators
- Exfiltration pumping stations
- Networks of surface ditches and pumping stations
- Networks of monitoring wells and surface sampling/monitoring stations
- Frequent inspections
- Water quality and toxicity tests
- Environmental effects monitoring conducted every three years, including on water

Acid rock drainage (ARD) is actively managed at Westwood through water management plans. Based on current modelling, ARD is not predicted to occur at Essakane mainly due to its dry climate; however, mitigation measures are in place to control metal leaching and we are evaluating other contingency measures. ARD is not predicted to occur at Côté Gold. We continue to look at our closure planning and ARD modelling to take a longer-term approach to managing this topic.

IAMGOLD's operations aim to limit water withdrawal, reduce our impact on waterways, and implement efficient water management and conservation practices. Essakane is located in a high water stress region and is designed to eliminate discharge of processed water into the environment. We regularly monitor water quality and quantity, including treated and discharged water. On-site and third-party laboratories conduct testing to ensure compliance with national regulations.

We have a robust community engagement program and a stakeholder engagement plan in place to gather and consider feedback, especially concerning water issues. Additionally, a formal grievance mechanism is in place to address complaints and concerns from external stakeholders.

In 2024, our goal is to establish site-specific and corporate water-related frameworks, supported by strategies and targets that will enable us to make step changes in how we approach water management. We intend to build a company-wide approach, guided by leading international frameworks – including the International Council on Mining and Metals (ICMM) Water Stewardship Framework and best practices. We will engage with our sites to develop an internal water standard that incorporates watershed management strategies.

Interactions with Water

	Essakane	Westwood	Côté Gold
Water Source	• The main source of water is from the Gourouol River, a tributary of the Niger River, which flows near the northern boundary of Essakane • An off-channel reservoir was built to collect excess water from the rainy season, which occurs from June to September. Water is then pumped from this reservoir to the on-site tanks • Pumping is not carried out during low-water periods to avoid impacts to the environment and communities	• Water from the Bousquet River supplies the plant, underground mine, and accommodations facility • Underground wells also supply the accommodation facility	• Water is sourced from the Mesomikenda groundwater wells, Mesomikenda Lake, the open pit, and Mollie River
Water-related Highlights	• No water-related discharge • Communities are consulted on all new water-related projects • Established an internal Water Committee	• Tests are being performed to evaluate the feasibility of recycling underground for drilling equipment and using treated final effluent from the water treatment plant to reduce water withdrawal from the Bousquet River	• The mine was designed so that any water in the milling process exists within a closed-loop system to limit consumption and maximize recycling and reuse

Water Stewardship (continued)

2023 Water Performance

Water withdrawal is water that is used to supply operational water demands. In 2023, water withdrawal was close to 16,000 megalitres, primarily sourced from freshwater, precipitation and groundwater, and lower than previous years due to the divestment of Rosebel and changes in Côté Gold's activities. In 2023, Côté Gold conducted less construction-related dewatering as the diversion of the Mollie River was completed and reduced our water withdrawal activities. The redirection of the Mollie River allows us to avoid potential flooding in the open pit from the river and nearby lakes.

In 2023, the total volume of water discharged was greater than water withdrawn. The water discharged back into the environment includes both water that is used to supply operational water demands and "other managed water" that is not used to supply operational water demands. At Côté Gold and Westwood, both sites do not operate in water-stressed regions and ponds are used to manage other water such as precipitation and snowmelt, which is discharged back into the environment.

Currently, IAMGOLD does not measure the volume of other managed water and in future years will look to see how it can be measured to allow more accurate reporting of water data, including water consumption.

In 2023, there were three incidents of non-compliance associated with water quality, permits, standards and regulations. At Westwood, the discharge toxicity of final effluent was higher than permitted and there was non-compliance related to water sampling frequency. Côté Gold received a non-compliance notice in September 2023 regarding a total suspended solids exceedance at the overburden stockpile area in April 2023. A response was submitted to the Impact Assessment Agency of Canada and the matter was discussed during a site inspection in October 2023. We are currently awaiting further communication from the Agency on the status of the alleged non-compliance. As of March 2024, as a mitigation measure, we installed a pump and pipeline to collect the water for treatment before it is discharged.

Water metrics (megalitres/ thousand cubic metres)	**Definition**	**2023**	**2022**	**2021**
Total water withdrawal	All water that enters the operational water system and is used to supply the operational water demands.	15,960	57,420	40,966
Total water discharge	Effluents, used water, and unused water released back into the environment or to a third party. It includes other managed water that is not used to supply operational water demands.	10,423	20,394	6,448
Water consumption	Water that is permanently removed, by evaporation, entrainment (in product or waste) or other losses and not returned to the environment. Calculated as total water withdrawn minus total water discharged.	5,537	37,026	34,518
Water recycled	Water that has been used in an operational task and is recovered and used again in an operational task after treatment.	10,172	19,993	21,070



Mine Closure and Reclamation

As responsible stewards of the land, our vision is to provide the community with a safe, stable, and sustainable site post closure. Mining deposits have a limited lifespan and active operations ultimately come to an end. Reclamation efforts are guided towards a suitable end land use as per an agreed-upon closure plan and include criteria such as physical, chemical and biological stability.

Without effective mine closure and reclamation, the environment and local communities can be negatively impacted. Strong performance on this topic impacts our financial performance, reputation and social license to operate. Without adequate closure plans and reclamation works, negative impacts could include: health and safety issues; collapse of structures; water, soil and air pollution; loss of biodiversity; drainage problems; community impacts; and increased costs.

IAMGOLD is committed to achieving the best closure outcomes by lessening any negative impacts throughout the life of mine. This is achieved by considering environmental and social factors, ensuring adequate financial resources to complete closure plans, and a commitment to carry out ongoing reclamation activities while monitoring their effectiveness. We strive to do this in consultation with local communities, Indigenous Peoples and other stakeholders. For example, Essakane consulted with communities on its Closure Plans. IAMGOLD at the onset considers and plans our activities in a responsible manner and plans in advance for closure.



Under IAMGOLD's Sustainability Policy and Integrated Closure Standard, it is mandatory for all sites to have mine closure plans in place. These plans are regularly updated throughout the Life of Mine (LOM) or every five years, as per regulations. These updates cover climate change assessments, water management planning, geotechnical stability reviews, progressive mine rehabilitation and socio-economic transition plans. We also create closure plans for exploration and development projects, include post-closure land use options, plans for transferring infrastructure to communities, and third-party consultation to ensure community priorities are considered.

ESG Corner

Sustainability Policy

Sustainability Standard and Integrated Closure Standard (internal)

Mine Closure and Reclamation (continued)

The Integrated Closure Standard emphasizes the necessity of a closure plan in the environmental and social management approach for each site. The plan must outline the proposed strategy for transitioning the site to a stable condition after the conclusion of commercial mining activity. It is developed under the direction of the Corporate HSEC team in collaboration with site management and Operations. In 2023, IAMGOLD updated the Integrated Closure Standard that outlines our requirements for designated directors, employees and contractors, which are to:

- Comply with legal requirements;
- Minimize adverse impacts on the human and natural environment;
- Maximize benefits and opportunities from socio-economic and labour transitions;
- Align with stakeholder and Indigenous communities on reasonable and agreed-upon expectations;
- Ensure sufficient financial resources are in place;
- Prepare for temporary or sudden closure; and
- Plan towards achieving relinquishment.

After closure, certain features of mines may remain and change the original landforms. These features typically include TSFs, mine rock piles, open pits, or underground workings. Our reclamation efforts aim for a suitable final land use, aligning with mutually agreed closure criteria related to physical, chemical, and biological stability. Whenever possible, we actively support progressive reclamation at all sites. Additionally, we regularly involve community members in closure plans, ensuring their insights are valued and incorporated.

As a member of MAC, IAMGOLD endorses the TSM Mine Closure Framework, emphasizing responsible and progressive mine closure with eight key principles.



Closure Plans

The Essakane Gold Mine's closure plan that was submitted in 2019 is currently being updated and will be submitted at the end of 2024 as we are required to submit an update every five years. In addition, the mine is working on the Falagountou Closure Plan with proposed land use options, including agroforestry and an agropastoral area supported by water ponds. The plan is being developed with support from the INERA (Institute of Environment and Agricultural Research) regarding best practices for phytoremediation, an approach that uses plants and associated soil microbes to reduce the concentrations or toxic effects of contaminants in the environment for the site.

The closure plan for the Westwood Complex was submitted in 2021, we engage in discussions with government and it continues to undergo government review. Asset retirement obligations, based on closure budgets, are updated quarterly and annually, and are audited by a third party on an annual basis. Where required, IAMGOLD has funds reserved for closure plan implementation.

The Côté Gold Project filed its Closure Plan in 2022. In 2024, we will begin updating Côté Gold's Closure Plan to reflect the site's transition to operations and look forward to meaningfully integrate feedback from communities and Indigenous partners.

While IAMGOLD's closure plans primarily focus on environmental remediation, we are taking a more holistic approach to closure planning. In the future our aim is to develop integrated mine closure plans that focus on both environmental rehabilitation and social transition programs for a comprehensive closure process.

Energy and Climate

Climate change is a global challenge and we believe that the mining industry has to be part of the solution. At IAMGOLD we are taking actions to reduce our impact, protect the environment and host communities, and prepare for the future of our business. Our plan is to use less energy, less carbon intense sources, and use energy more efficiently, which will result in fewer greenhouse gas (GHG) emissions from our operations.

IAMGOLD's approach to climate change is governed by our Energy and Greenhouse Gas Emissions Management Policy. We aim to continually improve our energy performance, reduce GHG emissions and the resulting impacts on the environment, and promote clean and renewable energy. We are continually assessing and implementing renewable energy sources across our sites to decrease our carbon footprint. Essakane mine, for example, operates a 15-megawatt solar plant in Burkina Faso.

ESG Corner

Sustainability Policy

Energy and Greenhouse Gas Emissions Management Policy

2022 Climate Action Report



Governance

IAMGOLD has integrated climate considerations into our existing governance structure with the objective of enabling strategic oversight of climate-related risks and opportunities. We will continue to evaluate the effectiveness of our governance framework on a regular basis to identify opportunities for further integration.

Board Responsibilities: The Board of Directors directly reviews and monitors health, safety, environmental, social, security and governance matters, including climate change. The Sustainability Committee supports the Board in fulfilling its responsibilities related to HSEC and sustainability at all company sites. The Committee oversees the implementation of sustainability policies, standards, practices and programs, and provides advice and recommendations on climate-related issues and business strategy. The Committee meets quarterly to review sustainability progress, including emissions reduction targets. It stays updated on industry trends and initiatives, ensuring appropriate measures are taken.

Management Responsibilities: Responsibility for climate change is integrated at all levels of the organization. At the Executive Leadership level, the Chief Executive Officer (CEO) oversees all ESG-related activities, including climate action targets and activities. Today, the Chief Operating Officer (COO) provides key recommendations on climate-related issues. The COO reports on climate issues, material risks and opportunities, and progress on decarbonization to the Sustainability Committee every quarter.

Climate strategies and their implementation involve collaboration between the Operations and the Health, Safety, Environment and Communities (HSEC) teams at both Corporate and sites. Starting in 2024, the HSEC team will report to the COO. We also intend to expand the team and hire a Senior Director of Decarbonization to support us in achieving our climate goals.

Energy and Climate (continued)

Strategy

In December 2023, we issued our inaugural Climate Action Report, prepared in accordance with the recommendations of the TCFD. It focuses on our target of achieving a 30 per cent absolute reduction in Scope 1 and Scope 2 GHG emissions by 2030 as compared to our 2021 baseline year.

The baseline includes emissions from the mines that were in operation (Essakane and Westwood) and mines that were under construction (Côté Gold). Accordingly, our Scope 1 and 2 baseline emissions are 447,676 metric tonnes of carbon dioxide equivalent (tCO_2e), and our 30% target intends to achieve a reduction of approximately 134,000 tCO_2e by 2030.

Our approach continues to focus on both medium- and long-term targets, with our 2030 target being the immediate priority as we work toward a net-zero emissions target for 2050 through our various growth strategies. At the heart of our climate actions is our decarbonization strategy, which was reviewed and approved by the Board in December 2023. The strategy demonstrates a balance of decarbonization through technology advancements at Westwood and Côté Gold, the winding-down of high-intensity production at Essakane, and a commitment to responsible, low-emissions growth.

Both of our Canadian assets benefit from cleaner and/or renewable energy sources, leading to low Scope 2 emissions intensity. Although the ramp up to production at Côté Gold will lead to a near-term increase in Scope 1 emissions, we expect that through adequate planning now for the future, we will see emissions begin to lower post 2025 onward.

While IAMGOLD has set GHG reduction targets for our Scope 1 and 2 emissions, implicitly these targets apply to our energy consumption as well. To achieve a reduction in our energy consumption we will preferentially target the reduction of energy consumption at the source through energy efficiency initiatives.

In parallel, we will evaluate opportunities to reduce the carbon intensity of the energy sources used to meet our energy needs. For example, we will explore opportunities to substitute fossil fuels with renewable fuels and foster electrification through renewables or lower carbon intensity grid power.

Where it is not feasible to do so, we will evaluate opportunities to reduce the carbon intensity of the energy sources used to meet our energy needs. For example, we would explore opportunities to substitute fossil fuels with renewable fuels and improve electrification through renewables or lower carbon intensity grid power.

Target to achieve

30% **absolute reduction in Scopes 1 and 2 GHG emissions by 2030**

Westwood (10-year LOM)	Côté Gold (15-year LOM)	Essakane (5-year LOM)
Operational shift • Explore opportunities to shift to underground mining (in progress)	**Green power** • Explore options for wind, solar and storage	**Reduce heavy fuel oil consumption** • Power use optimization • Explore options of feasibility of renewable diesel
Electrify where possible Phased fleet electrification in progress	**Transitioning fleet** • Renewable diesel bridging to full fleet electrification after 2030	**Evaluate economics of battery storage** • 5 megawatt hours (MWh) battery (in progress)
Embed efficiency gains • Ventilation on Demand (Phase 1 in progress) • Heat recovery	**Embed efficiency gains**	**Embed efficiency gains**

Energy and Climate (continued)

Climate-related Risks and Opportunities

A key aspect of developing our climate strategy involved assessing our climate-related risks and opportunities over a reasonable time frame and determining potential financial implications. Scenario analysis is a key component of this exercise, which determines the resilience of a company's business strategy in different climate scenarios. IAMGOLD chose a representative concentration pathway (RCP) 8.5 scenario for the majority of its analysis to model transition and physical risks. RCP 8.5, derived from the IPCC's Fifth Assessment Report, is a climate change scenario used to project future greenhouse gas concentrations and is the most intense warming scenario. The use of this scenario enabled us to develop a climate action strategy that supports business resiliency and adaptation based on the most severe climate change scenario.

To ensure IAMGOLD has a comprehensive approach to managing the effects of climate change, we conducted an assessment in September 2022 to identify and prioritize our physical[10] and transition[11] climate-related risks and opportunities over the short (2021–2024), medium (2024–2030) and long term (2030–2050).

Physical Risks

Our operations in Canada and Burkina Faso are exposed to physical risks from climate change.

	Essakane	Westwood	Côté Gold
Wildfires	–	✓	✓
Fluvial flooding	✓	✓	✓
Drought	✓	✓	✓
Extreme temperatures	✓	✓	✓



Impacts: In Canada, climate-related risks could potentially impact employee health and safety; affect local communities and Indigenous Peoples; damage infrastructure; disrupt operations, impact biodiversity; and impact the Company's water intake. In Burkina Faso, climate-related risks could potentially impact energy use through increased cooling and ventilation costs; employee productivity; and local communities.

Mitigation measures: In Canada, wildfire risks are monitored carefully in the summer months by both site and government authorities. Both sites have firefighting equipment on site and collaborate with local fire departments. Communications and engagement with local residents and stakeholders related to wildfire risk and/or actual wildfire would occur through our site Community Relations and Environment teams and would be informed by site-specific emergency response plans. The Côté Gold site was designed to mitigate risks associated with extreme winter conditions.

In Burkina Faso, IAMGOLD has a Community Relations team on the ground that consults with communities on salient environment issues such as proper water stewardship. Essakane works closely with local communities to invest in projects and initiatives that will improve livelihoods and increase community resiliency against climate change.

At all mining operations, site water management and treatment facilities are designed to withstand rare and extreme events. IAMGOLD has water management policies and operating procedures designed to conform with the TSM and comply with regulatory requirements. All sites maintain water balances that are reported annually to government ministries. Our site Community Relations and Environment teams work closely with local and Indigenous communities on proper water stewardship.

10 As defined by TCFD, physical risk can be acute or long-term changes in climate patterns (e.g., increased severity of extreme weather events or sustained higher temperatures).

11 Transition risks include policy, legal, technology, reputation and market changes to address mitigation and adaptation requirements related to climate change (e.g., carbon pricing, climate-related litigation, renewable energy, stakeholder perceptions of a company's or industry's contribution or detraction to a low carbon economy transition, and shifts in the supply and demand of certain commodities).

Energy and Climate (continued)

Transition Risks

Transitional risk analysis was also undertaken for a medium-to-long-term time horizon – through to 2040. Although transitional risks vary by jurisdiction, for IAMGOLD, the biggest risks are technology and regulatory risks, followed by market and reputational risk.

Transition Risks		Potential Financial Impacts
Technology	• Demand for new low-carbon technologies is expected to increase to support the transition to a low carbon economy • New technology can impact operational competitiveness	• Increased short-term costs
Regulatory	• Canada and Burkina Faso are signatories to the Paris Agreement and both countries have made commitments to limit the global temperature rise to 1.5 degrees Celsius. Burkina Faso has not implemented emissions-limiting regulations or government programs • Québec, where Westwood is located, does have such regulations, but the mine does not produce sufficient emissions to be subject to the program. Ontario, where Côté Gold is located, has carbon taxes • Countries around the world will most likely continue to set or bolster climate-related targets and/or policies	• Increased costs from carbon pricing mechanisms • Potential costs from non-compliance
Market	• Shifting demand for commodities in the transition to a low carbon economy • Supply chain disruptions • Lenders and capital providers may be reluctant to invest in carbon-intensive businesses	• Loss of revenue • Increased cost of capital • Limited access to financing
Reputation	• Public and regulatory opposition to projects and operations • Risk on accessing skilled labour	• Increased cost of capital

Opportunities

While quantification of opportunities associated with climate change is an emerging science, IAMGOLD modelled the following factors: resource efficiency, energy sources, products and services, markets and resilience.

IAMGOLD sees significant opportunities primarily in the products and services sector, followed by energy sources and resource efficiency. In products and services, our focus is on following the development of alternatives for existing mine equipment, such as battery electric trucks and scoops, to decrease emissions and cut costs. Additionally, we are exploring enhanced heat recovery and ventilation systems at all sites to further reduce emissions. Concerning energy sources, we are investigating renewable or low-emission options to decrease our annual carbon footprint. While our Canadian assets benefit from low Scope 2 emissions due to grids that primarily rely on hydropower and nuclear energy sources, we are also considering the integration of renewable energy sources to reduce emissions and energy costs. Regarding resource efficiency, our decarbonization strategy involves optimizing haul trucks and blasting, implementing ventilation and heat recovery systems, and enhancing mining methods to diminish emissions across various facets of our mining operations.

For further details on our climate-related risks and opportunities, please refer to our 2022 Climate Action Report.

2023 Energy and GHG Emissions

Our operations consume energy to support a variety of mining activities:

- In exploration to discover mineral deposits;
- In construction to build mines;
- In the mining process to excavate ore and remove waste;
- In the milling process to crush and grind ore; and
- For various support activities, including supplying power to our offices, exploration camps and accommodation sites.

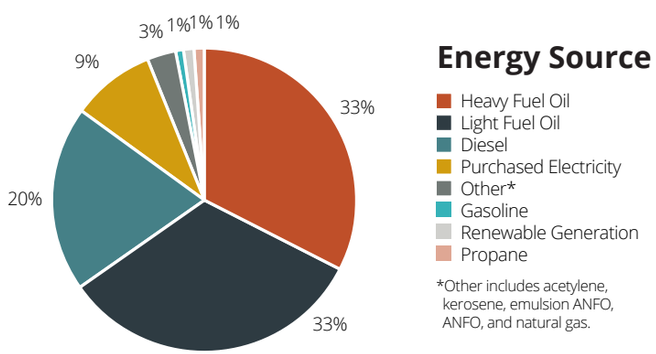
Energy and Climate (continued)

Global Energy Use

Global energy use represents all energy use data that was disclosed by IAMGOLD during the reporting year. In 2023, energy use data includes Essakane, Westwood, Côté Gold, and advanced exploration sites. Historical data includes divested assets (Rosebel Mine and Boto Gold Project).

In 2023, our primary energy sources are petroleum-based fossil fuels such as diesel, heavy fuel oil, and light fuel oil as well as electricity supplied from the grid and on-site solar generation. Our total energy consumption was over 6.8 million gigajoules (GJ), which was lower than previous years due to the sale of Rosebel. The global energy intensity in 2023 was 13.59 gigajoules per ounce of gold produced (GJ/oz Au produced) and higher compared to the year prior.

	2023	2022	2021
Global energy consumption (GJ)	6,875,802	10,047,327	10,181,467
Global energy intensity (GJ/oz Au produced)	13.59	12.57	14.97



Adjusted Energy Use (Adjusted for Baseline)

The figure below presents IAMGOLD's adjusted energy use from Essakane, Westwood, Côté Gold, and advanced exploration to enable better comparison and tracking of our performance against our 2021 baseline. Our adjusted energy consumption and energy intensity in 2023 was higher than our baseline year through increases in energy consumption at Westwood and construction activities at Côté Gold.

	2023	2022	2021
Adjusted energy consumption (GJ)	6,875,802	6,411,750	6,538,352
Adjusted energy intensity (GJ/oz Au produced)	13.59	11.72	13.29



Energy and Climate (continued)

Global Emissions

Global emissions represent the actual emissions for a given year (i.e., emissions from all entities that were operated by IAMGOLD during the reporting year). In 2023, our total Scope 1 and 2 emissions were 440,296 tCO_2e. Emissions were lower in 2023, due to the divestment of Rosebel; however, the emissions intensity in 2023 increased compared to the year prior. This increase is primarily due to a ramp-up of activities at Côté Gold, which had not yet commenced production in 2023.

	2023	2022[12]	2021[13]
Global Scope 1 – Direct emissions (tCO_2e)	439,243	638,412	648,089
Global Scope 2 – Indirect emissions (tCO_2e)	1,052	622	589
Total	**440,296**	**639,033**	**648,678**

	2023	2022[14]	2021[15]
Global Scope 1 and 2 emissions intensity (tCO_2e/oz Au produced)	0.87	0.80	0.95

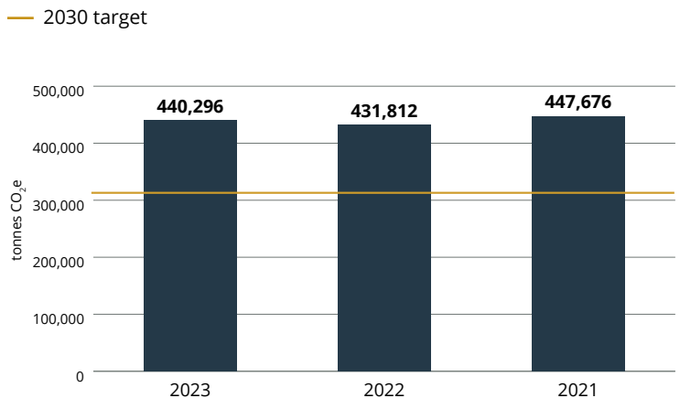
Adjusted Emissions (Adjusted for Baseline)

The figure below presents IAMGOLD's adjusted emissions from Essakane, Westwood, Côté Gold, and advanced exploration to enable better comparison and tracking of our performance against our 2021 baseline. In 2023 our Scope 1 and 2 adjusted emissions were 2 per cent higher as compared to the prior year and 2 per cent lower than our baseline. The adjusted Scope 1 and 2 emissions intensity was also higher in 2023 as compared to 2022 but lower than our 2021 baseline. We will actively be pursuing the implementation of our decarbonization strategy, which is essential for achieving our targets for 2030.

	2023	2022[15]	2021[16]
Adjusted Scope 1 – Direct emissions (tCO_2e)	439,243	431,190	447,087
Adjusted Scope 2 – Indirect emissions (tCO_2e)	1,052	622	589
Total	**440,296**	**431,812**	**447,676**

	2023	2022	2021
Total adjusted Scope 1 and 2 emissions intensity (tCO_2e/oz Au produced)	0.87	0.79	0.91

Total Adjusted Scope 1 and 2 Emissions



In 2024, we will continue to focus on evaluating our decarbonization plans and projects, developing an energy management system, enhancing our quantification and reporting of Scope 3 emissions, and developing an internal price on carbon.

We continue to investigate opportunities to use energy more efficiently, reduce energy consumption and seek out cleaner energy sources. Through the IAMALLIN initiative, each site is working to reduce energy costs and improve the efficiency of its maintenance and operations. At Côté Gold, for example, the site will be commissioning a CAT 6060 next-generation electrical shovel to be deployed for in-pit activities. Other emission reduction initiatives currently being considered can be found in the 2022 Climate Action Report.

12 Figures have been restated due to updates in the emission factors used.
13 Figures have been restated to include emissions from Côté Gold.
14 Figures have been restated due to changes in methodology.
15 Figures have been restated due to updates in the emission factors used.
16 Figures have been restated to include emissions from Côté Gold.

Energy and Climate (continued)

Air Quality and Dust Management

Air emissions from mining operations, if not properly controlled, can be a nuisance or harm human health and the environment. The most significant air quality issue in mining is particulate emissions, mainly dust through the grinding and crushing of waste rock and transportation. Our sites have air quality and dust management plans, outlining the site's approach for monitoring and managing designated emissions and particulates.

Air quality is monitored through various mechanisms such as stationary continuous samplers, high-volume samplers, industrial hygiene sampling, and visual inspections, with some of our sites, such as Côté Gold, employing continuous monitors that emit real-time data to the Sustainability department. Our sites undertake dust suppression measures that include water application, binding agents, sprinkler systems, and enacting speed limits.



Annually, IAMGOLD's Canadian operations report to the Canadian National Pollutant Release Inventory (NPRI) on a variety of air emissions. Reporting is based on threshold limits, so if the facility falls beneath the threshold, they are not required to report this information. Essakane, in Burkina Faso, is not required by federal regulators to report on volatile organic compounds (VOC) emissions.

Each of our sites takes a different approach to estimating their air emissions, primarily drawing upon data from stationary combustion and some mobile emissions. In 2023, the total carbon monoxide (CO) and volatile organic compounds (VOCs) were higher due to the use of a diesel generator by a contractor at Côté Gold. In 2024, we will be developing guidance to ensure consistency across sites in reporting this information.

Air emissions (kg)[17]	2023[18]	2022[19]	2021[20]
Nitrogen oxides (NOx)	5,459,674	4,241,890	4,083,000
Sulfur oxides (SOx)	2,253,871	1,996,868	2,510,595
Carbon monoxide (CO)	692,608	238,873	227,155
Volatile organic compounds (VOCs)	40,839[21]	159	132
Particulate matter (PM10)	54,563	61,532	53,962
Particulate matter (PM2.5)	5,636	6,641	5,514

17 Annually, IAMGOLD reports to the Canadian National Pollutant Release Inventory (NPRI) on a variety of air emissions including SOx, NOx, VOC and PM. NPRI has a threshold for reporting each air emission and if the facility falls beneath the threshold, they are not required to report this information. Non-Canadian operations (Essakane and previously Rosebel) are not required by federal regulators to report on VOC emissions. The emission factors are sourced from the Canadian NPRI and U.S. Environmental Protection Agency. Data represents estimated air emissions.

18 VOC not tracked by Essakane and PM not tracked by Côté Gold.

19 VOC and PM not tracked by Essakane or Rosebel.

20 VOC and PM not tracked by Essakane or Rosebel.

21 VOC data includes estimated emissions from stationary combustion from Westwood and both stationary combustion and some mobile emissions from Côté Gold.

Biodiversity and Land Use

Biodiversity refers to the variety of life found within an ecosystem, including plants, animals and organisms. Protecting biodiversity is vital for sustaining life on Earth and ensuring the resilience of ecosystems in the face of environmental changes. Mining activities can result in habitat change, fragmentation and/or degradation, therefore, land use planning, progressive restoration and environmental stewardship are important in all phases of mine life to minimize negative impacts.

Guided by our Biodiversity Management Policy, we integrate biodiversity management and conservation into our activities to minimize harm to biodiversity and restore disrupted ecosystems. We are committed to restricting mining activities in UNESCO World Heritage Sites. We monitor and manage biodiversity aspects related to our operations and advanced exploration sites.[22]

We conduct biodiversity baseline studies of each project early on as part of IAMGOLD's environment and social impact assessments, following IFC Performance Standards. In the initial stages of project planning, we assess how the project might affect aquatic and terrestrial species and identify measures to minimize these effects, which are included in site management plans. Recent reports, like the environmental assessment (EA) report for Côté Gold, can be found on our website.

22 Biodiversity aspects of closed legacy sites and joint venture projects where IAMGOLD is not the operator are not included in this report.



We continue to monitor environmental effects throughout all stages of our mining operations. Moreover, we consider biodiversity in the planning and activities related to mine closure and reclamation. Essakane and Côté Gold have biodiversity management plans in place. Westwood will work on developing and implementing a biodiversity management plan in 2024.

In late 2022, we completed an initial biodiversity assessment toward establishing a nature-positive roadmap for biodiversity. In 2024, we will be building upon this work to establish a biodiversity framework and implementation plan at each site, complementing the decarbonization roadmap.

ESG Corner

Sustainability Policy

Biodiversity Management Policy

Sustainability Standard (internal)

Biodiversity and Land Use (continued)

Site Biodiversity-related Impacts

IAMGOLD operates in a variety of different ecosystems, from the cold-weather boreal forests of Ontario and Québec to the semi-arid environment of North-Central Africa. Each of these ecosystems supports flora and fauna that are unique to the region and to our sites. We recognize that our impact on biodiversity goes beyond our own land. By working with authorities and local communities on land use planning, we can identify and protect vital habitats and species, promoting sustainability in ecosystems.

Essakane: The mine is located in a remote area of the Sahel region, a semi-arid region of Africa. The mining concession is located inside the 1,600,000-hectare Sahel Partial Faunal Reserve. It is a designated zone primarily because of temporary lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds. Mining is permitted in this area and it is important to note that there are hundreds of towns and villages within this reserve, with a population over 100,000 and commercial, industrial and agricultural activity throughout. The Mare d'Oursi Wetlands are located 67 km from site, and the Falagountou area serves as a migration route for Sahelian birds. A biodiversity management plan is in place, which provides information on the baseline assessment, potential impacts, monitoring and compliance, mitigation measures, and stakeholder engagement. The impacts of the Essakane operation on flora and fauna are difficult to delineate in the Sahel region, particularly in the commune of Falagountou, due to the amount of human activity, poaching, and habitat degradation from activities like artisanal mining and deforestation.

	Nature of Impacts	Scale of Impacts
Essakane	• Land degradation • Reduction and loss of species habitat	• Species impacted: 18 woody species; herbaceous plants are not inventoried • Extent of areas impacted: 2,781 hectares • Duration of impacts: Permanent • Reversibility or irreversibility: Irreversible

Westwood: The Fayolle gold deposit project, situated near Aiguebelle National Park, may impact terrestrial fauna through deforestation and disturbance from mining operations, traffic, and transport. Deforestation leads to habitat loss, but nearby similar habitats allow wildlife to relocate easily. Machinery noise and increased human activity may affect birds and mammals above ground, though the impacts are considered minimal due to limited noise range and infrequent blasting. Noise is not expected to harm special-status bird species. Public consultations are held, and we comply with regulations by monitoring fish habitat risks and filing environmental effects reports every three years under Metal and Diamond Mining Effluent Regulations.

Although bird monitoring is not currently conducted, efforts to enhance biodiversity monitoring are being explored. The area and quality of fish spawning ground will be upgraded to compensate for a small area of fish habitat loss. The Westwood underground mine and Grand Duc open pit are located on the existing Doyon mining property through a historical merger with Cambior. At the time of the merger limited environmental assessments were conducted so the Company does not have a biodiversity baseline. We are looking to improve this in the future to enable us to better monitor and manage our biodiversity-related impacts over time.

	Nature of Impacts	Scale of Impacts
Westwood	• Land degradation • Reduction and loss of species habitat	• Unknown

Côté Gold: An environmental impacts assessment was conducted in 2015. Wildlife surveys have identified species of birds, reptiles and amphibians, mammals and species at risk. The area exhibits a relatively high diversity of avian and mammalian species that reflect the diversity of available habitats (forests, wetlands, shrublands and clearings). Côté Gold has established a plan for environmental controls and actions to conserve any components that have scientific, economic, social, or cultural significance. Côté Gold monitors migratory and breeding birds on the site, performs bird surveys, and establishes buffer zones in order to protect nesting birds in construction areas. Regular monitoring identifies species at risk. If a species at risk is encountered, construction activities are modified.

	Nature of Impacts	Scale of Impacts
Côté Gold	• Impacts to terrestrial and aquatic biology due to changes in water quality, habitat loss, and potential changes to species population	• Extent of areas impacted: Varies, effects are restricted to the project footprint, extends to the local and/or regional study areas • Duration of impacts: Less than or equal to two years • Reversibility or irreversibility: Fully or partially reversible

Biodiversity and Land Use (continued)

2023 Biodiversity Performance

At the end of 2023, IAMGOLD's total footprint was 4,454 hectares, of which 47 hectares has been reclaimed. We recognize we have more work to do regarding progressive reclamation and meeting our biodiversity goals.

IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US$100,000. Our risk matrix includes incident severity of environmental, health and safety, social, and financial aspects. In 2023, there were no significant incidents related to biodiversity.

Land Rehabilitated and Disturbed in 2023 (Hectares)

Land disturbed during the year	Land rehabilitated during the year
251	10

Total land yet to be rehabilitated	Total land rehabilitated	Total footprint[23]
4,406	47	4,454



Collaborative Monitoring of Local Fish Populations

Throughout 2023, IAMGOLD and Minnow Aquatics Environmental Services worked with Mattagami First Nation on creating the Mattagami Lake Fisheries Plan (MLFP). The work started in April at the Mattagami Lake Hatchery to organize a study on the lake's fish population. In August, with help from community members and the Ministry of Natural Resources and Forestry (MNRF), a fish monitoring survey following MNRF's protocol was completed. The aim was to track changes to the fishery and the impact of the Mattagami Hatchery on walleye in the lake. Valuable insights were gained and community ties were strengthened. Some fish from the survey were given to the "Meals on Wheels" program, and students from Mary Jane Naveau Memorial School were present during the survey to learn about their lake and its fish.

2023 Key Highlights

Essakane

Identified that birds tend to gather near airports due to the abundance of insects in the area. To mitigate this, Essakane is working to relocate the insects away from the airport and remove specific vegetation. It is important to carry out these actions during certain seasons.

Westwood

Received approval for the Fayolle project regarding fish habitat compensation, allowing for the implementation of a hatchery.

Plan to create a biodiversity protected area in a mine closure restoration area in 2024.

Côté Gold

Breeding bird point counts, crepuscular avian surveys, bat acoustic monitoring, and aerial ungulate surveys were completed as part of Côté Gold's Biodiversity Monitoring Program. A study on the fish population in Mattagami Lake was also conducted for the Project's Fisheries Offsetting Plan. The initial round of environmental effects monitoring, following the Metal and Diamond Mining Effluent Regulations, has been completed.

Self-performed hydroseeding and bioengineering of the banks of watercourse realignments channels. Transplanted alder and willow trees, harvested from around the site, to the banks of the realignments channels as a natural way to help with any erosion issues that may occur and provide bank stabilization. This work forms part of the mine's rehabilitation plan and its commitment to progressive rehabilitation.

23 Total footprint is the sum of total area of land yet to be rehabilitated and total area of land rehabilitated. Rounding of the individual numbers may cause a discrepancy in the total value.

Supporting People and Communities

Our strength comes from our people. Their diversity, integrity and ingenuity have made IAMGOLD a great place to work and enable us to build trust with our host communities. They ensure we uphold our promises and fulfil our commitments to share the benefits of mining with others, helping us to become the Indigenous and community partner and employer of choice in the global mining industry.

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Health, Safety and Wellness

Health and safety is at the heart of our Zero Harm® vision. That is why we are resolved to prevent occupational injuries and diseases by instilling strong health and safety management systems and practices. We actively identify, assess, and control risks to ensure safety of all workers, contractors, and visitors. We also prioritize the well-being of our team by promoting both physical and psychological health and ensuring asset integrity across our operations. It is essential that everyone returns home unharmed after every workday.

IAMGOLD's Health and Safety Policy outline our company-wide health and safety commitments and requirements, and applies to all employees, contractors and third parties. In 2023, at the corporate level, we developed new health and safety standards related to occupational health and hygiene: dust, chemicals and noise management. They set the minimum requirements of what site programs should include such as controlling risks, defining roles and responsibilities, providing training, monitoring, and supporting self-assessment tools during the implementation of standards.

Health and Safety Management System

Each site is also required to develop and implement health and safety management systems that meet corporate standards and, where possible, go beyond local legislation. As a Canadian-based company, IAMGOLD follows the *Occupational Health and Safety Act*, which entitles all workers to three worker rights: the right to know about health and safety matters, the right to participate in decisions that could affect their health and safety, and the right to refuse work that could affect their health and safety and that of others. We also follow local health and safety laws and regulations, including Burkina Faso's GE16-law 23-94 public health code and GE4-Convention nº 174 concerning the prevention of major industrial accidents, and Québec's Health and Safety law S.2.1. Our health and safety management systems cover employees and contractors. Essakane's health and safety system conforms with ISO 45001 and is externally audited on an annual basis. Westwood and Côté Gold's health and safety systems align with TSM Protocols. Their internal systems are also guided by ISO 45001 requirements but are not externally audited.

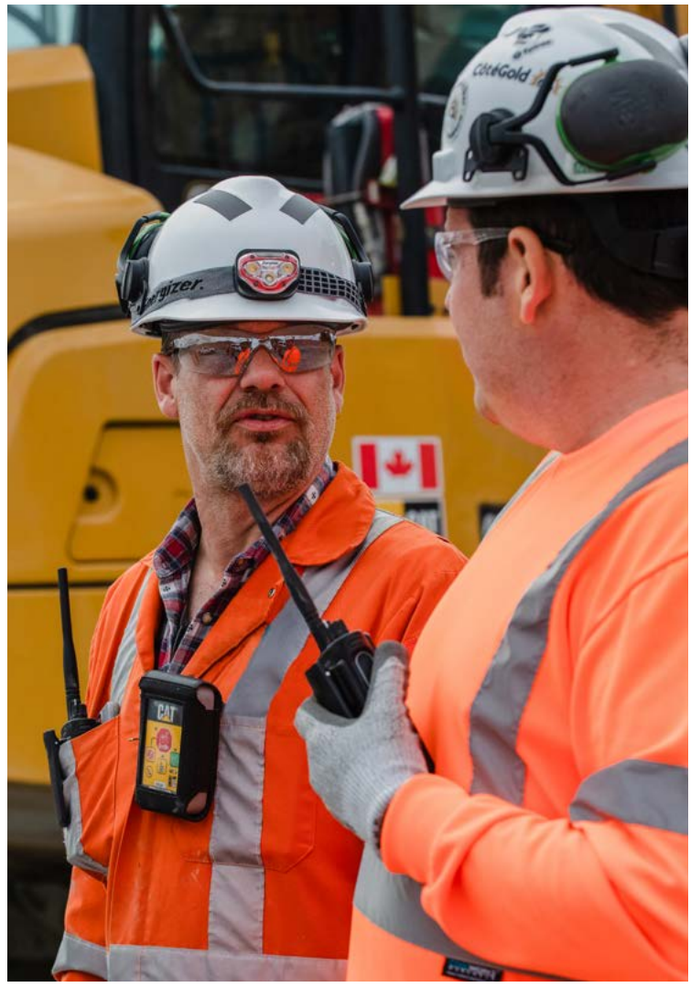
All of our material health and safety risks are documented in risk registers for each of our sites. Our risk approach utilizes several different methodologies for identifying risks and control management. Every year, each site updates health and safety risk registers for all departments. These updates are then included in the Enterprise Risk Management Register, overseen by our Internal Audit team.

ESG Corner

Sustainability Policy

Health and Safety Policy

Joint health and safety committees between management and employees



Health, Safety and Wellness (continued)

Health and Safety Programs

We have a number of monitoring and prevention programs to identify and manage risks. We use controls to prevent or reduce risks if they cannot first be eliminated. We routinely carry out audits and inspections to confirm that these controls are adequately maintained and functioning effectively. Our programs include:

- **Critical Risks Program:** Mid-2023, we shifted our efforts toward developing a Critical Risks Program to prevent critical incidents and fatalities, aiming to enhance the health and safety culture and integrate it more deeply into our safety practices. This program includes protocols such as working at heights, confined spaces, and lifting. This will be a major priority in 2024, serving as a guiding lens to view all other safety-related initiatives.
- **Fatigue Prevention Management Program:** The objective of this program is to ensure workers are fit for duty. Training and awareness are provided on critical safety tasks such as operating mobile and heavy equipment, and healthy sleeping, eating and exercising habits.
- **Occupational Health and Hygiene (OHH) Program:** All sites have industrial hygiene programs in place, at different maturity levels, that focus on the systematic and periodic monitoring of work areas and employees to ensure exposure levels to occupational health hazards are properly identified and corrective actions are implemented in a timely fashion to mitigate risks. Depending on the site, they may monitor silica, dust, lead and noise, as required by law. IAMGOLD's new Noise Management Standard supports an aligned approach to OHH's Noise Management Program at our sites.
- **Crisis Management and Emergency Response Plans:** We reviewed and updated IAMGOLD's Corporate Crisis Management Plan in 2023, and conducted two tabletop exercises, to ensure preparedness and compliance. In 2024, we will be developing a training plan for our crisis management spokespersons.

In 2023, pilot sessions for our safety leadership program were conducted at Essakane and Westwood, involving:

- Identifying supervisors at the sites;
- Customizing programs for each site;
- Coaching managers to effectively communicate with employees about safety, providing feedback, and correcting any health and safety behaviours;
- Ensuring alignment across leadership regarding safety expectations; and
- Clarifying expectations for both workers and supervisors.

Employees are encouraged to report unsafe conditions or actions to their supervisors or the Health and Safety team as part of our behavioural-based safety management program. The emphasis is on promptly identifying and taking effective corrective actions based on these reports.

IAMGOLD has also introduced **employee health services and wellness** programs across Corporate offices, and our operating and development sites, to support employee health and provide access to medical care. Our Employee and Family Assistance Program provides professional health and wellness resources, including psychological, nutritional and financial guidance to full-time Canadian employees and their families. At Essakane there is an on-site clinic staffed by nurses and a doctor available on call that provides medical care to workers, and awareness-raising campaigns are conducted for employees. At Westwood, there is a nurse on-site four days a week. At Côté Gold, there were a total of four physician assistants over two rotations available 24/7.

IAMGOLD has wellness practices and programs in place at all our offices and sites to promote the health and well-being of our employees, including their psychological health and safety. In 2024, we will be taking a holistic look at wellness and redefining what this means across the Company to ensure our people are thriving. We aim to set minimum requirements and a more consistent approach to our employee wellness programs.

Training programs are developed at sites to support awareness and understanding of the health and safety programs. We also offer additional training on a wide range of topics, including safe vehicle operation, managing higher-risk activities, the use of personal protective equipment, our work permit systems, fit to work/fit for duty, Workplace Hazardous Materials Information System (WHMIS 2015), and fatigue prevention management.



Sites begin the day with safety talks, toolbox meetings, start-of-shift meetings, and mind–body awareness meetings that emphasize safety. Workers engage with their direct supervisors to discuss daily tasks, identify hazards and associated controls.

We conduct regular safety-related meetings, inspections, management visits, and critical risk-based training. Our Corporate and site Health and Safety teams, as well as site Sustainability teams, meet quarterly to discuss safety initiatives, performance and lessons learned. Additionally, each site has a Joint Health and Safety Committee, an advisory group of management and employees that meets regularly to discuss health and safety concerns, make recommendations, and follow up on progress.

Health, Safety and Wellness (continued)

Health and Safety Monitoring and Reporting

Health and safety performance is reported on a weekly, monthly and as needed basis. For example, our sites prepare weekly and monthly reports that cover a variety of topics, including health and safety. We have numerous mechanisms for monitoring and reviewing of health and safety activities. Through our Significant Incident Reporting (SIR) process, we focus on Level 4 or 5 health and safety incidents such as fatalities, injuries resulting in days away from work or temporary disability, or where there are permanent or numerous health impacts. SIR process investigations – using the Incident Cause Analysis Method (ICAM) and several different risk assessments methodologies (i.e., BowTie or site-specific methods) – support us in identifying, assessing and implementing effective corrective actions to mitigate risks, which are systematically applied throughout the Company. Feedback from SIR meetings is tracked and applied by site management teams.

When there is an SIR, management is informed the day of the incident and initial reports are completed within 24 hours. In 2023, we began tracking the timely close out of the actions for SIR incidents and found no issues with prompt follow up of actions. In 2023, Level 4 and 5 health and safety incidents were related to working at heights (18%), mobile equipment (12%), lifting and rigging (12%) and energy control (12%). The 2024 Critical Risks Program will focus our efforts to prevent these types of incidents.

We also have in place leading and lagging indicators reporting and Intelex reporting software program. Industrial Hygiene programs at sites are used to identify and address High Hazard Activities (HHA) and establish prevention programs. These reports are distributed to the General Managers at the site, Executive Leadership Team and certain corporate team members.

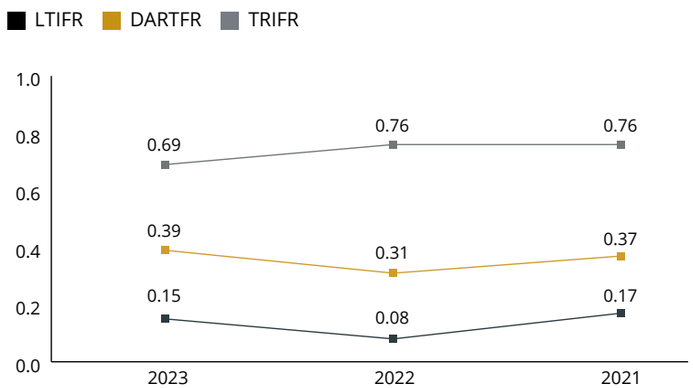
In 2023, IAMGOLD began using the health and safety software, Intelex. The platform enables us to more effectively and efficiently monitor injuries, observations, audits, inspections, risks, and other related aspects. In 2024, our Health and Safety team will focus on developing a new dashboard that will help line management in monitoring our performance, improving the adoption of other modules, and providing additional training.

2023 Health and Safety Performance

We achieved a Total Recordable Injury Frequency Rate (TRIFR) of 0.69 in 2023 – reaching our target objective. The Days Away, Restricted or Transferred Frequency Rate (DARTFR) increased slightly at 0.39, and the Lost Time Injury Frequency Rate (LTIFR) increased slightly to 0.15. Overall, Essakane and Côté Gold had stronger safety performances than Westwood, and while we recognize the unique challenges of underground mining at Westwood, we continue to push for better performance. At Côté Gold, the ramp up in construction led to an approximately 30% increase in work hours and exposure to a new range of risks and hazards. While we strive for continual improvement in health and safety, we also celebrate the achievement of our sites. Essakane achieved their best-ever safety performance in DARTFR and TRIFR, supported by outstanding results from proactive or 'leading' health and safety activities like safety and management inspections.

Lagging Indicators	Definition	2023[24]	2022	2021
Fatalities	Work-related death	0	1	0
Lost Time Injuries	Incidents that result in lost time due to injury	15	10[25]	21
Days Away, Restricted or Transferred Injuries	Injuries that result in days away, lost time, restricted work or transfer to other work (includes restricted work and lost time injuries)	38	37	45
Total Recordable Injuries	All incidents including lost time, restricted work, and medical treatment injuries	67	90	92

Safety Performance[26]



24 Data provided includes Rosebel and Boto.
25 The number of lost time injuries has been restated due to reclassification of incidents.
26 Per 200,000 work hours.

Health, Safety and Wellness (continued)

Key Highlights

Côté Gold

Operations transitioned from an Engineering, Procurement and Construction Management (EPCM) run construction site to self-performing mining and construction operation; developed own formal risk-based management system focusing on 12 Fatal Risks.

Established first Emergency Response Program, hiring two specialists and recruiting 38 volunteers, and acquired essential equipment.

Purchased medical response equipment, including an ambulance and medical clinic apparatus. Agreements with local hospitals and emergency response providers are in place. Volunteer training will continue into 2024, with the aim to independently manage emergency response services early in the year.

Essakane

Achieved historic performance in health and safety.

Observed World Day for Safety and Health at Work and internal Health, Safety and Environment days, focusing on *A safe and healthy workplace: a commitment to the health and well-being of our employees*.

Westwood

All supervisors completed health and safety leadership training. Quarterly safety meetings with contractors and main contractor managers contributed to better performance.

Monthly safety campaigns were conducted, along with the implementation of forest fire preventative measures.





Corporate

Held discussions with sites on realigning the Critical Risk Program to strengthen the maturity of the organization's safety culture.

Our Workforce

IAMGOLD believes that investing in people enables us to deliver on our responsibilities to our communities, the environment, and our stakeholders. We aim to cultivate and reward high-performing teams – dedicated professionals who are forward-thinking, innovative, and passionate about operational excellence, continual improvement, and ensuring we leave the world a better place for future generations.

Part of this includes a strategic shift in our approach to employee relations, with a focus on enhancing the employee experience and strengthening employee engagement at all points of the employment lifecycle. We consistently adapt and refine our talent attraction, retention, and engagement strategies to remain flexible, considering both individual and organizational needs, industry trends, and best practices to create a great place to work.

Talent Attraction and Internal Mobility

We recognize that attracting, recruiting and selecting the right talent is critically important to IAMGOLD's success. At IAMGOLD, we have a comprehensive set of policies, standards, codes, and plans that communicate the minimum expectations of the organization in the management of our workforce. The Talent Acquisition and Selection Standard sets out minimum standards to ensure the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination. In 2023, we updated our Talent Acquisition and Selection Standard to enhance principles of equity, diversity and inclusion into our hiring and internal mobility practices.

Key activities in 2023 included:

- **Attracting high calibre talent by re-evaluating our recruitment strategies:** We aimed to enhance our brand recognition across non-traditional candidate groups by enhancing employment marketing activities, expanding our external recruitment partnerships to access diverse candidate pools, and modifying our job postings to reflect our prioritization of inclusive principles. Additionally, we rolled out inclusive hiring skills training to managers.
- **Enhancing the onboarding experience:** A new corporate onboarding resource was introduced, featuring a guidebook on our Company's history and operations, and a playbook for people leaders, focused on key leadership principles and talent development programs. The site serves as a centralized hub that facilitate the integration and ramp up of new joiners.
- **Prioritizing internal talent mobility:** We focused on exploring internal talent and preparing individuals for advancement opportunities, particularly two levels below the General Manager for succession planning. This involved identifying critical roles across the business, conducting talent assessments, and formulating individual development plans. Special attention was given to the representation of women in critical roles, both from a national and expatriate perspective.
- **Customizing the employee experience:** We enhanced our benefits programs to offer more flexibility to employees, such as expanding eligible expenses under our health spending account. Learning and development strategies were tailored to individual needs, acknowledging that a one-size-fits-all approach is not as effective. Regular one-on-one conversations with people leaders were initiated to understand challenges and gather feedback.



ESG Corner

Sustainability Policy

Diversity Policy

Discrimination, Harassment & Violence in the Workplace Standard

Internal policies and standards covering anti-discrimination, diversity and inclusion, fit to work, drugs and alcohol, performance management, and more.

Our Workforce (continued)

Being a Top Employer

For two years in a row, IAMGOLD has been recognized as one of Greater Toronto's Top Employers. In 2023, we were recognized for our efforts on various engagement, inclusion, and culture work related to our practices applied to Canadian non-unionized employees. Here are just a few reasons why we were recognized:

- We provide competitive compensation and benefits, including a diverse health benefits plan, offering a health spending account, a wellness spending account that can be used to support family or household needs, and coverage to support the cost of mental health practitioners.
- We encourage employees to reduce their carbon footprint through a clean energy vehicle program, providing reimbursement of up to CAN$3,000 every 36 months for the purchase or lease of electric or hybrid vehicles.
- We provide maternity and parental leave top-up to new mothers (90 per cent of salary for up to 25 weeks) and recently extended our policy to fathers and adoptive parents, offering top-up of 90 per cent of salary for up to eight weeks.
- We have a formal hybrid flexible work program, which aims to foster an environment that provides flexibility for both personal and work commitments for team members.

Attracting Emerging Talent

The race for talent is particularly challenging for the mining industry and for the communities where we operate. A commitment to an inclusive workplace and diverse workforce, along with emerging talent development initiatives, are key to addressing shifting demographics and our ongoing recruitment needs. We have several initiatives to support the skills development and workforce readiness of our newest and emerging talent.

Engineers-in-Training (EIT) receive on-the-job training by partnering with experienced operators and are offered skill-based training at site to enhance their capabilities. We actively engage in campus recruitment, providing internships and summer opportunities at various operations to help students gain industry experience and explore potential career paths post-graduation. We actively promote careers in the mining industry, supporting initiatives like Jill of All Trades, which introduces girls in high school to trades and technologies through hands-on events. We contribute to the Young Mining Professionals (YMP) Scholarship Fund, awarding exceptional students with financial support to pursue studies in mining-related fields. We also sponsor events like the Canadian Mining Games, providing a platform for mining engineering students to showcase their skills and knowledge. These initiatives demonstrate our commitment to nurturing the next generation of mining professionals and fostering diversity within the industry.



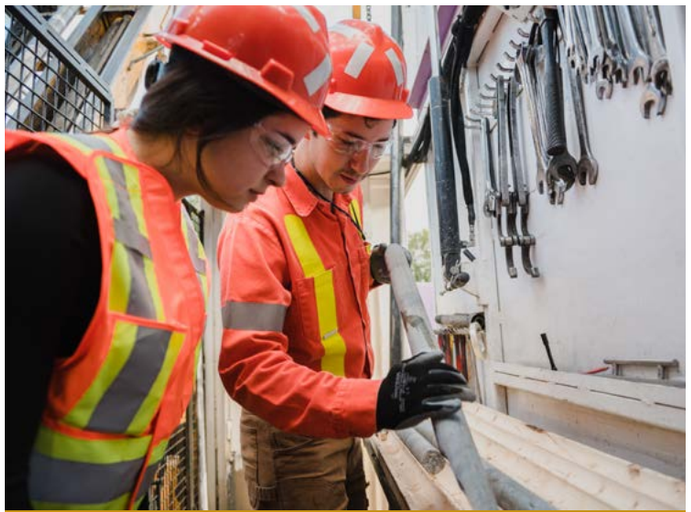


Supporting the Leaders of Tomorrow

Each of our sites has initiatives in place to support students in the community as well as the next generation of mining professionals and leaders.

Our Westwood team welcomes summer interns and provides financial support to college and university students pursuing mining-related studies. In 2023, Westwood hosted 20 interns for the season, giving them an opportunity to deepen their understanding of the mining industry. The mine also gave four grants (three CAN$1,000 grants and one CAN$2,000 grant) to CÉGEP students who are enrolled in mining studies but also in health care, an industry also in need of well-trained professionals. Westwood also gave five CAN$1,000 bursaries to students from Université du Québec en Abitibi-Témiscamingue (UQAT) who are enrolled in mining studies and intend to pursue a career in mining.

Our Workforce (continued)



Recognizing that young talent is our future, IAMGOLD actively recruits and develops students, building relationships and offering career opportunities. Last year, we hired a total of 36 students, co-ops, and interns in Canada across various roles at our sites, including geology, integrated planning, metallurgy, industrial maintenance, IT, HR, and more.

Boosting Our Talent Pipeline

Our partnership with the Artemisa Mining Challenge, which aims to increase the pool of talented women mining engineers for Canadian mining companies, has led to the successful hiring of two women mining engineers from Chile. Meet Nikol Cubillos Fernandez and Priscilla Navarro, who have now been placed in Engineer-in-Training (EIT) roles at Côté Gold. IAMGOLD contributed towards the sponsorship of these recruits, who already had the requisite technical skills but were able to refresh other skills such as English language, communication, problem-solving, teamwork, and leadership before they officially started their work with IAMGOLD.



Meet Nikol Cubillos Fernandez

I'm thrilled to join the IAMGOLD team. At Côté Gold, I'm currently an EIT in the Geotechnical Department, involved in projects related to geotechnical analysis, risk assessment, and ensuring mining operations' stability and safety. I love the collaborative aspect, working with various teams to find innovative solutions.

Mining fascinates me because it combines innovation, technology and sustainability. The industry's challenges push engineering and problem-solving boundaries, creating an intellectually stimulating environment. It's about responsible resource management, community well-being, and minimizing environmental impact. My father, with 40 years in mining, influenced my interest. Continuing his legacy and witnessing industry growth is meaningful. Hearing his experiences and old stories about mining's changes over time is fascinating.



Meet Priscilla Navarro

Through the Artemisa Mining Challenge, I was fortunate to take a six-week course in Toronto to enhance my English proficiency and explore job opportunities. Now employed at Côté Gold, I assist in assessing and managing geological and geotechnical risks, ensuring the safety and stability of mining infrastructure.

One of the most enjoyable aspects of working at IAMGOLD is the company culture. It's an environment where respect for individuals and their ideas is highly valued. This creates a collaborative atmosphere where team members feel empowered to contribute their unique perspectives and expertise to projects.

For years the mining industry has faced challenges related to gender, racial, and ethnic diversity with underrepresentation of certain groups. By fostering a culture of inclusivity and actively promoting diversity in recruitment, training, and leadership roles, the mining sector can benefit from a more skilled and innovative workforce. I'm thrilled to leave my mark in this industry and contribute to enhancing this new generation of miners making a positive impact.

Our Workforce (continued)

Performance Management

Our Performance Management Program (PMP) aims to promote employee development and growth, support company objectives, and incentivize strong performance. The PMP process occurs annually. Employees and managers jointly discuss and create goals aligned with departmental and organizational objectives, and assess progress towards achievement of these goals through ongoing dialogue throughout the year. The PMP also lays the groundwork for talent potential assessments and formal succession planning processes. Comprehensive support and training resources are available for both managers and employees at every stage of the PMP cycle.

Employee Compensation and Benefits

We value employee contributions to IAMGOLD's success, offering competitive compensation, a broad range of benefits, and where selected by employees, optional benefits. Our Total Rewards programs are designed to be equitable and market leading to support, engage, reward, and retain talent in each respective region. We have designed our programs to support physical, financial, and mental health for employees and their families. In general, we offer health coverage, life insurance, disability coverage, parental leave, stock ownership, and retirement contributions; however, specific programs may vary by location and employee group. IAMGOLD also provides a variety of services to employees to support career transitions resulting from retirement or termination. We review our compensation and benefits approach on an annual basis.

We also offer employees an additional day off – referred to as "*My Day*" that can be used to volunteer or simply recharge their batteries. We also offer the *My Well-being Spending Account* that can be used to support family and household needs including but not limited to fitness classes or gym membership, sports team registration, physical activity equipment (e.g., bicycle, sports equipment, etc.), camps, family activities, house cleaning, meal preparation kits, and much more.



Learning and Development

We promote employee development and career growth at all points of an employee's career cycle – from our well-established leaders to our newest recruits. IAMGOLD provides on-the job training and support for career development through action learning, special projects, job rotation, professional memberships and conferences. We provide financial support for courses related to an employee's current role, covering up to 100 per cent of the cost for technical positions. We are currently updating this program to be more inclusive by expanding beyond university courses to include different learning environments and training sources. IAMGOLD's key initiatives to support the skills and capabilities of our employees and leaders include:

- **e-Learning Platform:** We expanded access to our e-learning program, branded internally as Learning Edge, for all global people leaders in collaboration with Skillsoft, facilitating on-demand access for employees to relevant training to meet current and future business needs. This digital platform offers over 1,000 curated courses in a variety of languages and provides business office employees and global mine site leaders access to learning content aligned with personal goals, IAMGOLD's organization-wide learning topics, and industry changes. In 2023, 817 employees engaged in our e-learning platform, accumulating 2,593 learning hours.
- **In-Person and Online Learning Edge Sessions:** People leaders are encouraged to join our custom-built leadership development sessions covering self-leadership, team leadership, and organizational leadership. Topics covered this year included best practices for leading teams in a hybrid work environment, coaching employees for high performance, feedback and training on individual development plans, and career conversations.
- **Mentoring:** A focus area for 2023 was mentoring, and we supported our leaders in understanding and building skills needed to be an effective mentor and sponsor through various courses and webinars. We recognized that mentorship and sponsorship play crucial roles in leadership and organizational success for talent retention and growth. We encourage informal mentorship within teams and, when possible, provide formal mentorship opportunities through industry partnerships (for example, through Women's Executive Network – WXN and International Women in Mining – IWiM).

Our Workforce (continued)

Global Workforce Profile

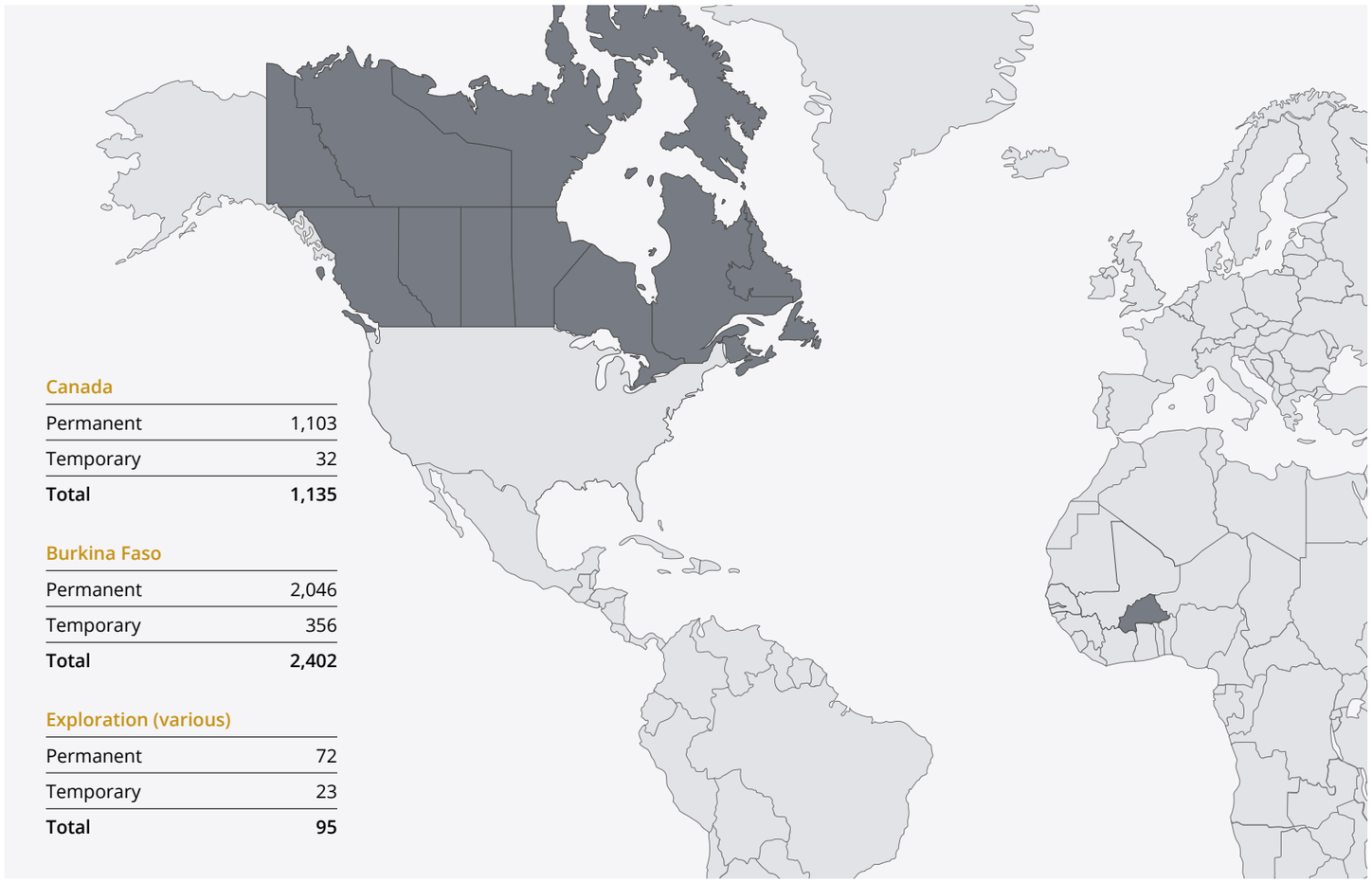
In 2023, IAMGOLD's workforce was comprised of over 5,300 employees and contractors. A decrease in our workforce in 2023 is attributed to the divestiture of Rosebel and Boto. Our turnover was 7.3 per cent and is significantly lower than the industry average (15.5 per cent) based on third-party reports.

	2023	2022	2021
Number of employees	3,632	5,065	3,877
Number of contractors	1,683	1,887	1,151
Total workforce	5,315	6,952	5,028
Employee turnover rate (per cent)	7.3	7.2	7.9

Labour Relations

All IAMGOLD operations follow the local labour codes and ensure compliance with national legislation, where applicable, as well as the International Labour Organization's core labour standard. We support an individual's right to collective bargaining. Working conditions and other negotiated benefits are also outlined in collective agreements. At Essakane, 98% of employees are covered under a collective bargaining agreement, compared to 64% at Westwood. At Essakane, a review of the next collective bargaining agreement will occur in June 2024. At Westwood, a new collective agreement was agreed upon with the workforce in December 2022 and will be in effect for three years until November 2025.

At Westwood, a minimum 2 weeks' notice is provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. This figure is 4 weeks' notice at Essakane. In 2023, there were zero strikes and lock-outs exceeding one week's duration. There were no labour relations settlements that occurred in 2023.



Canada	
Permanent	1,103
Temporary	32
Total	**1,135**

Burkina Faso	
Permanent	2,046
Temporary	356
Total	**2,402**

Exploration (various)	
Permanent	72
Temporary	23
Total	**95**

Our Workforce (continued)



Nurturing Strong Community Ties

Essakane mine supports the professional growth of local employees, the education of youth, and the overall well-being of all staff members through the following initiatives:

1. **Literacy and Financial Training:** This program enhances employees' reading and writing skills and teaches budget planning and financial management. The aim is to boost business capabilities and professional confidence.
2. **Psychologist Support:** A psychologist was hired to assist managers and teams in increasing focus and activities related to psychological safety.
3. **National Top Students Scholarship:** Two students (one man and one woman) receive scholarships to pursue mining-related studies in Canada.
4. **Excellence Scholarships:** A total of 32 five-year scholarships are awarded to post-secondary students in Burkina Faso pursuing bachelor's or master's degrees or enrolled in an engineering program. An additional five scholarships are granted to children of IAMGOLD employees in Burkina Faso. These scholarships assist students with living expenses through an initial payment and regular monthly stipends, totalling $450,000.

"As a major private employer in Burkina Faso, we have a responsibility to ensure that the benefits of our mining activities are shared with all our host communities. It is extremely important for us that we continue to be an exemplary corporate citizen and that we continue to nurture strong ties with our neighbouring communities and Burkina Faso as a whole."

Tidiane Barry, General Manager, Essakane

Equity, Diversity and Inclusion

Guided by the value principle to *conduct ourselves with respect and embrace diversity*, the Company continues to uphold its commitment to equity, diversity and inclusion (EDI) and to engage, empower and support our employees, as well as our partners in the communities in which we operate.

The Company recognizes that diversity exists across many dimensions and lived experiences, and a diverse workforce and an inclusive work culture can inspire creativity and innovation, promote effective decision-making and lead to stronger business outcomes.

To achieve this, our EDI Steering Committee, comprised of executive and senior business leaders and functional specialists, ensures that diversity efforts align with business strategy. A dedicated EDI resource drives the implementation of EDI initiatives across the global organization.

Our global diversity framework is the foundation for our long-term, career-oriented approach to employment. It encompasses IAMGOLD's Code of Business Conduct and Ethics, Diversity Policy and Standard, and other internal policies and standards. Our Code embodies our commitment to uphold the rights of our employees to be treated with respect and dignity, fair treatment, equal opportunity and a working environment free from discrimination and harassment. Our Diversity Policy and Standard codifies the importance of a diverse workforce where the rights and differences among our employees are maintained and respected. Our Discrimination, Harassment and Violence in the Workplace Standard states our requirements for preventing and addressing discrimination and violence in the workplace. Any employee, contractor or representative whose behaviour constitutes discrimination, harassment or violence will be subject to disciplinary action. We have a program for preventing workplace violence that goes along with this Standard. It includes steps to protect workers, a means of summoning immediate assistance and a process for reporting incidents or raising concerns. All workers and supervisors are given information and training about the standard and program. Everyone is responsible for maintaining a work environment that is free from discrimination and harassment.

ESG Corner

Code of Business Conduct and Ethics

Diversity Policy

Diversity Standard

Discrimination, Harassment & Violence in the Workplace Standard

Accelerating EDI Within Our Organization

After introducing our EDI mandate in 2022, in 2023 we focused on improving our organizational EDI mindset and accelerating the development of crucial structures essential for the continual growth and maturity of our program. As part of our business strategy, we want to improve as a company and as an industry player in these important areas. Annual goals designed to achieve progress towards this are included as part of the ESG metric in the Company Scorecard, and progress towards our goals is tracked.

IAMGOLD is also a signatory to the Mining Association of Canada's pledge to commit to action against discrimination, racism and sexism.



"IAMGOLD unequivocally condemns inequity, discrimination, and hatred in all their forms, respecting the right of all employees to fair treatment, equal opportunity, and a working environment free from discrimination or harassment of any sort, as outlined in our Code of Business Conduct and Ethics."

Equity, Diversity and Inclusion (continued)

Representation of Women

IAMGOLD is committed to ensuring women are well-represented at all levels of our organization, from the Board and top leadership roles to our global sites and teams. We focus on increasing the number of locals in regional offices, operations and projects, creating opportunities for citizens of host countries.

In 2023, we worked to increase the number of women in the Company, with a goal of reaching 20 per cent representation in our global workforce and achieving 50 per cent gender parity in management positions by 2030. At year-end, women represented 14 per cent of IAMGOLD's global employees, a 2 per cent increase from 2022 and 2021. Despite this increase, the Company still lags behind the average mining industry women participation rate in Canada of 16 per cent. At our Corporate offices, there is strong representation from women employees (approximately 40%); however, all operating mine sites currently sit below our 20 per cent target.

Since 2021, our overall trend demonstrates that more women are joining IAMGOLD than leaving. As the mining industry continues to feel the talent squeeze with an overall aging workforce and smaller talent pipeline, we will continue to explore securing talent in untapped labour pools where mining continues to underperform compared to all industries to achieve a more significant growth in representation.[27]

Our approach to improving our performance in this area includes partnering with external organizations to affect change. Our key sponsorships include the Women's Executive Network (WXN), International Women in Mining (IWiM), and Women Who Roar by Women Who Rock (WWR). Through these networking and sponsorships initiatives, we aim to support global mentorship opportunities for women. In 2023, we had three women employees participate in IWiM's mentoring program representing the corporate, exploration and operations functions. Additionally, IAMGOLD actively engages with the Mining Industry HR Council Canada including representation on their Inclusion & Diversity Sub-Committee.

Diversifying Our Talent Pipeline

IAMGOLD is committed to ensuring women are well represented at all levels of our organization and empowered to reach their full potential.



Nada El Idrissi's Journey

I studied mining engineering at McGill University after learning about the program from a family friend. Despite being new to the field, I found it perfectly suited to my career goals, offering opportunities to apply problem-solving skills and creativity, which have always interested me. The chance to work in Earth sciences, travel, and choose a flexible work schedule made mining engineering even more appealing.

My internships with IAMGOLD further solidified my decision. At the Brossard office, I got a taste of the corporate environment, while at Westwood, I learned extensively about geotechnical and drill and blast operations. What made these experiences truly memorable was the supportive and welcoming team, who generously shared their knowledge.

After completing my degree, I was fortunate to join IAMGOLD full-time as an EIT in the Integrated Planning Department. In my role, I've been involved in diverse projects, from generating reports to streamlining business planning processes and developing new tools for collaboration. These experiences have broadened my understanding of mining engineering, revealing its dynamic and multifaceted nature. I'm excited to continue exploring the many avenues this field has to offer.



Kashish Jain's Journey

I hold a bachelor's degree in commerce and post-graduate certificates in human resources, with a focus on organizational behaviour and talent management. My academic journey at George Brown College in Canada deepened my understanding of training, development, and talent management principles, sparking my passion for this field.

As a Talent Coordinator new to the mining industry, I'm drawn to its diverse opportunities for talent development and management. The industry's vital role in Canada's economy and its dynamic nature excites me. I see potential in leveraging my expertise to navigate challenges, identify skill gaps, and foster a culture of continuous learning.

IAMGOLD's commitment to sustainability aligns with my values. Starting as a Human Resources Intern, I've been involved in various talent development initiatives, supporting programs like compliance recertification and succession planning. Transitioning into my role as a Talent Coordinator, I've enjoyed contributing to corporate-level initiatives and empowering employees to reach their full potential.

Working with supportive leaders and a growth-oriented team at IAMGOLD has been rewarding, and I'm grateful for the opportunity to contribute to our collective growth.

27 Women at 16 per cent participation versus 47.2 per cent for all industries, and immigrants at 10 per cent participation versus 30 per cent in all industries (Source: MiHR, 2022, Canadian figures).

Equity, Diversity and Inclusion (continued)

IAMGOLD was selected for inclusion in the 2023 Bloomberg Gender-Equality Index. This reporting framework includes over 70 metrics, each allocated to one of five pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and external brand.

Women Representation (%)	2023	2022	2021
Board of Directors	50.0	37.5	33.3
Executive Leadership Team	12.5	33.3	14.2
Management (Vice President, Director, Manager, and Supervisor)	20.5	20.1	20.7
All employee levels	14.3	12.5	12.0

In 2023, we pursued a number of strategic EDI priorities, with several initiatives led by Corporate and cascading to our sites in collaboration with local teams. To advance the representation of women across our business in pursuit of our workforce targets, we have introduced:

- **Inclusive interview skills training:** We provided hiring managers with training on reduction of bias and principles of inclusion to promote the recruitment of diverse candidates.
- **Tracking of gender participation rates and outcomes:** Our tracking of gender-related information, including in our talent programs (performance management, merit cycles, and succession programs), brings visibility to potential bias or gaps in outcomes, as well as discussion surrounding actions for improvement.



To build a culture of inclusion in which all employees can perform at their best and can thrive professionally and personally, in 2023, we delivered conscious inclusion training to people leaders across the organization and site employees to raise awareness, enhance cultural competencies, reduce bias, foster inclusivity, and enhance team dynamics. We also held micro-learning sessions on psychological safety and conducted an inclusive facilities assessment to gain an understanding of strengths and gaps to inclusion within our physical facilities.

In 2023, there were zero reported incidents of discrimination. However, we continue to focus on prevention, and we began to develop a global Anti-Harassment and Anti-Discrimination prevention program to promote a safe and supportive environment and to prevent sexual and gender-based misconduct. In line with this, we rolled out a visual information campaign focused on Allyship and Active Bystander Intervention was launched globally to raise awareness about sexual harassment and violence and highlight information about employee rights to a safe environment, workplace responsibilities, and support available.

Equity, Diversity and Inclusion (continued)

Key Highlights

Côté Gold

Unity, Inclusion and Collaboration Committee: This employee committee brings together a diverse range of employees with the goal to advance a culture of inclusion by identifying and bringing forward to management employee concerns and ideas for improving the work environment.



Essakane

Women's Employee Group: A Gender Committee with a clear mission, budget and regular meetings to address issues, propose solutions, and enhance support for career growth and work conditions. Some of the group's recommendations have resulted in these actions: introducing maternity leave benefits; implementing succession planning with nomination targets for women in leadership roles; and providing leadership and entrepreneurship training for women.

Corporate

Diversity Intranet: An internal website to raise awareness, educate and celebrate diversity, featuring interviews with IAMGOLD leaders and employees, a *Learning Hub* with resources and self-reflection exercises, and learning series challenges to encourage employees to take steps to create a more inclusive environment.

Westwood

Leading Inclusively: Built out skillsets of managers to support leading inclusively. Provided training on respect and civility for all people leaders and cascaded to employee groups on inclusive workplace behaviour and equipped leaders with skills to manage inappropriate conduct.

In 2024, our EDI efforts will focus on advancing representation and building a culture of inclusion across all sites. Building upon the momentum achieved this year, our next steps include:

- Integrating EDI into our broader ESG mandate and implementing TSM's EDI Protocol, with internal reporting in 2024, leading to MAC reporting in 2025 and public reporting in 2026;
- Continuing to integrate EDI principles in our talent strategy and practices. This involves building our organization's capacity and capability through talent acquisition, skills building, succession planning, performance management and talent development programs;
- Outlining and quantifying our path to achieving 20 per cent women representation and parity at the manager level by 2030. We will understand where available talent pools can be leveraged, securing more non-traditional talent sources; and
- Maintaining partnerships with various teams across the organization to ensure that EDI principles and practices are embedded throughout our business.



Community Relations

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

A commitment to sustainability and social responsibility from our employees, contractors and suppliers is fundamental to the success of IAMGOLD's business. We believe contributing to the social and economic development of our host communities is of paramount importance, as are proactive community engagement, benefits sharing and protection of the environment. We maintain special relationships and trust with our host communities through:

- Active engagement and collaboration with impacted, host, and other relevant communities to balance development and ensure the well-being of future generations.
- Community development programs that focus on local capacity building, economic growth, and contributions to health, education, environmental stewardship, EDI, and sustainable livelihoods. Each site implements formal programs and engages with local communities to address their priorities.
- Community investments that adhere to our Corporate Policy on Charitable Giving and site-specific policies. Each site has its own community investment budget and committee to assess proposals and monitor outcomes, conducting risk assessments as necessary to prevent conflicts of interest and other issues.

IAMGOLD takes a partnership approach to community relations. We proactively communicate with a wide range of stakeholders and rightsholders and directly engage with our host communities to help them maximize the benefits of mining at the local level. We actively collaborate with governments and local non-governmental organizations to promote effective and sustainable community development.

We strive to ensure that all employees and contractors respect local communities and that our activities have minimal impact on the communities. As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the Mining Association of Canada's Towards Sustainable Mining (TSM) initiative, and the Voluntary Principles on Security and Human Rights (VPSHR). Governance of stakeholder engagement and development programs with communities that are impacted by our operations are informed by our Sustainability Policy, Human Rights Policy and Indigenous Engagement Policy.

Our sites each manage their own community relations and development budgets. IAMGOLD's Community Relations Handbook guides site-level practitioners through the many aspects of community engagement and development. The Community Relations teams at our sites aim to build trust, respect and transparency through ongoing dialogues with local communities. Each site has its unique engagement approach, varying in frequency and intensity based on the local, regional and national context, as well as operational activities. Details on our approach to working with Indigenous Peoples can be found in the Indigenous Relations section of this report.

We promote inclusivity by identifying and involving vulnerable stakeholder groups often left out of traditional engagement methods, such as women and youth. Stakeholder mapping and analysis are continual processes, involving thousands of engagements yearly with local, regional, national stakeholders and Indigenous Peoples in our host countries. All sites are expected to have formal grievance mechanisms in place to ensure stakeholders and communities are able to submit their complaints and concerns, any issues identified are resolved in a timely manner, and feedback is provided on the grievance and how it has been addressed. At Côté Gold and Essakane, sites have strong grievance mechanisms in place to ensure any issues identified are resolved in a timely manner, while a community-related grievance mechanism at our Westwood Complex is under development.

At this point, stakeholders are not involved in the design, review, operation and improvement of the grievance mechanism.



ESG Corner

Sustainability Policy

Health and Safety Policy

Human Rights Policy

Indigenous Engagement Policy

Sustainability Standard, Community Relations Handbook, Corporate Donations Policy and other site-level policies (internal)

Community Relations (continued)

Managing Community Impacts

IAMGOLD's operations and activities have the potential to positively and/or adversely impact local communities. Social and economic benefits may accrue through community investments, employment and business opportunities.

IAMGOLD conducts environmental and social impact assessments (ESIAs) as part of project approval and implementation, involving extensive engagement and negotiations with local communities and stakeholders. These assessments allow us to understand our potential impacts and develop management strategies to address both adverse and positive impacts.

Throughout our mines' lifecycle, we carefully listen to our host communities and stakeholders to understand their questions, concerns, needs and priorities to shape our management and mitigation strategies. We use a variety of in-person and virtual engagement methods such as townhalls, focus groups, meetings, emails, and more.

Additionally, each of our sites has monitoring committees. The purpose of these committees is to monitor and respond to direct and indirect effects of the mines on social, economic and cultural conditions that influence the life of community members. These committees provide a forum for open discussion between our Company and communities.

Essakane has numerous standing, advisory, communication and monitoring committees. The site also has a Resettlement Monitoring Committee that monitors community relocation programs. While there are no nationally recognized Indigenous communities in or near the Essakane site, IAMGOLD initially performed relocation of two villages (often referred to as Relocation Action Plans or RAP 1 and RAP 2). Replacement houses were built and a fund was created to support livelihood programs. These measures were put in place as a result of a negotiation process with local communities. We continue to address legacy issues from RAP 1 related to poor construction that occurred during the original RAP. In total, over 1,880 buildings were rebuilt; however, 396 buildings are being reconstructed. The rise of terrorism in the region has led to delays, which the COVID-19 pandemic further exacerbated. Our team continues to work with community leaders and house owners to develop a new strategy.

At the Westwood Complex, we have two separate monitoring committees – one for the Westwood mine (inclusive of Grand Duc), which meets annually, and another for the Fayolle deposit, which meets three times per year. The Fayolle Monitoring Committee involves the First Nations community of Pikogan. Meetings are also held with the Municipality of Preissac as needed and more periodically with Pikogan First Nation. A public consultation took place in 2022 during the permitting process for the Fayolle gold deposit project.

At Côté Gold, two Socio-economic Management and Monitoring Committees were set up prior to construction to collaboratively monitor and manage potential project-related effects on Mattagami First Nation, Flying Post First Nation and Gogama throughout the life of the mine. An Environmental Management Committee has been in place since 2018, and includes representation from Mattagami First Nation, Flying Post First Nation, and IAMGOLD. Additionally, an IBA Implementation Committee was established with the Métis Nation of Ontario, Region 3 in 2021. Côté Gold conducts regular community meetings at Mattagami and Flying Post First Nation to provide updates on the project and environmental practices.

	Potential and Actual Impacts, and Concerns Raised	Stakeholder Monitoring Committees	2023 Key Engagements
Essakane	• Noise • Dust • Water • Land disturbance	• Communication Committee • Resettlement Monitoring Committee	• Airfield extension livelihood restoration plan (donation of seeds and fertilizers; ploughing of producers' fields; purchase of equipment for village producers; support for vulnerable households; and monitoring of production by technical services) • Income-generating activities as part of Halde Yaya's commitments
Westwood	• Noise • Dust • Seismic events • Infrastructure • Transportation • Tailings	• Fayolle Citizens Committee • Grand Duc Citizens Committee	• Site visit of Fayolle • Committee meetings
Côté Gold	• Noise • Dust • Access to hunting, trapping and bait harvesting • Water	• Two Socio-economic Management and Monitoring Committees (Gogama, and Flying Post and Mattagami) • Two IBA Implementation Committees	• Eight Socio-economic Management and Monitoring Committee meetings took place to discuss various socio-economic indicators including: employment and training, business opportunities, community health, population and infrastructure, land and resource use, traffic and transportation, and traditional land use • Eight IBA Committee meetings • Site tours for Indigenous partners • Site tour and meeting with local cottagers

Community Relations (continued)

Community Engagement

In addition to the engagement related to impact management, our operations maintain various forms of dialogue with their communities of interest.

Essakane: Burkina Faso remains a challenging environment to conduct business in due to geopolitical risks, as well as security concerns. Despite security challenges, our Community Relations team continues to engage with local communities through various channels of communication, including phone, email, text and mine-gate meetings with community members. Key engagements in 2023 were related to the fulfillment of the Halde Yaya engagements, through the completion of the linked phase of income-generating activities and the implementation of the airfield extension engagements.

Westwood: We continue to engage with communities and provide community investment support.

Côté Gold: As the mine ramps up to official production, nurturing stronger connections with local communities remains a priority. In 2023, the team participated in a series of events to engage with and support neighbouring communities. In August, the team held an open house for residents of Gogama to provide an update on the mine's launch in early 2024. In early September, we hosted an appreciation luncheon for Mesomikenda Lake cottagers and provided an update on the project progress of Côté Gold.



Community Incidents and Grievances

IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with local communities, stakeholders and rightsholders to promote trust, respect and transparency. Essakane and Côté Gold have grievance mechanisms in place to ensure stakeholders and communities are able to submit their complaints and concerns, any issues identified are resolved in a timely manner, and feedback is provided on the grievance and how it has been addressed. The community-related grievance mechanism at Westwood is under development.

In 2023, key topics and concerns raised through our grievance mechanisms related mainly to dust and impacts on transportation infrastructure, access to land and resource use, noise, and employment and procurement opportunities. In total, 29 of community grievances that were recorded were investigated and resolved. There were zero identified incidents of violations involving the rights of Indigenous Peoples. Across all of our sites, there were no Level 3, 4 or 5 community incidents.

Grievances Received by Category

Land and Resource Use
3

Economic Opportunities
5

Environment
5

Social and Communities
6

Transportation
10

Community Development Programs

Essakane has a number of development programs underway around the areas of a Health Project, Agricultural Project, a Water and Sustainable Economic Growth for the Sahel (ECED) initiative, and a Socio-economic and Governance Capacity Project. These projects focus on strengthening community resilience given the security and humanitarian context in Burkina Faso. At the national level, Essakane contributes one per cent of its turnover to the Local Development Mining Fund (FMDL). This fund is paid to communes throughout Burkina Faso for the implementation of communal and regional development plans. Côté Gold and Westwood have established Community Benefits/Investment Programs that include sponsorships, donations and community investment funding for local communities.

Community Investments

In 2023, IAMGOLD continued to support communities with contributions totalling approximately $8.5 million. Community investments in 2023 were less than in previous years due to divestments of Rosebel and Boto. IAMGOLD also holds existing multi-year agreements that establish commitments per phase and/or year, where in prior years funds contributed were higher.

	2023	2022	2021
Community investment spend ($)	8,486,203	15,008,935	29,240,000

Community Relations (continued)

Featured Community Investments

Essakane continued to advance its two flagship projects, the ESEPV-Sahel project related to water infrastructure, governance and supporting vulnerable populations as well as FAED project, which supports biodiversity conservation/forest restoration and linked community development. In 2023, Essakane provided over $8 million in community investments.

The Socio-Economic Empowerment of Vulnerable Populations in the Sahel (EPASEC/ESEPV): This is a six-year initiative in collaboration with Global Affairs Canada, the Government of Burkina Faso, Cowater International, and the One Drop Foundation. Building on the Triangle d'eau Project, the project focuses on enhancing socio-economic conditions in the Sahel Region, specifically in Dori, Falagountou, and Gorom-Gorom. Its objectives include boosting local governance and territorial management in three communes, improving access to essential services through water supply, hygiene, and sanitation projects, and empowering women through skill enhancement and creating a supportive socio-economic environment. The initiative involves an IAMGOLD contribution of approximately $3 million.

The Women and Youth in Action for Sustainable Ecosystems (FAED): FAED is an 84-month initiative in collaboration with Global Affairs Canada and SOCODEVI. The project aims to enhance the resilience of vulnerable women, young people, and their communities in the Sahel region to climate change. The impact of FAED includes biodiversity conservation, improvement of degraded soils from farming and mining activities, strengthening of plant and animal biodiversity, carbon capture and storage, and preservation of water resources. The project is expected to benefit over 40,000 individuals across 12+ communities, with IAMGOLD contributing funds and in-kind support for transportation and logistics expertise from the Essakane team.



Collective Wedding Event: Essakane organized a collective wedding event, facilitating the marriages of 17 employees and their partners, in recognition that legal unions bring additional financial security to women and families in the region. The event included legal paperwork, officiant, wedding gifts and banquet celebration for over 200 guests.

Westwood supported several community initiatives, including support for lodging for people attending cancer treatments, scholarships for CEGEP Abitibi and UQAT (a technical partnership for environmental solutions) – as well as support for various cultural and sporting events. In 2023, Westwood provided over $135,000 in community investments.

Supporting community wellness: The Westwood Complex is contributing to the construction of a local gym in a community centre in Preissac, providing contributions over the next three years.

Partnership to develop innovative environmental solutions: IAMGOLD has been collaborating with the Research Institute of Mines and Environment (RIME) UQAT – Polytechnique in Abitibi, Canada since 2013. The second agreement is for the years 2020–2026, and renews our contribution of approximately $1.5 million, supporting RIME's research program focused on creating sustainable environmental solutions for the entire lifecycle of a mine. This partnership enables RIME's research to progress and expand.



Community Relations (continued)

Featured Community Investments

Côté Gold's community investments focused on building a presence in the region through sponsorships and donations. In 2023, Côté Gold provided over $80,000 in community investments. As the mine achieves commercial operations, we expect this value to grow.

Supporting the future generation of mining engineers: IAMGOLD has partnered with Laurentian University through an investment of approximately $1.5 million made in 2018, spanning five years. This commitment aims to enhance the learning experiences of engineering students at the Bharti School of Engineering. Building upon a prior CAN$1.25 million partnership, which established an IAMGOLD Research Chair in Open-Pit Mining, the 2018–2023 donation has funded several projects. These include the completion of Phase 2 of the Engineering Student Junction, a collaboration space named after IAMGOLD; the refurbishment of the mine design lab; the acquisition of equipment for engineering teaching labs; the renewal of computers for engineering students; funds for IAMGOLD research fellows and other faculty-led research projects; support for student activities and field trips, including a scheduled visit to Côté Gold for Mining Engineering students in March 2024; as well as funds for various student awards and scholarships.



Upgrading community infrastructure: IAMGOLD has pledged to help the South Porcupine Arena Association upgrade the local community arena – the Carlo Cattarello Arena in South Porcupine, Timmins. The arena has been part of the community since 1940, providing the entire region with the ability to stay active through sport and recreation while promoting teamwork, diversity and inclusion.

Support for Indigenous students through Indspire: IAMGOLD continued our support for Indspire, an Indigenous-led charity aiding Indigenous post-secondary students. In 2023, Indspire awarded four Côté Gold bursaries to post-secondary students from Mattagami First Nation, Flying Post First Nation, and Métis Nation of Ontario (MNO) Region 3. This initiative plans to award a total of 24 bursaries over three years.



Corporate offices provided over $175,000 in community investments during 2023.



Make-A-Wish Foundation of Canada Christmas Tree Sponsor: For the fifth year in a row, IAMGOLD proudly sponsored the "Trees of Joy, Make-A-Wish Foundation of Canada." This annual initiative that pairs corporate sponsors with children who are battling a life-threatening illness or have just entered the remission stage of such illness.



The Giants of Africa project: This project, spanning four years from 2021 to 2024, centres on creating both sports facilities (basketball courts and more) and supporting youth empowerment and leadership both on and off the court.

Community Relations (continued)

Our Contributions to Society

IAMGOLD supports societies through employee wages and benefits, contracting and procurement opportunities, community investments, dividends to shareholders, and income taxes paid. In 2023, IAMGOLD distributed greater economic value than we generated. As the Côté Gold Mine ramps up production, we expect revenues to increase, more balance of economic value retained, and benefits to continue to flow to local communities and societies.

2023 Economic Performance (USD millions)

	Economic Value Generated	Economic Value Distributed							
		Payment to Suppliers		Employee Wages and Benefits[31]		Payments to Providers of Capital[32]	Income and Resource Taxes[33]	Total	Economic Value Retained[34]
Country	Revenue[28]	Operating Costs[29]	Capitalized[30]	Expensed	Capitalized				
Burkina Faso									
Essakane	809.7	461.9	55.1	83.8	2.5	13.4	76.8	693.5	116.2
Canada									
Westwood	177.0	78.5	66.5	58.0	6.9	0.1	0.0	210.2	-33.2
Côté Gold	0.0	3.1	723.9	0.8	24.0	4.3	0.0	756.0	-756.0
Corporate	0.0	13.3	0.4	35.7	0.0	62.6	15.8	127.8	-127.8
Other									
Other[35]	0.9	3.0	0.0	1.2	0.0	1.7	6.5	12.4	-11.5
Total	**987.5**	**559.7**	**845.9**	**179.6**	**33.4**	**82.2**	**99.1**	**1,799.9**	**-812.4**



28 Revenues are presented based on an accrual basis.

29 Operating costs include cost of sales, general and administration, exploration expense, community investments, royalties and other expenses. Excludes impairment, NRV write-downs/provisions, depreciation and employee wages and benefits.

30 Capitalized expenditures include the purchase of property, plant and equipment.

31 Wages and benefits reflect total amounts paid to employees relating to wages and benefits, including payroll taxes.

32 Payments to providers of capital include dividends to non-controlling interests, leases paid, senior notes, equipment loan, interest on credit facility, and other.

33 Income and resource taxes include amounts paid in the year (excludes payroll taxes, which are included in employee wages and benefits).

34 Economic value retained is economic value generated minus economic value distributed.

35 Includes corporate entities in Barbados and France.

Indigenous Relations

We believe respecting and upholding Indigenous rights is founded upon relationships that foster trust, transparency and mutual respect. We believe that we can contribute meaningfully to the social and economic development of Indigenous Peoples impacted by our activities through proactive community engagement, benefits sharing and protection of the environment.

We are committed to creating lasting partnerships and respecting the cultural heritage and traditions of local and Indigenous communities. We want to work with them in a manner that respects their right to self-determination and aims to achieve Indigenous Peoples rights to Free, Prior and Informed Consent. We formalize these commitments through agreements like Impact Benefit Agreements (IBAs).

IAMGOLD recognizes that our activities have the potential to positively and/or adversely impact the economy, environment and people. We work diligently to manage impacts through mitigation and management strategies, working to minimize potential adverse effects and to amplify positive effects. We work in collaboration with Indigenous Peoples to identify opportunities to share in the benefits flowing from our activities through employment, training and business opportunities and other identified capacity-building projects.

Indigenous engagement is informed by IAMGOLD's Community Relations Handbook, ILO Convention 169, the United Nations Declaration on the Rights of Indigenous Peoples and various industry frameworks such as Towards Sustainable Mining (TSM), Responsible Gold Mining Principles (RGMPs) and the International Financial Corporation (IFC) policies and standards. IAMGOLD's Indigenous Engagement Policy outlines our commitment to these principles. It emphasizes building long-lasting partnerships with Indigenous Peoples and communities associated with our operations, based on respecting human dignity. Upholding and respecting Indigenous rights is a responsibility shared by all our employees, contractors and suppliers. We also respect and honour principles agreed upon in negotiations with Indigenous groups. Our relationship-based approach values community protocols, encourages IAMGOLD sites to appreciate Indigenous traditions, and strives to reduce racism and biases within our organizational cultures.

IAMGOLD ensures our dedicated Community Relations teams have ongoing dialogue with Indigenous communities to promote trust and transparency. At Côté Gold and Essakane, sites have strong grievance mechanisms in place to ensure any issues identified are resolved in a timely manner, while a community-related grievance mechanism at Westwood is under development.

We negotiate accommodations, where appropriate, for our activities that impact inherent Indigenous rights, including land rights. For Côté Gold, we have two signed IBAs.

Operations Located on or Near Indigenous Communities

Côté Gold is located on Treaty 9 territory, on the traditional lands of Mattagami First Nation and Flying Post First Nation as well as within the traditional harvesting area of the Abitibi Inland Métis Community (Métis Nation of Ontario, Region 3). Westwood, including Fayolle, Doyon and Mouska, is located on Abitibiwinni territory. Essakane is not located in or near Indigenous land.

In 2023, there have been zero identified incidents of violations involving the rights of Indigenous Peoples.

ESG Corner

Sustainability Policy

Indigenous Engagement Policy

Sustainability Standard and Community Relations Handbook (internal)



How Oshki Lake was Born

Last fall, we completed the redirection of the Mollie River at Côté Gold to avoid potential flooding in the open pit from the river and nearby lakes. Our priority was to protect existing waterways and ecosystems, particularly the local fish habitat.

This rerouting was a crucial part of our environmental permitting process, done in collaboration with Indigenous partners and other stakeholders. To accomplish the rerouting, we applied natural channel design principles to establish self-sustaining systems that restore ecological functions. For example, the rerouting incorporated features like low-gradient meandering channels, fish spawning habitat, back-water habitat, standing snags for birds, and new wetlands.

As part of the compensation for the removal of Côté Lake and associated fish habitat, IAMGOLD constructed a new lake connected to the Mollie River realignment. We worked closely with Mattagami First Nation and Flying Post First Nation to rename the new lake. After a consultative process, the communities proposed "Oshki Lake", meaning "new" or "young" in Ojibwe. In August 2023, the Ontario Ministry of Natural Resources and Forestry officially approved the name, solidifying our collaboration with Côté Gold and local communities.

Indigenous Relations (continued)

Impact and Benefits Agreements

An Impact Benefit Agreement (IBA) is a confidential agreement that acknowledges the impact of industrial development and outlines benefits and compensation for impacts to the land and the ways of life of the Indigenous community signatories. IBAs provide tools for active participation in environmental management and opportunities for benefits. These include participation in employment and training, business opportunities, and resource revenue sharing.

We concentrate on effectively implementing IBAs and maintaining positive relationships with our IBA partners. We have signed agreements in place to ensure project benefits flow to Indigenous communities. At Côté Gold, a joint IBA with Mattagami First Nation and Flying Post First Nation was signed in 2019; an IBA with the Abitibi Inland Métis Community was signed in 2021; and an exploration agreement was signed with Mattagami First Nation and Flying Post First Nation.

At Westwood, we are pursuing opportunities to include Pikogan companies in contracting activities as part of our discussions with the Pikogan Community/Conseil de la Première Nation Abitibiwinni.



In 2023, key activities included:

- **First Nation Partners (Mattagami First Nation and Flying Post First Nation) IBA implementation meetings:** In 2023, the IBA Committee met quarterly to implement the annual workplan. Additional committees/ sub-committees also met to support the implementation of the First Nation Partners IBA, including discussions on environment, employment and training, and socio-economic effects management and monitoring.
- **Métis Nation of Ontario IBA implementation meetings:** The Abitibi Inland Métis Community (Métis Nation of Ontario [Region 3]) IBA Implementation Committee met quarterly to implement various provisions of the IBA.



Working with Indigenous Businesses

Our Côté Gold operations has commercial relationships with companies that partner directly with our impacted First Nation communities. The goal of these partnerships is to maximize the presence, productivity, and participation for Mattagami and Flying Post First Nation through employment and contracting opportunities.

Formed in 2020, AKI Caron is the partnership between Caron Equipment Inc. and majority owner Mattagami AKI L.P. The partnership company offers a broad range of services covering the full mining lifecycle including but not limited to:

- tree clearing and logging;
- industrial water treatment plant design, supply and operation;
- supply of concrete, cement and shotcrete;
- final site grading;
- fencing;
- tailings storage facilities dam raises; and
- decommissioning and reclamation.

AKI Caron continues to expand its services and aims to work together with other contractors to build their capacity to work on larger projects. “IAMGOLD, along with the team on site, have been instrumental in our success. Côté Gold has allowed our small local company to triple in size, purchase bigger equipment, train personnel and become a true partner to Côté Gold. With the continued support of the Côté Gold team, AKI Caron will be a large local contractor and employer for years to come.” – Marc Caron, President of Caron Equipment

The relationship with Côté Gold has been a learning process for Côté Gold and the community, and AKI Caron is proud to contribute to meaningful economic participation for the local First Nations communities. “We have seen great benefits from being a Côté Gold supplier. At the peak of construction AKI Caron employed 23 Mattagami First Nation members, and we continue to engage, employ, and train members at every opportunity.” – Tim Harvey, CEO of Mattagami AKI

Governance and Transparency

We recognize our reputation for accountable and responsible mining is based on the trust we build with all IAMGOLD stakeholders and rightsholders. Our governance practices are founded on robust stewardship, oversight and transparency, which are essential to running our business effectively and driving improved sustainability performance.

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Board Oversight

Sustainability governance starts with our Board of Directors and is embedded at all levels of our organization. IAMGOLD closely follows the latest developments in corporate governance requirements, ESG megatrends, and leading practices, evolving our approach as necessary to support business resiliency, uphold our reputation, and ensure compliance.



Board of Directors

Accountable for the stewardship of the Company. The Board and its Committees provide oversight of the Company's strategy, risk management, and performance.

Executive Leadership Team

Sets the Company's direction, strategy and targets. Has functional responsibilities related to finance; operations; health and safety; environment; communities; human relations; equity, diversity and inclusion; security; and cybersecurity.

Conducts quarterly site visits, including sustainability reviews. Provides monthly and quarterly reporting to the Board and its Committees.

Corporate and Site Teams

Responsible for implementing and/or maintaining policies, strategies and plans. Reports on risks and performance, including ESG on a weekly, monthly and quarterly basis.

ESG Corner

Board committee mandates

Board committee composition

Director information

Management Information Circular

Board Oversight (continued)

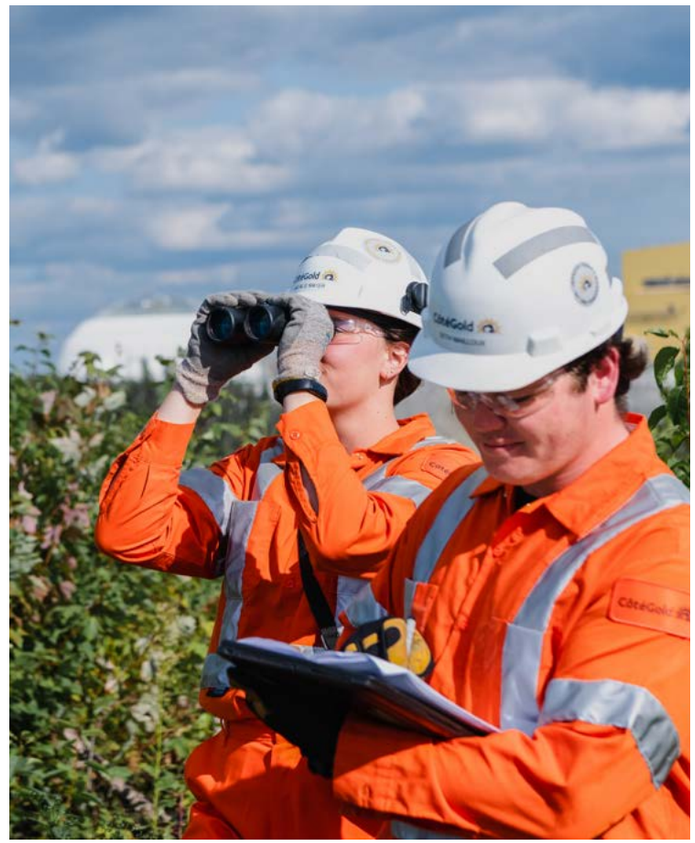
The Board believes ESG is core to IAMGOLD's corporate strategy and an important factor that influences the Company's performance. IAMGOLD's Board, through its five standing committees – the Audit and Finance Committee (AFC), the Human Resources and Compensation Committee (HRCC), the Nominating and Corporate Governance Committee (NCGC), the Sustainability Committee and the Technical Committee – oversees and monitors the Company's approach, policies, priorities and practices related to ESG. The Sustainability Committee is the board committee responsible for overseeing the organization's environment and ESG policies, performance, initiative and goals.

All standing committees of the Board are composed entirely of outside directors who are unrelated to and independent from IAMGOLD:

- **Audit and Finance Committee (AFC):** Reviews the integrity of the financial reporting process and financial statements, system of internal controls and management of the financial risks, performance of the internal audit function, external auditor's qualifications, independence and performance, financial policies, and the nature and structure of major strategic financial commitments.
- **Human Resources and Compensation Committee (HRCC):** Makes recommendations to the Board relating to the compensation of the Board, the CEO and, on the advice of the CEO, the other members of senior management. Responsible for reviewing talent management practices and succession planning for executives and provides oversight of policies, practices to promote equity, diversity and inclusion.
- **Nominating and Corporate Governance Committee (NCGC):** Responsible for advising the Board with respect to evolving corporate governance best practices, annually evaluating the performance of the Board, its committees and their chairs, and the contributions of individual directors, and recommending suitable nominees for election to the Board.
- **Sustainability Committee:** Reviews and monitors the Company's health, safety, environment, communities, security and ESG policies, performance, initiatives and goals and its compliance with applicable laws, including those with respect to carbon emissions and the impact of IAMGOLD's activities on the climate.
- **Technical Committee:** Responsible for assisting the Board in the oversight of the management of exploration, production and other technical matters, including by reviewing, overseeing, and periodically receiving reports from management. Responsible for reserve and resource estimation and reporting.

The Board also has an ad hoc committee that oversees the project advancement and construction of Côté Gold. As of January 1, 2024, the Côté Project Review Committee amalgamated with the Technical Committee.

The Board of Directors and its Committees are updated on the Company's activities and risks on a monthly, quarterly and yearly basis, and/or of greater frequency as significant issues arise, including on ESG. In 2023, the Board received presentations and informational sessions related to ESG on communities surrounding the Company's operations and projects; the Company's EDI strategic priorities and global initiatives; geopolitical risks in Burkina Faso and Senegal; executive compensation trends and developments; and cybersecurity and data privacy. The Board and the Sustainability Subcommittee were also involved in reviewing and approving the Company's decarbonization strategy. The Board meets on at least a quarterly basis and holds additional meetings as required or appropriate to consider other matters. For further information on committee meeting frequency and scope, please see the 2024 Management Information Circular.



Board Oversight (continued)

Board Composition

In 2023, the Board continued to strengthen and deepen its capabilities, ensuring a diverse mix of experience, skills and backgrounds that reflect the strategic needs of the business and the nature of the environment we operate in. IAMGOLD's diversity and renewal guidelines, adopted in 2021, reflect best practices.[36]

As of December 31, 2023, the Board was comprised of 50 per cent women directors or 57 per cent of the independent directors, surpassing the Company's Diversity Policy, which had set a minimum target of 30 per cent women representation. The average tenure of directors on the Board is less than two years.

Women Representation in 2023

All Directors
50.0%

Independent Directors
57.1%

Women Chair of Committees
40.0%

All members of the Board are considered independent,[37] other than Renaud Adams, who serves as President and CEO of IAMGOLD.

The NCGC considers competencies in health and safety, environment, climate change and corporate social responsibility as valuable to overseeing the execution of the Company's current business strategy. More than 50% of Board members are considered to have extensive skills in these areas. Further information can be found in the 2024 Management Information Circular.

Conflicts of Interest

Our Code of Business Conduct and Ethics embodies IAMGOLD's commitment to conduct our business to the highest ethical standards. The Code applies to the Board of Directors, employees, contractors and representatives in every business where IAMGOLD operates globally. It aligns with our core values, emphasizing integrity and deterring misconduct; requires avoiding conflicts of interest, protecting and utilizing the Company's assets and opportunities exclusively for its benefit; maintains confidentiality of non-public information; and compliance with all applicable laws. For instance, if a director or executive officer has an interest in a corporation-related agreement under consideration by the Board, they must disclose it and abstain from relevant discussions or decisions. Directors are expected to be familiar and annually affirm their compliance with the Code of Business Conduct and Ethics and, if a Director or executive officer has an interest in a Corporation-related agreement under consideration by the Board, they must disclose it and abstain from relevant discussions or decisions. The Board monitors Code compliance through the Audit and Finance Committee, receiving quarterly reports in 2023.



36 **Board Renewal:** The Board's renewal policy recommends the average tenure of the Board should not exceed 10 years and that no director should serve as the Chair of the Board or the Chair of any committee for more than 10 consecutive years.

37 As defined by the policies of the Canadian Securities Administrators (CSA).

Management Oversight

Management Structure

Each member of the ELT, including the CEO, plays an important role in managing our ESG performance and where this performance is linked to executive compensation. Members of IAMGOLD's ELT have core ESG functions, including:

- **Chief Operating Officer:** Oversight of all operational and project development activities, responsible for delivering on safety and environmental performance, and is the Accountable Executive Officer for Tailings and Water. Responsible for developing and implementing policies and practices with respect to sustainability, including health and safety, environment and community relations.
- **Chief Financial Officer:** Oversight of policies and practices related to finance, risk management, internal audits, and cybersecurity.
- **Senior Vice President (SVP), People:** Oversees the implementation of our people strategy and equity, diversity and inclusion performance.

Today, the Chief Operating Officer[38] (COO) is responsible for championing sustainability. The COO provides quarterly reports to the Sustainability Committee of the Board, covering ESG risks and performance updates, and compliance with external initiatives such as TSM and RGMP.

38 In December 2023, the SVP External Affairs and Sustainability retired and the SVP Operations and Projects was promoted to the COO position, with responsibility for championing sustainability.

To ensure critical concerns are addressed, the ELT is responsible for communicating any concerns that may arise, and for reporting quarterly performance to the Board and its respective Committees. Communications at all levels may increase depending on the nature of issue. IAMGOLD has a risk management matrix to determine incident severity covering a qualitative and quantitative assessment of health and safety, environmental, social and financial factors. IAMGOLD reports to governance bodies for health and safety, environmental and community incidents assessed as Level 3, 4 and 5. In 2023, the ESG organization underwent a redesign, adopting a cross-functional structure with clearer mandates and accountabilities for health, safety, environment, and local community risks and impacts arising from IAMGOLD's activities. Each site has its own health, safety, environment and community relations (HSEC) team, led by a Sustainability Manager who reports to the General Managers. The Corporate Sustainability team maintains regular communication with General Managers and site HSEC teams through visits and virtual discussions, providing both oversight and support.

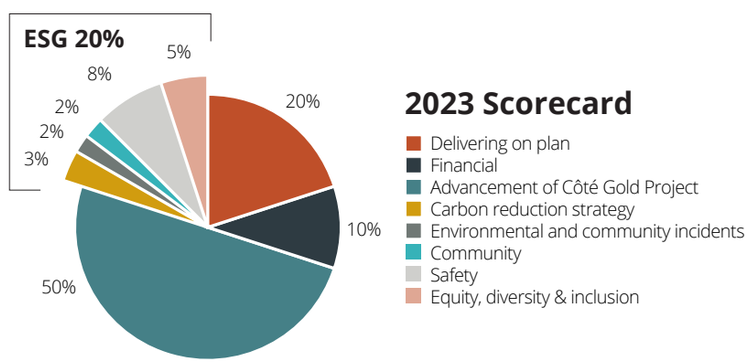
Management Composition

IAMGOLD recognizes the benefits of a diversity of views among our executive management. We have adopted a gender representation target for our workforce and leadership structure with a goal of having 20 per cent women by no later than 2030. As of December 31, 2023, women represented 12.5 per cent of the ELT, which was similar to the previous year.

Management Compensation

IAMGOLD's executive compensation approach aims to motivate and reward executives for creating and preserving shareholder value over the long-term, while also serving the interests of the Company's stakeholders. We believe long-term incentives serve to align executives with shareholders, and pride ourselves on having a strong alignment with pay-for-performance in our executive compensation programs.

Underscoring the importance of ESG, we directly link a variety of measures – including equity, diversity and inclusion (EDI), environment, and safety – to compensation outcomes. In 2023, ESG accounted for 20 per cent of our Company Scorecard. For more information, please refer to the 2024 Management Information Circular.



Business Ethics and Integrity

Business ethics and integrity are core to IAMGOLD's culture of accountable and responsible mining. We strive to conduct our business with transparency, fairness, honesty, integrity and respect. Our goal is to ensure that anyone – employee, contractor, representative, or member of the public – can report misconduct without fear of retaliation.



ESG Corner

- Code of Business Conduct and Ethics
- Anti-Bribery and Anti-Corruption Policy
- Whistleblower Policy
- Supplier Code of Business Conduct and Ethics
- Tax standard and procedures (internal)
- Extractive Sector Transparency Measures Act (ESTMA) annual reports

Our approach is guided by the Company's Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Whistleblower Policy and Supplier Code of Business Conduct and Ethics. These policies and standards of ethical behaviour are approved by the Chair of the Board and CEO and apply to all operations and at all stages of project development. Annually, employees must complete training on our Code of Conduct and Anti-Bribery and Anti-Corruption Policy and attest that they have read and understood them. In addition, all IAMGOLD suppliers are mandated to comply with the Supplier Code of Business Conduct and Ethics. Audits and verification of adherence to the Supplier Code are conducted on a periodic site-level basis.

IAMGOLD also draws upon the Internal Audit team to support our compliance with laws, regulations and internal policies and standards. The Internal Audit team performs periodic reviews to assess compliance with Company policies, procedures including regulatory requirements such as with the *Foreign Corrupt Practices Act* (FCPA), auditing the transactions that fall within the scope of the FCPA requirements. In addition, the Internal Audit team reviews and monitors the FCPA, *Corruption of Foreign Public Officials Act*, and the Company's Code of Conduct and Anti-Bribery and Anti-Corruption Policy to combat bribery and corruption. The Internal Audit team performs internal controls testing under the Sarbanes-Oxley (SOX Testing) CEO/CFO certification to evaluate the design efficiency and operating effectiveness of the Company's policies and procedures. Additionally, Enterprise Risk Management conducts risk assessment and reports to the Board of Directors. From the assessments conducted, in 2023, risks among others included legal, disclosure and political risks were reported to the Board. This includes risk mitigation actions and monitoring of risks by management. In 2023, there were zero confirmed incidents of corruption and zero legal actions related to anti-competitive behaviour.

Business Ethics and Integrity (continued)

Whistleblower Process

IAMGOLD has established open, confidential and anonymous mechanisms for reporting any incidents of perceived misconduct. Reports can be made directly to the Chairs of the Audit and Finance Committee (AFC) and/or Nominating and Corporate Governance Committee (NCGC), to management, or through our accessible, 24/7 third-party reporting hotline available in multiple media (website, phone, mail, Skype) and languages or complaint boxes at select sites. In 2023, we received 10 whistleblower complaints which were investigated and closed.

	2023	2022	2021
Whistleblower complaints (#)	10	30	16

Public Policy and Political Contributions

IAMGOLD maintains an in-house lobbyist registration through the Ontario Office of the Integrity Commissioner of Ontario and engages an external firm to support lobbying efforts, as required. Our external consultant also maintains registration with the Office of the Commissioner of Lobbying of Canada as a consultant lobbyist on IAMGOLD's behalf.

As a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions. In 2023, IAMGOLD arranged for the travel and attendance of government officials from Burkina Faso, Guinea, Mali and Senegal to attend the annual Prospectors & Developers Association of Canada (PDAC) conference, the world's premier mining and exploration convention focused on educational programming, networking events, and building business opportunities. Contributions amounted to approximately $60,400.

Tax Transparency

There are increasing expectations and requirements for global tax transparency to combat offshore tax evasion. IAMGOLD's tax strategy aligns with our business strategy, and taxation is a key element of our strategic planning. IAMGOLD complies with all regional and national tax law applicable to the Company.

We annually disclose revenues paid to governments and Indigenous communities for natural resource extraction, as per the Extractive Industry Transparency Initiative (EITI) and Canada's *Extractive Sector Transparency Measures Act* (ESTMA). This includes taxes, royalties and other payments, categorized by country and project. However, our economic impact goes beyond these payments. For further details, refer to the Community Relations section of this report.

Settlements

During 2018, the Attorney General of Burkina Faso commenced proceedings against Essakane S.A. and certain of its employees generally relating to its practice of exporting carbon fines containing gold and silver from Burkina Faso to a third-party facility in Canada for processing and eventual sale. In the interests of preserving its ongoing, collaborative relationship with the Government of Burkina Faso, Essakane S.A. determined it to be in its best interests to settle the proceedings. On December 26, 2023, Essakane S.A. entered into a settlement agreement with the Government of Burkina Faso and admitted to immaterial regulatory violations. The settlement consisted of a forfeiture, direct to the State, of the embargoed carbon fines shipment in 2018 and an additional payment directly to the State totalling approximately $30 million. Further information can be found in the 2023 Annual Information Form.



Risk Management

The effective management of risk is vital to IAMGOLD's continued growth and success. We are committed to maintaining an effective enterprise risk management (ERM) system. Our risk management approach is designed to identify, assess, mitigate, prioritize and monitor material risks to the Company, including ESG.

We have a well-established ERM program that aligns with IAMGOLD's vision and industry standards. This program helps us assess, communicate and respond effectively to a rapidly changing risk environment. IAMGOLD's Enterprise Risk Management Policy and Standard apply to all employees, contractors and representatives worldwide. They cover all company assets and activities, including joint ventures, and set out responsibilities for managing and overseeing enterprise risk. Risk management is embedded at all levels of the organization.

Board of Directors	Oversees the ERM process and management's actions to monitor and control any risk exposures. This includes overseeing ESG risks in the Risk Register and delegating components to its standing committees in alignment with their mandates. Updates on IAMGOLD's key risks, including ESG-related risks, are included in the quarterly ERM report to the Board.
Executive Leadership Team	Is responsible for developing and implementing the ERM system and delegates authority and accountability to different management levels.
Internal Audit and Risk	Led by the Vice President of Internal Audit and Risk Management, the team submits an annual plan for approval, maintains the risk register, and provides reports to the Executive Leadership Team and Board.
Risk Owners	Across the organization, risk owners are responsible for identifying, assessing, mitigating, managing, monitoring and reporting risks in their areas. They also ensure the effectiveness of risk management practices and report significant risk events and emerging threats promptly.

Enterprise Risk Management Program

Ongoing risk management allows us to make informed decisions. We annually conduct a comprehensive enterprise-wide risk assessment to identify, assess and validate risks with input from risk owners and the risk team. Risks are categorized across dimensions such as strategic, compliance, finance, operations, and external factors, in line with our long-term strategy. We also examine emerging risks, those that are new or evolving, where the extent and nature of the impacts are uncertain. Risks are ranked based on severity of financial, health and safety, environmental and social factors, likelihood of occurrence, and control effectiveness. Depending on nature and magnitude of the risk, controls and action plans are more operationally detailed at the site level. The outcomes of the ERM are validated with risk owners and the ELT.

Quarterly, a summarized version of key risks is presented to the Board, aligning risk management with our overall strategy. The Board receives periodic updates on key risks, historical trends, and future, potential risks outlook through risk registers and heat maps, showing inherent risks and residual risks after mitigation efforts. The Board discusses strategies to enhance business resiliency and manage risks quarterly, aligning with budget considerations. In 2023, we updated our risk universe, increasing the categories of risks considered and mapped oversight to respective Board Committees. IAMGOLD does not incorporate scenario planning as part of our identification of risks and opportunities; however, it is done for specific analyses such as evaluating security concerns in Burkina Faso and supporting the development of climate change goals.

Audits

Our auditing process encompasses both internal and external aspects. Internal audits are conducted regularly, addressing various elements such as site security. External financial audits, led by recognized third parties, play a crucial role, examining compliance, controls testing for CEO and CFO internal SOX, and other risk-driven factors. The auditing process varies based on risk assessments, requiring approval from the AFC for a tailored list of activities. Each audit is unique, influenced by factors like location, management, and Board considerations. The methodology employed integrates technical expertise, and external help is enlisted as needed.

In 2023, our Internal Audit and Risk team conducted audits covering topics such as corporate governance, business integrity and financial controls, operational readiness, security, global procurement, health and safety, community development, water management, tailings management and ESG reporting. IAMGOLD is considering how we can improve our internal auditing, seeking input from key departmental leaders, with further work to be done in 2024.

ESG Corner

Enterprise Risk Management Policy and Standard (internal)

Our Supply Chain

IAMGOLD seeks to develop strategic partnerships with suppliers who share our values of transparency, fairness, honesty, integrity and respect. Our Supplier Code of Conduct and Ethics (the Supplier Code) establishes standards of behaviour expected from all our suppliers or those wishing to do business with us.

Suppliers are screened based on the Supplier Code, must sign off on it, and are expected to ensure that their suppliers also follow the Code. Training and capacity building is provided where necessary to ensure suppliers understand our expectations.

IAMGOLD has internal policies related to the purchases of goods and services that provide additional guidance and standards to help us manage the risks present in our global supply chain. This includes providing rules and guidelines to ensure cost efficiency, accountability and ethical business practices. It also sets out the hierarchy of responsibilities with senior management responsible for overseeing its review, approval and communicating its key requirements. All suppliers must comply with our terms and conditions, and failure to adhere to the Supplier Code may be grounds for terminating the relationship.

We also have Impact Benefit Agreements that help frame relationships between the Company and Indigenous communities to ensure benefits flow from projects to these communities. Formalized local procurement and business development programs are being developed at sites to maximize the shared economic benefits of company-wide local procurement practices. Audits and verification of the effectiveness of management of this topic are to be conducted on a site-level basis and global basis by our Internal Audit team, as well as on suppliers by our Global Supply Chain team. In 2023, the Global Procurement team continued to strengthen the governance, processes and procedures governing our supply chain activities. As part of a two-year project, we focused on gaining internal approvals for updated policies and standards, including an audit standard. Consequently, we did not conduct any formal supplier audits during this period. In 2024, our focus is on implementing and testing the new policies and standards.

Health and safety always remain the priority value in all our dealings in our supply chain followed by total cost to operate to ensure safe, effective and efficient supply chains throughout our procurement teams within the organization. IAMGOLD continually looks for improvement solutions and appropriate tools to enhance transparency throughout its supply chain. An example is our efforts to improve our internal contract management system, finding efficiency in narrowing down the number of suppliers that IAMGOLD can build long-term relationships with.

IAMGOLD's supply chain and procurement practices are not only essential to our success, they also have one of the largest and most meaningful economic impacts for the communities, regions and countries we operate in. Each year, through our contracting and procurement needs, we support many businesses – with the goal, wherever possible, of developing local business capacity and maximizing the shared economic benefits of procurement. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive; this refers to the total cost, delivery and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.

ESG Corner

Supplier Code of Business Conduct and Ethics

Internal policies and standards covering purchases, goods, services and audits



Supply Chain Risk Management

We utilize a third-party software to help us manage the risks inherent in our global supply chain. Approximately 500 of our suppliers are in the system with the goal of increasing the number of suppliers tracked in this software annually. The software pulls in data from several sources such as news outlets, credit agencies, images and compliance. We automatically receive alerts.

The Global Supply Chain team is responsible for developing supply chain-related policies, standards and strategies; providing guidance to sites; handling global contracts – largest and strategic contracts; and conducting market intelligence. The operating sites are responsible for monitoring and managing the relationships with local suppliers.

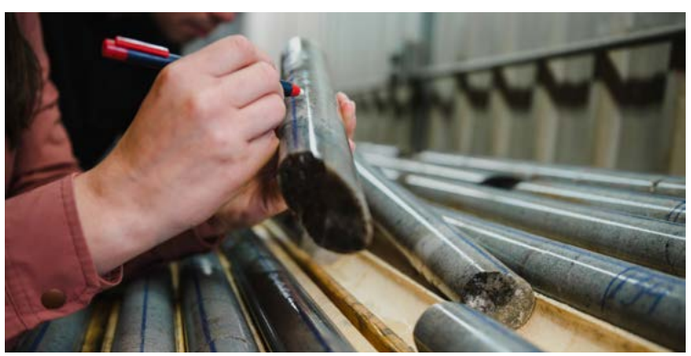
As Canada's new *Fighting Against Forced Labour and Child Labour in Supply Chains Act* comes into force on January 1, 2024, we will work collaboratively with our sites and suppliers to enhance our approach to preventing and mitigating risk related to modern slavery. Further information on our approach to preventing modern slavery can be found in the Human Rights and Security section of this report.

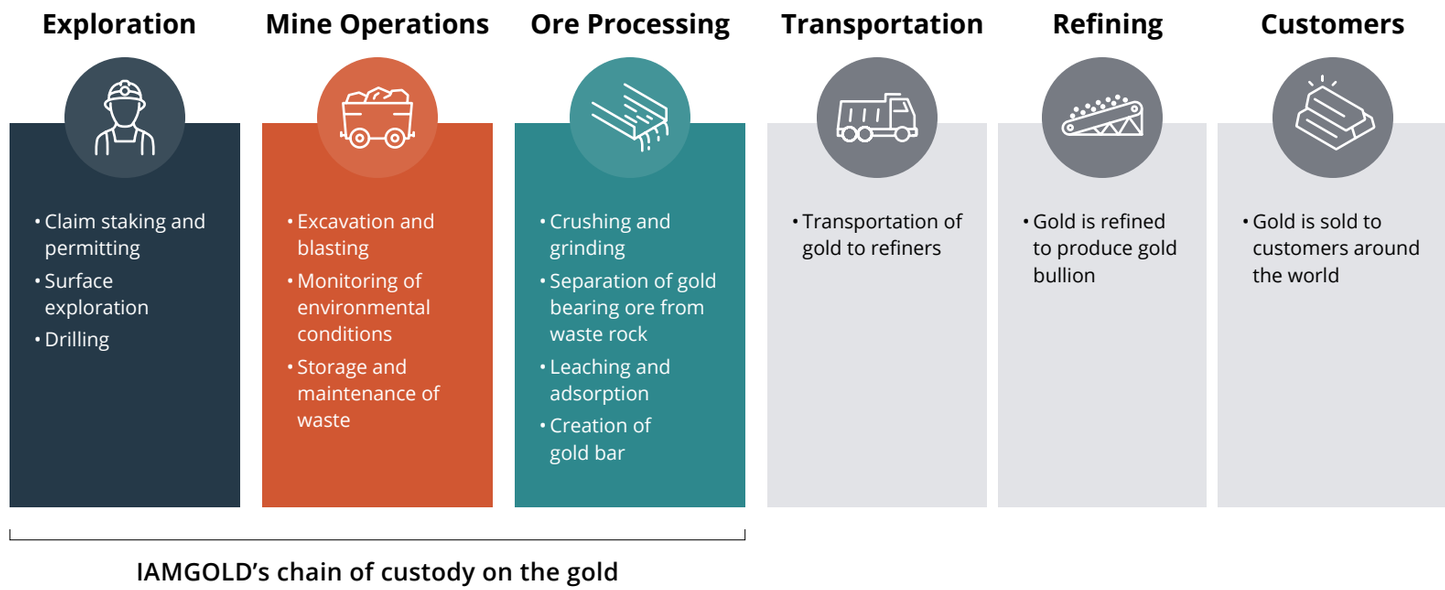
Our Supply Chain (continued)

Supply Chain Activities

IAMGOLD's supply chain is global, diverse and dynamic. It spans continents and encompasses everything from exploration and processing to transportation and refining. It includes a diversity of suppliers, subcontractors, intermediaries and stakeholders involved in each stage of the supply chain. We procure the goods required for operations at all IAMGOLD sites from suppliers in 25 countries worldwide and from varying product sources. In 2023, our procurement spend was over $1,800 million and where 18 per cent of total spend supported local suppliers.

Procurement Spend ($ millions)[39]	2023	2022[40]	2021
Total global spend	281.3	957.9	630.6
Total country spend	1,260.4	607.0	500.7
Total local spend	348.0	100.5	65.6
Total procurement spend	1,889.8	1,665.5	1,196.9





Our Largest Strategic Contracts

1. Fuels and explosives

2. Capital equipment

3. Reagents

4. Services

39 Rounding of the individual numbers may cause a discrepancy in the total value.

40 Procurement data has been restated and reflects changes to spend reported for Essakane and Westwood. Data from divested assets, Rosebel and Boto, was not re-examined.

Human Rights and Security

IAMGOLD is deeply committed to upholding the human rights of all stakeholders. We ensure that our employees and contractors globally adhere to human rights principles, as stipulated in our Supplier Code of Conduct and Ethics. Our operations align with internationally recognized human rights, as outlined in the Universal Declaration of Human Rights (UDHR) and the core principles of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Human Rights Policy outlines specific commitments, including consulting with stakeholders to prevent and address potential rights impacts, providing culturally sensitive training, and periodically conducting due diligence on policy implementation. The policy applies to all our operations and project development stages. Our Sustainability Policy and Standard reinforce these commitments, emphasizing human rights, respect and dignity, and consistent implementation across all sites. Additionally, we have a number of internal policies and standards covering security and human rights management, including IAMGOLD's Global Security Policy, Corporate Security and Human Rights Standard, Exploration Security Standard, and Security Management Standard.

ESG Corner

Supplier Code of Business Conduct and Ethics

Sustainability Policy

Human Rights Policy

Internal policies and standards covering security and human rights management

2023 Modern Slavery Report

To ensure our employees and contractors globally adhere to human rights principles, we have established key roles and responsibilities. The ELT has overall responsibility for our approach to human rights and security, ensuring that policies, processes and tools are in place. The implementation of policies and day-to-day management resides with site security managers, security personnel and General Managers.

Fighting Modern Slavery

In 2023, we took several steps to prevent and reduce the risk that forced labour or child labour are being used in our business and supply chains thereby strengthening our governance. We created a cross-functional working group on forced labour and child labour which reports to the COO and is comprised of members from Global Supply Chain, Legal, Internal Audit & Risk Management and Corporate Affairs. This working group is responsible for developing a Governance Strategy Roadmap to begin to align IAMGOLD's forced labour and child labour risk management practices with the new *Fighting Against Forced Labour and Child Labour in Supply Chains Act*'s (commonly known as the *Modern Slavery Act*) requirements. We also conducted an initial internal assessment of the risks of forced labour and child labour within our global supply chain and local sites for over 1,500 suppliers, and are performing ongoing reviews of our contracting and procurement and human rights policies and their application to our suppliers.



On January 1, 2024, Canada's new *Modern Slavery Act* came into force. The Act aims to increase industry awareness, transparency and business practices on these issues, and contains an obligation to report on steps taken to prevent and reduce the risk of forced labour or child labour in enterprise supply chains. Further information on how we are addressing this topic can be found in our 2023 Modern Slavery Report, on our website. In 2024, we will continue to review our existing policies for child labour and forced labour considerations, and we are evaluating incorporating a due diligence process into our operations that will support risk identification, mitigation, and remediation.

Human Rights and Security (continued)

Applying VPSHR Principles

While IAMGOLD is not an official signatory to the Voluntary Principles on Security and Human Rights (VPSHRs), we apply the principles in our work and embed them in our security practices. This is particularly relevant for our Essakane Gold Mine in Burkina Faso which is located in an area of conflict. While implementing responsible security and human rights practices in conflict-affected areas presents unique challenges, we strive to respect human rights while ensuring the safety of our workforce, community members and contractors.

When IAMGOLD engages a contractor or public security force for security services at any facility, operation, project or site, adherence to the VPSHRs must be included in the contract. This applies to private security providers, subcontractors, and arrangements with public security forces. Before finalizing a security services contract, a risk assessment is typically conducted to identify any VPSHR-related risks. If such risks are identified, appropriate due diligence, including subcontractors appointed by the main contractor for security services, is carried out.

Best practices regarding the provision of security services are based on the concept that security must be and can be consistent with respect for human rights. At IAMGOLD, this translates into the implementation of policies and practices that ensure security provision is carried out responsibly, in accordance with laws, and with any response being proportional to the threat.

Our VPSHR Risk Management Program has been designed to prevent and/or minimize potential risks to security providers and other stakeholders. Key features include:

- **Risk Assessment:** We evaluate risks to help site management choose effective control measures. This involves identifying security threats, assessing their extent and impact, and considering vulnerabilities. The goal is to prevent unauthorized activity, asset loss, and damage to reputation. The assessment also addresses risks to communities from security measures, with provisions and mitigation measures. The level of effort in managing security risks should match the project's risk level.
- **Use of Private Security Forces:** We use trained private security providers that are screened to check for historical criminality or human rights abuses. Decisions on type, number, screening, arming, and training of private security depend on security risk assessments. The relationship is managed through contracts, briefings and controls. Selection requires approval from site and corporate authorities.
- **Use of Public Security Forces:** We assess and document risks from using public security forces to avoid legal, social and reputational issues. We aim to influence public security through contracts and communication efforts.
- **Grievance Mechanisms:** We provide local stakeholders a channel to raise security-related complaints. A formal procedure is in place for credible allegations of misconduct or human rights abuse.
- **Selection, Background Screening and Vetting:** Strict due diligence is done before recruitment. Security personnel are selected based on experience, ability to handle situations, and professional demeanor. It is ensured they have not committed human or child rights abuses or criminal behaviour. Approval from the designated authority is needed for hiring security personnel.
- **Training:** Security personnel, including contractors, undergo training in accordance with our human rights policies, including the VPSHRs. All security employees and contractors are required to adhere to the VPSHRs and training is also provided to key management and superintendents. We also conduct annual audits to address top security risks, ensuring compliance with corporate policies, standards and relevant regulations.

We promote the following principles in our approach:

Human Rights
Providing security is consistent for human rights

Lawfulness
Act in accordance with the law at all times

Report, Investigate & Communicate
All security and human rights incidents

Proportional Responses
Act in proportion to the seriousness of the offence

Lead by Example
Encourage all security providers to apply best practices

Human Rights and Security (continued)

Supporting Responsible Security and Human Rights Practices at the Essakane Gold Mine

In areas with conflict, like at Essakane, we work hard to manage this challenge. Our site security personnel receive yearly training on the VPSHRs and participation is recorded. The contracts with our security providers include the VPSHRs, and we screen both the providers and their employees. In 2023, 96 per cent of mine site security personnel received formal training on the organization's human rights policies, procedures and their application to security, and 80 per cent of third-party security providers including community watchpersons completed training. Essakane is working on developing a plan to integrate community watchpersons in the mine's security training program.

At Essakane, site security personnel are screened and we review the Burkinabe government's screening of public security forces and enforcement of compliance with the VPSHRs and the Health and Safety Policy. IAMGOLD also conducts an annual inspection of private security provider training records to ensure compliance with foundational and refresher VPSHR training. We regularly monitor human rights risks and have feedback mechanisms in place. Each year, we produce a Conflict-Free Gold Report, externally assured, covering controls on security and human rights.

Given the evolving security situation in Burkina Faso, we have provided new ways for community members to express their concerns. Essakane is also working to strengthen relations between mine site security personnel and the communities through regular meetings, discussions with security to take into account community requests, and community investments.

Additionally, at the Essakane we have artisanal and small-scale mining (ASM) occurring adjacent to the site, ranging from dozens to hundreds of workers. We recognize that ASM is an important source of livelihood in the region, and activities are monitored by the Company. Our ASM Standard guides engagement and management, and global agreements with ASM entities include training on safe methods.

To manage relationships, we engage with the local associations such as the Oudalan and Falagountou Gold Miners' Associations and their community engagement committee. In 2023, with their involvement – as well as the community-based Watch Committee – Essakane began setting up a community watchmen process to monitor the fences around the site and mitigate the environmental, social, and health risks of gold panning.





Data Privacy and Cybersecurity

Cybersecurity is paramount in today's interconnected digital landscape. The protection of IAMGOLD's information assets, data and systems is not just a responsibility, it is a fundamental commitment to our stakeholders, employees and partners.

IAMGOLD's approach to cybersecurity, adhering to the National Institute of Standards and Technology (NIST) Cybersecurity Framework, encompasses comprehensive policies, standards and procedures. Our Security Policy outlines the principles, strategies and procedures that IAMGOLD employs to safeguard our information technology (IT) assets, operational technology (OT) assets, data and sensitive information. It guides us in establishing a resilient and adaptive cybersecurity posture and applies to all employees, contractors, vendors, and partners who access, use, or manage IAMGOLD IT and OT resources.

Additionally, our cybersecurity management program encompasses a wide range of critical areas, including risk management, access control, data protection and privacy, incident response and management, network security, disaster recovery and business continuity, third-party and vendor security, data backup and retention, patch management, as well as social media and email use policies. Integral to this program is the provision of regular training and awareness for employees to reinforce our cybersecurity efforts.

The Audit and Finance Committee (AFC) is responsible for overseeing cybersecurity risk, information security and technology risk, and receives periodic reports from management on material cybersecurity matters. Annually, IAMGOLD's management team reports to the AFC on the organization's overall cybersecurity posture, including risk assessments, incident reports, compliance status, and strategic recommendations for enhancing security measures. Information and cybersecurity are overseen by the Chief Financial Officer, who leads a team of cybersecurity and IT professionals that manage our IT operations, including our risk management processes and security measures.

Key features of our cybersecurity strategy include:

- **Risk Assessment:** Systematic identification, analysis, and prioritization of potential cybersecurity threats to manage and mitigate risks effectively.
- **Employee Training and Awareness:** Implementation of a comprehensive Cybersecurity Training and Awareness program. This includes frequent training sessions, knowledge assessments, phishing attack simulations, and cultivating a culture that encourages employees to report suspicious activities. Our cybersecurity education is tailored to different functions within the organization.
- **Cybersecurity Control Testing:** Regular activities such as Vulnerability Scanning, Penetration Testing, Phishing Simulations, Incident Response Testing, and Disaster Recovery and Business Continuity Testing are conducted to ensure security controls are effective and to identify potential weaknesses.
- **Incident Response:** Our Security Incident Response Plan covers prompt security incident identification, effective containment, thorough investigation, and integrates seamlessly with the Corporate Crisis Management Plan.
- **Audits:** Independent cybersecurity maturity assessments are conducted every two years to evaluate and enhance our security posture, ensuring alignment with evolving industry standards and best practices.

In 2023, IAMGOLD did not experience a material information security breach but we continue to periodically review our needs with respect to cybersecurity risk matters, including insurance.



ESG Corner

Internal policies and standards on cybersecurity, disaster recovery, data retention, social media use, and more

Appendices

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Methodology and Restatements

Greenhouse Gas Emissions Methodology

Target: IAMGOLD has set a 30 per cent absolute reduction target of its Scope 1 and 2 greenhouse gas emissions by 2030 compared to a 2021 baseline.

- 2021 baseline emissions: 448 ktCO_2e
- 2030 target emissions: 313 ktCO_2e

Baseline: The inventory used to establish the 2021 baseline includes Essakane, Westwood and Côté Gold (early-stage construction). It will be reviewed and validated by a third party.[41] Given that IAMGOLD's core business includes the exploration, construction and operation of mines, we have included these activities in the baseline. In 2021, emissions related to advanced exploration were not reported in the annual inventory. Preliminary analysis found that these emissions do not exceed the material threshold for a baseline adjustment. Emissions related to advanced exploration will be included in the GHG emissions inventory going forward.

Criteria for Re-baseline: As part of this process, a recalculation of baseline year data will occur if a divestiture/acquisition and/or calculation methodology change results in a cumulative +/- >5 per cent adjustment to the emissions baseline per scope. The following will not trigger a re-baseline: organic growth (or decrease) including new operations that were initiated after the baseline year (2021) or permanent closure of an operation.

Criteria for Restatements: Continual enhancements to data collection systems and measurement methodologies may lead to revisions of data that was previously disclosed. When feasible, information will be restated in cases where a shift in measurement methodology or an error will have a material impact on our decarbonization commitments. Documentation of such revisions will be provided and in cases where restatements are not possible, detailed explanations will be given.

Annual Reporting: IAMGOLD commits to report its Scope 1 and 2 emissions on an annual basis. Any adjustments to baseline or restatements will be communicated within the annual reporting process.

To further enable our decarbonization efforts, IAMGOLD will also track its progress on an intensity basis.

- 2021 baseline emissions intensity: 0.91 tCO_2e/oz of Au

Standard: IAMGOLD will measure, report, and target emissions as per the GHG Protocol – A Corporate Accounting and Reporting Standard (Revised Edition).

Operational Control Approach: Greenhouse gas emissions are reported based on operational control (i.e., 100 per cent of the GHG emissions from operations over which IAMGOLD has control is reported). Emissions are stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, and HFCs. Carbon dioxide equivalent values are calculated using the Intergovernmental Panel on Climate Change's Fifth Assessment Report (AR5) Global Warming Potential (GWP) factors.

Restatements

1. In 2021, the Company reported Scope 1 and 2 emissions associated with Rosebel, Essakane and Westwood. IAMGOLD expanded the reporting of these emissions for 2021 to include Côté Gold as the project was in construction and will be part of IAMGOLD's baseline emissions. Based on this change, in 2021, IAMGOLD's global total Scope 1 and 2 emissions has been recalculated to 648,678 tCO_2e, which represents a 9 per cent increase.
2. In 2022, IAMGOLD reported emissions for Rosebel, Essakane, Westwood and Côté Gold. We have updated the emission factors used for Côté Gold and the revised Scope 1 and 2 emissions for 2022 are 639,033 tCO_2e, which represents an 11 per cent increase.

   Note, the Boto Gold project was originally excluded from the 2021 and 2022 emissions inventory and excluded in these revisions based on data quality.[42] Through preliminary analysis, it was determined that these exclusions would not significantly impact the Company's emissions inventory, representing less than 1.5 per cent in 2021 and less than 1 per cent in 2022 of the recalculated emissions for those years.
3. In previous years, IAMGOLD reported energy and emissions intensity based on attributable ounces of gold. We have updated our approach to report these intensities per ounce of gold produced and have revised the 2021 and 2022 figures presented in this report.
4. Local, national and global spend for 2022 have been restated. There was a lack of consistency in the procurement definitions used across sites and methods for consolidating data. Procurement data has been restated and reflect changes to spend reported for Essakane and Westwood operations. Data from divested assets, Rosebel and Boto, was not re-examined. Based on this, data has been restated to $1,665.5 million, which represents a 32 per cent decrease.

41 In 2021, emissions from Essakane and Westwood were externally assured. IAMGOLD will be seeking external assurance of its 2021 emissions from Côté Gold.

42 On April 26, 2023, IAMGOLD closed the sale of its 90% interest in the Boto Gold project.

ESG Performance Data Summary (2021–2023)

The table below provides a three-year summary of our ESG performance data. Additional indicators including site-level data can be found in our 2023 ESG Performance Data companion document.

Rounding of the individual numbers may cause a discrepancy in the total value.

	Units	2023	2022	2021
Gold production	ounce	506,000	799,000	680,000
Revenue	USD millions	987.5	1,364.0	875.5
Workforce				
Employees	number	3,632	5,065	3,877
Contractors	number	1,683	1,887	1,151
Turnover rate	per cent	7.3	7.2	7.9
Equity, Diversity and Inclusion				
Women representation				
Board of Directors	per cent	50.0	37.0	33.3
Executive leadership	per cent	12.5	33.3	14.2
Management	per cent	20.5	20.1	20.7
All employee levels	per cent	14.3	12.5	12.0
Generational				
Generation Z	per cent	6.8	Not disclosed	
Millennials	per cent	56.4	Not disclosed	
Generation X	per cent	33.3	Not disclosed	
Boomers	per cent	3.5	Not disclosed	

	Units	2023	2022	2021
Community				
Community investments	USD millions	8.7	15.0	29.2
Total procurement spend	USD millions	1,889.8	1,665.5[43]	1,196.9
Safety				
Fatalities	number	0	1	0
LTIFR	per 200,000 work hours	0.15	0.08	0.17
DARTFR	per 200,000 work hours	0.39	0.31	0.37
TRIFR	per 200,000 work hours	0.69	0.76	0.76
Numbers of hours worked	number	19,414,257	23,737,466	24,144,018
Energy				
Total energy consumption	gigajoules	6,875,802	10,047,327	10,181,467
Non-renewables	gigajoules	6,208,855	8,674,992	8,815,514
Purchased grid electricity	gigajoules	585,327	1,273,656	1,258,788
Self-generated renewable energy (solar)	gigajoules	81,620	98,678	107,165
Energy intensity per gold produced[44]	gigajoule per ounce of gold produced	13.59	12.57	14.97
Global Emissions				
Scope 1 direct emissions	metric tonnes of CO_2 equivalent	439,244	638,412	648,089
Scope 2 indirect emissions	metric tonnes of CO_2 equivalent	1,052	622	589
Scope 1 and 2 emissions intensity[45]	metric tonne CO_2e per ounce of gold produced	0.87	0.80	0.95

43 Figure has been restated, reflecting changes to our methodology and classifications.

44 Historical figures have been restated due to a change in methodology.

45 Historical figures have been restated due to a change in methodology.

ESG Performance Data Summary (2021–2023) (continued)

	Units	2023	2022	2021
Water				
Total water withdrawal	megalitres/thousand cubic metres	15,960	57,420	40,966
Total water discharge	megalitres/thousand cubic metres	10,423	20,394	6,448
Total water consumption	megalitres/thousand cubic metres	5,537	37,026	34,518
Water withdrawal by source				
Surface water	megalitres/thousand cubic metres	7,667	34,569	17,098
Ground water	megalitres/thousand cubic metres	3,440	3,280	3,119
Precipitation	megalitres/thousand cubic metres	4,848	19,571	20,734
Third-party	megalitres/thousand cubic metres	4	0	15
Water recycled	megalitres/thousand cubic metres	10,172	19,993	21,070

46 Data includes tailings from Rosebel, Essakane and Westwood and sludges from Westwood.

	Units	2023	2022	2021
Waste				
Non-mineral waste				
Hazardous	metric tonnes	2,769	22,366	10,492
Non-hazardous	metric tonnes	34,496	32,408	6,253
Mineral waste				
Tailings	metric tonnes	12,210,780	21,045,358[46]	24,621,680
Waste rock	metric tonnes	49,358,089	87,990,564	Not disclosed
Overburden	metric tonnes	4,405,261	Not disclosed	Not disclosed
Sludges	metric tonnes	10,095	Not disclosed	Not disclosed
Total waste generated	metric tonnes	73,827,775	109,090,696	24,638,425
Land Disturbed and Rehabilitated				
Total land yet to be rehabilitated	hectares	4,406.2	7,848.5	7,652.0
Total land rehabilitated	hectares	47.4	21.3	11.3
Total footprint	hectares	4,453.7	8,061.3	7,834.9

Global Reporting Initiative Index

IAMGOLD has reported with reference to the GRI Universal Standards for the period from January 1–December 31, 2023.

GRI 1 Used: GRI 1: Foundation 2021

General Disclosures

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
GRI 2: General Disclosures 2021	2-1	Organizational details	• Company Overview • About IAMGOLD
	2-2	Entities included in the organization's sustainability reporting	• About IAMGOLD
	2-3	Reporting period, frequency, and contact point	• About IAMGOLD
	2-4	Restatements of information	• About IAMGOLD • Methodology and Restatements
	2-5	External Assurance	• About This Report
	2-6	Activities, value chain, and other business relationships	• About IAMGOLD • Our Supply Chain
	2-7	Employees	• Our Workforce • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	2-8	Workers who are not employees	• Our Workforce • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	2-9	Governance structure and composition	• Board Oversight • Equity, Diversity and Inclusion • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data • Management Information Circular (Statement of Corporate Governance Practices)
	2-10	Nomination and selection of the highest governance body	• Board Oversight • Board Renewal Policy • Management Information Circular (Nomination of Directors)
	2-11	Chair of the highest governance body	• Board Oversight
	2-12	Role of the highest governance body in overseeing the management of impacts	• Board Oversight
	2-13	Delegation of responsibility for managing impacts	• Management Oversight
	2-14	Role of the highest governance body in sustainability reporting	• About This Report
	2-15	Conflicts of interest	• Board Oversight • Management Information Circular (Board Roles and Responsibilities)
	2-16	Communication of critical concerns	• Management Oversight
	2-17	Collective knowledge of the highest governance body	• Management Information Circular (Director Orientation and Continuing Education)
	2-18	Evaluation of the performance of the highest governance body	• Board Oversight
	2-19	Remuneration policies	• Management Information Circular (Compensation Philosophy, Compensation Governance and Risk Management, Director Compensation)
	2-20	Process to determine remuneration	• Management Information Circular (Compensation Program Oversight)
	2-22	Statement on sustainable development strategy	• Message from Our CEO
	2-23	Policy Commitments	IAMGOLD's policy commitment is included within each material topic discussion. • Policies and Management Systems • Business Ethics and Integrity • Our Supply Chain • Human Rights and Security

Global Reporting Initiative Index (continued)

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	IAMGOLD's approach to embedding policy commitments is included within each material topic discussion. • Policies and Management Systems • Business Ethics and Integrity • Our Supply Chain • Human Rights and Security
	2-25	Processes to remediate negative impacts	• Human Rights and Security • Community Relations • Indigenous Relations
	2-26	Mechanisms for seeking advice and raising concerns	• Policies and Management Systems • Business Ethics and Integrity
	2-27	Compliance with laws and regulations	On December 26, 2023, Essakane S.A. entered into a settlement agreement with the Government of Burkina Faso and admitted to immaterial regulatory violations. • Business Ethics and Integrity In 2023, there were three incidents of non-compliance associated with water quality, permits, standards and regulations. There were zero significant incidents of non-compliance related waste management and biodiversity. • Water Stewardship • Biodiversity and Land Use
	2-28	Membership associations	• About IAMGOLD
	2-29	Approach to stakeholder engagement	• Our Approach to Sustainability • Policies and Management Systems • Community Relations • Indigenous Relationss
	2-30	Collective bargaining agreements	• Our Workforce • 2023 ESG Performance Data

Material Topics

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
GRI 3: Material Topics 2021	3-1	Process to determine material topics	• Our Approach to Sustainability
	3-2	List of material topics	• Our Approach to Sustainability

Topic Specific Standards

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Governance			
Anti-Corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Policies and Management Systems • Business Ethics and Integrity
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	• Business Ethics and Integrity
	205-2	Communication and training about anti-corruption policies and procedures	• Business Ethics and Integrity
	205-3	Confirmed incidents of corruption and actions taken	• Business Ethics and Integrity
Anti-Competitive Behavior			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Business Ethics and Integrity
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	• Business Ethics and Integrity
Environment			
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Energy and Climate
GRI 302: Energy 2016	302-1	Energy consumption within the organization	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	302-3	Energy intensity	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data • Methodology and Restatements

Global Reporting Initiative Index (continued)

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Water and Effluents			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Water Stewardship
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	• Water Stewardship
	303-2	Management of water discharge-related impacts	• Water Stewardship
	303-3	Water withdrawal	• Water Stewardship • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	303-4	Water discharge	• Water Stewardship • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	303-5	Water consumption	• Water Stewardship • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
Biodiversity			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Biodiversity and Land Use
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	• Biodiversity and Land Use
	304-2	Significant impacts of activities, products and services on biodiversity	• Biodiversity and Land Use
	304-3	Habitats protected or restored	La Mare d'Oursi, a 450 km^2 Ramsar site and designated ornithological sanctuary, is 67 km from Essakane. An annual species inventory is conducted to assess and demonstrate that Essakane does not impact the area.
	304-4	IUCN Red List Species and national conservation list species with habitats in areas affected by operations	• 2023 ESG Performance Data
GRI G4	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	• Biodiversity and Land Use • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	MM2	Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	• Biodiversity and Land Use

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Energy and Climate
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	305-2	Energy indirect (Scope 2) GHG emissions	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	305-3	Other indirect (Scope 3) GHG emissions	IAMGOLD is working on calculating its Scope 3 emissions for the 2023 reporting period. Data will be published before the end of 2024.
	305-4	GHG emissions intensity	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	• Energy and Climate • 2023 ESG Performance Data
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Tailings and Waste Management • 2023 Tailings Management Report
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	• Tailings and Waste Management
	306-2	Management of significant waste-related impacts	• Tailings and Waste Management
	306-3	Waste generated	• Tailings and Waste Management • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	306-4	Waste diverted from disposal	• Tailings and Waste Management • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	306-5	Waste directed to disposal	• Tailings and Waste Management • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
GRI G4	MM3	Total amounts of overburden rock, tailings, and sludges and their associated risks	• Tailings and Waste Management • 2023 ESG Performance Data
Mine Closure and Reclamation			
3-3 Management of material topics	3-3	Management of material topics	• Mine Closure and Reclamation
MM10 Number and percentage of operations with closure plans	MM10	Number and percentage of operations with closure plans	• Mine Closure and Reclamation

Global Reporting Initiative Index (continued)

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Social			
Employment			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Our Workforce
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	• Our Workforce • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	• 2023 ESG Performance Data
	401-3	Parental leave	• 2023 ESG Performance Data
Labor/Management Relations			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Our Workforce
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	• Our Workforce • 2023 ESG Performance Data
Occupational Health & Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Health, Safety and Wellness
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	• Policies and Management Systems • Health, Safety and Wellness
	403-2	Hazard identification, risk assessment, and incident investigation	• Health, Safety and Wellness
	403-3	Occupational health services	• Health, Safety and Wellness
	403-4	Worker participation, consultation, and communication on occupational health and safety	• Health, Safety and Wellness
	403-5	Worker training on occupational health and safety	• Health, Safety and Wellness
	403-6	Promotion of worker health	• Health, Safety and Wellness
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Health, Safety and Wellness
	403-8	Workers covered by an occupational health and safety management system	• Health, Safety and Wellness
	403-9	Work-related injuries	• Health, Safety and Wellness • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	403-10	Work-related ill health	• 2023 ESG Performance Data

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Training and Education			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Our Workforce
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	• 2023 ESG Performance Data
	404-2	Programs for upgrading employee skills and transition assistance programs	• Our Workforce • 2023 ESG Performance Data
	404-3	Percentage of employees receiving regular performance and career development reviews	• Our Workforce • 2023 ESG Performance Data
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Equity, Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	• Equity, Diversity and Inclusion • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	405-2	Ratio of basic salary and remuneration of women to men	• 2023 ESG Performance Data
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	• Equity, Diversity and Inclusion
Freedom of Association and Collective Bargaining			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Our Workforce
Security Practices			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Human Rights and Security
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	• Human Rights and Security • 2023 ESG Performance Data
Rights of Indigenous People			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Indigenous Relations
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	There were zero identified incidents of violations involving the rights of Indigenous Peoples. • Community Relations

Global Reporting Initiative Index (continued)

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Local Communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Community Relations
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	• Community Relations • Indigenous Relations
	413-2	Operations with significant actual and potential negative impacts on local communities	• Community Relations
Artisanal Small-Scale Mining			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Human Rights and Security
GRI G4	MM8	Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks	33.3% of sites (Essakane) have artisanal and small-scale mining taking place on or adjacent to the site. • Human Rights and Security

Other Topics

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Topic Specific Standards			
Economic Performance			
GRI 201: Economic Performance 2016	3-3	Management of material topics	Economic performance is a result of our operations and activities, along with those providing support to the organization across our supply chain. Throughout uncertain economic times, the management of economic performance indicators has provided stability and security to IAMGOLD. Our economic performance allows us to flow benefits to our host communities. There are risk factors that can influence our economic performance which is actively managed and monitored.
	201-1	Direct economic value generated and distributed	• Community Relations • 2023 ESG Performance Data
	201-2	Financial implications and other risks and opportunities due to climate change	• Energy and Climate • 2022 Climate Action Report
	201-3	Defined benefit plan obligations and other retirement plans	Depending on the location, IAMGOLD offers both mandatory and voluntary contribution plans. For example, at Corporate, IAMGOLD contributes 5 per cent and matches 50 per cent of an employee's contribution up to 3 per cent (maximum of 8 per cent).
	201-4	Financial assistance received from government	• 2023 ESG Performance Data

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Market Presence			
GRI 3: Material Topics 2021	3-3	Management of material topics	IAMGOLD has a large presence in the jurisdictions we operate in. IAMGOLD is one of the largest private employers in Burkina Faso and has a significant economic impact in those jurisdictions. IAMGOLD also contributes to communities where we operate through procurement, contracting and community investments. • Our Workforce • Our Supply Chain • Community Relations • Indigenous Relations
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	• 2023 ESG Performance Data
Indirect Economic Impacts			
GRI 3: Material Topics 2021	3-3	Management of material topics	IAMGOLD recognizes that in the countries where we operate, our investments contribute significantly to the local, regional and national economies, which is particularly important in developing countries like Burkina Faso. Our projects can lead to direct and indirect economic benefits. Through our environmental and social impact assessments we conduct studies to understand the impact of our projects on the environment and local communities. Generally, socio-economic studies are conducted which include both direct and indirect benefits that stem from our projects. We put in place management strategies to handle adverse and positive impacts. According to IAMGOLD's Sustainability Standard, each site must prepare a Community Investment Strategy as part of their Environmental and Social Management System. The investment strategy is linked to both community and company objectives. The Investment Strategy will outline long-term goals for community investment, a breakdown of milestones required to achieve the envisioned end state, and annual plans and projects required to achieve said milestones. • Community Relations • Indigenous Relations
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	• Community Relations
	203-2	Significant indirect economic impacts	• Community Relations

Global Reporting Initiative Index (continued)

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Procurement Practices			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Our Supply Chain
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	• Our Supply Chain • 2023 ESG Performance Data
Tax			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Business Ethics and Integrity
GRI 207: Tax 2019	207-1	Approach to tax	• Business Ethics and Integrity
	207-4	Country-by-country reporting	• ESTMA Report
Materials			
GRI 3: Material Topics 2021	3-3	Management of material topics	Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which includes explosives, fuel used for mining activities, and the reagents used for mineral processing. Our material use are critical inputs to extract our final product and have the potential to result in environmental and human impacts if not managed appropriately. Other materials used by mining and milling activities are not considered to be significant because they generally present less risk and tend to be used in smaller quantities. As IAMGOLD is a producer of primary raw materials (gold) with final products transported in bulk, materials used for packaging are considered insignificant. We have practices in place to safely store our materials to prevent and minimize accidental releases to the environment. The IAMGOLD Sustainability Policy outlines our commitment to continual improvement in environmental protection, pollution prevention, community awareness and economic performance. Material inventories are tracked and updated routinely for all IAMGOLD managed operations. Recycling, reusing, and reclaiming of input materials within mining and milling operations are encouraged, where feasible. Sites aim to optimize the materials used, the primary objective being to reduce costs; however, there are environmental benefits to this as well. All of our sites have procedures in place for the safe transport, storage, handling and disposal of cyanide and other hazardous substances. Further, continual improvement programs have been implemented to increase efficiency in the use of explosives and fuels.
GRI 301: Materials 2016	301-1	Materials used by weight or volume	• 2023 ESG Performance Data

GRI Topic	GRI Disclosure		Response, Link, or Additional Information
Public Policy			
GRI 3: Material Topics 2021	3-3	Management of material topics	• Business Ethics and Integrity
GRI 415: Public Policy 2016	415-1	Political contributions	• Business Ethics and Integrity • 2023 ESG Performance Data

Sustainability Accounting Standards Board Index

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

Topic	Metric	Unit	Code	Response	Link
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	Metric tonnes (t) CO_2-e, Percentage (%)	EM-MM-110a.1	(1) 439,244 tCO_2e (2) 25.4%. IAMGOLD operates in in Ontario where there is an Emissions Performance Standards Program and in Québec where there is a cap-and-trade system (however, Westwood is below the emissions threshold). In Burkina Faso, there are no emissions regulations.	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	EM-MM-110a.2	IAMGOLD has established an interim target of a 30 per cent reduction in absolute Scope 1 and Scope 2 emissions by 2030, with a net-zero target by 2050. IAMGOLD is focusing on evaluating and implementing decarbonization projects to reduce our emissions. Please see the referenced sections that provide further detail on our strategy, performance and progress.	• Energy and Climate • 2022 Climate Action Report
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tonnes (t)	EM-MM-120a.1	Annually, IAMGOLD reports to the Canadian National Pollutant Release Inventory (NPRI) on a variety of air emissions including SOx, NOx, VOC and PM. NPRI has a threshold for reporting each air emission and if the facility falls beneath the threshold, they are not required to report this information. Non-Canadian operations (Essakane) are not required by federal regulators to report on VOC emissions. The emission factors are sourced from the Canadian NPRI and U.S. Environmental Protection Agency. Data represents estimated air emissions. (1) 692.6 t (2) 5,459.7 t (3) 2,253.9 t (4) 54.6 t (5) Not tracked (6) Not tracked (7) 40.8 t	• Energy and Climate
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) 6,875,802 GJ (2) 8.5% (3) 1.2%. Data represents the proportion of renewable energy (solar) generated at Essakane mine. It excludes purchased grid electricity from lower emitting sources such as hydropower and nuclear energy sources in accordance with the SASB EM-MM Standard.	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m^3), Percentage (%)	EM-MM-140a.1	(1) 15,960 thousand m^3 (2) 5,537 thousand m^3 Essakane operates in an area of extremely high baseline water stress. 53.4 per cent of total water withdrawn is from an area of extremely high baseline water stress. The Company calculates water consumption as water withdrawn minus water discharged. At Essakane, 8,517 thousand m^3 of water was consumed. The Company is unable to report the percentage of total water consumption from water stressed regions as at other mine sites, the Company manages "other water" that is not used to supply operational water demands and is discharged to the environment. Therefore, the calculated total water consumption is not reflective of the Company's overall water consumption.	• Water Stewardship • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	Number of incidents of non-compliance associated with water quality permits, standards and regulation	Number	EM-MM-140a.2	3	• Water Stewardship • 2023 ESG Performance Data

Sustainability Accounting Standards Board Index (continued)

Topic	Metric	Unit	Code	Response	Link
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Metric tonnes (t)	EM-MM-150a.4	38,031 t	• Tailings and Waste Management • ESG Performance Data Summary (2021–2023)
	Total weight of tailings produced	Metric tonnes (t)	EM-MM-150a.5	12,210,780 t	• ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	Total weight of waste rock generated	Metric tonnes (t)	EM-MM-150a.6	49,358,089 t	• Tailings and Waste Management • ESG Performance Data Summary (2021–2023)
	Total weight of hazardous waste generated	Metric tonnes (t)	EM-MM-150a.7	27,660,667 t; calculated as the sum of hazardous mineral waste and hazardous non-mineral waste. Hazardous waste is waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation.	• Tailings and Waste Management • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data
	Total weight of hazardous waste recycled	Metric tonnes (t)	EM-MM-150a.8	0; reported as non-mineral waste recycled.	• 2023 ESG Performance Data
	Number of significant incidents associated with hazardous materials and waste management	Number	EM-MM-150a.9	There were zero significant incidents associated with hazardous materials and waste management. IAMGOLD defines significant incidents assessed as Level 4 or 5 based on our risk matrix, and/or resulting in fines greater than US$100,000. Our risk matrix includes incident severity of environmental, health and safety, social, and financial aspects.	
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	N/A	EM-MM-150a.10	Mining and mineral processing creates significant waste streams. We apply the principles of reducing, re-using and recycling waste and have waste management practices in place to safely handle, store and dispose of waste. If not properly managed during operations and after closure, these can cause harm to nearby communities and the environment. Through our Sustainability Policy we are committed to improving our environmental performance in order to reduce the impact of disturbances, containments and discharges. Our standalone Tailings Management Policy outlines our commitments to responsibly manage our tailing storage facilities (TSFs). Standard operating procedures are in place for managing hazardous waste and spill response. We closely monitor the waste and tailings produced, along with the quality of the final effluent during mining and after closure. Our goal is to meet regulatory requirements and ensure proper handling, storage, and transportation of waste to prevent accidental releases into the environment. In case of a spill, we have emergency response plans and procedures to address it appropriately and minimize impacts to the receiving environment. We continually review our sites and procedures to ensure conformance against internal and external standards including the Towards Sustainable Mining initiative. Please see reference documents for more information about our environmental management policies and practices for active sites.	• Tailings and Waste Management

Sustainability Accounting Standards Board Index (continued)

Topic	Metric	Unit	Code	Response	Link
Biodiversity Impacts	Description of environmental management policies and practices for active sites	N/A	EM-MM-160a.1	Guided by our Biodiversity Management Policy, we integrate biodiversity management and conservation into all our activities, using resources and skills to minimize harm to biodiversity and restore disrupted ecosystems. We are also committed to restricting mining activities in World Heritage sites. We monitor and manage biodiversity aspects related to our operations and advanced exploration sites. We conduct biodiversity baseline studies of each project early on as part of IAMGOLD's environment and social impact assessments, following IFC Performance Standards. In the initial stages of project planning, we assess how the project might affect aquatic and terrestrial species and identify measures to minimize these effects, which are included in site management plans. We continually review our sites and procedures to ensure conformance against internal and external standards including the Towards Sustainable Mining initiative. Please see reference documents for more information about our environmental management policies and practices for active sites.	• Biodiversity and Land Use
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Percentage (%)	EM-MM-160a.2	By annual production output from mines by weight: (1) 0% (2) 81.6% (3) 18.4% Acid rock drainage (ARD) is actively managed at Westwood through water management plans. Based on current modelling, ARD is not predicted to occur at Essakane mainly due to its dry climate; however, mitigation measures are in place to control metal leaching and we are evaluating other contingency measures. ARD is not predicted to occur at Côté Gold. We continue to look at our closure planning and ARD modelling to take a longer-term approach to managing this topic.	• Water Stewardship
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-MM-160a.3	IAMGOLD currently discloses which sites are on or near endangered species habitats, but not the percentages of proved and probable reserves. At Essakane, the mining concession is located inside the 1,600,000-hectare Sahel Partial Faunal Reserve. Mining is permitted in this area. It is a designated zone primarily because of temporary lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds. The Mare d'Oursi Wetlands are located 67 km from site. At Westwood, Fayolle is located 1 km away from the Aiguebelle National Park.	• Biodiversity and Land Use

Sustainability Accounting Standards Board Index (continued)

Topic	Metric	Unit	Code	Response	Link
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-MM-210a.1	IAMGOLD currently discloses which sites are located in or near areas of conflict but not the percentages of proved and probable reserves. IAMGOLD's Essakane mine in Burkina Faso is located in an area of conflict.	• Human Rights and Security
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage (%)	EM-MM-210a.2	IAMGOLD currently discloses which sites are located in or near Indigenous land but not the percentages of proved and probable reserves. Essakane is not located in or near Indigenous land. Westwood is 100% located in or near Indigenous lands. Westwood is located on the Abitibiwinni territory, including Fayolle, Doyon and Mouska. Côté Gold is located on Treaty 9 territory, on the traditional lands of Mattagami First Nation and Flying Post First Nation as well as within the traditional harvesting area of the Abitibi Inland Historic Métis Community, Métis Nation of Ontario Region 3.	• Indigenous Relations
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-MM-210a.3	Only IAMGOLD's operating site, Essakane, located in Burkina Faso is operating in "areas of conflict" as defined by the Uppsala Conflict Data Program. However, the site does not operate in or near Indigenous lands. Our other sites, Westwood and Côté Gold, located in Canada, are not considered to be in an area of conflict. IAMGOLD is deeply committed to upholding the human rights of all stakeholders. We ensure that our employees and contractors globally adhere to human rights principles, as stipulated in our Supplier Code of Conduct and Ethics. Our operations align with internationally recognized human rights, as outlined in the Universal Declaration of Human Rights (UDHR) and the core principles of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Our Human Rights Policy outlines specific commitments, including consulting with stakeholders to prevent and address potential rights impacts, providing culturally sensitive training, and periodically conducting due diligence on policy implementation. The policy applies to all our operations and project development stages. Our Sustainability Policy and Standard reinforce these commitments, emphasizing human rights, respect and dignity, and consistent implementation across all sites. Additionally, we have a number of internal policies and standards covering security and human rights management including IAMGOLD's Global Security Policy, Corporate Security and Human Rights Standard, Exploration Security Standard, and Security Management Standard. When IAMGOLD engages a contractor or public security force for security services at any facility, operation, project or site, usage of the VPSHRs must be included in the contract. This applies to private security providers, subcontractors, and arrangements with public security forces. Before finalizing a security services contract, a risk assessment is typically conducted to identify any VPSHR-related risks. If such risks are identified, appropriate due diligence, including subcontractors appointed by the main contractor for security services, is carried out. Indigenous engagement is informed by IAMGOLD's Community Relations Handbook, ILO Convention 169, the United Nations Declaration on the Rights of Indigenous Peoples and various industry frameworks such as Towards Sustainable Mining (TSM), Responsible Gold Mining Principles (RGMPs) and the International Financial Corporation (IFC) policies and standards. IAMGOLD's Indigenous Engagement Policy outlines our commitment to these principles. It emphasizes building long-lasting partnerships with Indigenous Peoples and communities associated with our operations, based on respecting human dignity. Upholding and respecting Indigenous rights is a responsibility shared by all our employees, contractors and suppliers. We also respect and honour principles agreed upon in negotiations and Impact Benefit Agreements with Indigenous groups. Our relationship-based approach values community protocols, encourages IAMGOLD sites to appreciate Indigenous traditions, and strives to reduce racism and biases within our organizational cultures. IAMGOLD ensures our dedicated Community Relations teams have ongoing dialogue with Indigenous communities to promote trust and transparency. At Côté Gold and Essakane, sites have strong grievance mechanisms in place to ensure any issues identified are resolved in a timely manner, while a community-related grievance mechanism at our Westwood Complex is under development.	• Community Relations • Indigenous Relations • Human Rights and Security

Sustainability Accounting Standards Board Index (continued)

Topic	Metric	Unit	Code	Response	Link
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-MM-210b.1	IAMGOLD has designed its community relations program in alignment with the expectations outlined in the Mining Association of Canada's Towards Sustainable Mining (TSM) Indigenous and Community Relationships Protocol as well as International Finance Corporation (IFC) Social and Environmental Performance Standards. Overall, our engagement is guided by principles of honesty and transparency, and by the development of meaningful and respectful relationships. Engagement is done on both an ad hoc and a structured basis. We proactively engage with stakeholders and rightsholders across our sites and also respond to incoming questions from communities, civil society, investment firms and others. We also have management systems that set out ongoing engagement schedules and track meetings. We meet with stakeholders in formal settings, like the Annual General Meeting, community open houses or in scheduled meetings with Stakeholder Monitoring Committees, stakeholders and rightsholders. We also take advantage of less formal opportunities such as individual consultations and participation in community activities. IAMGOLD conducts environmental and social impact assessments (ESIAs) as part of project approval and implementation, involving extensive engagement and negotiations with local communities and stakeholders. These assessments allow us to understand our potential impacts and develop management strategies to address both adverse and positive impacts. We use a variety of in-person and virtual engagement methods such as townhalls, focus groups, meetings, emails, and more. Additionally, each of our sites have monitoring committees. The purpose of these committees is to monitor and respond to direct and indirect effects of the mines on social, economic and cultural conditions that influence the life of community members. These committees provide a forum for open discussion between our Company and communities. Essakane and Côté Gold have grievance mechanisms in place to ensure stakeholders and communities are able to submit their complaints and concerns, any issues identified are resolved in a timely manner, and feedback is provided on the grievance and how it has been addressed. The community-related grievance mechanism at our Westwood Complex is under development.	• Corporate Policies • Community Relations • Indigenous Relations
	(1) Number and (2) duration of non-technical delays	Number. Days	EM-MM-210b.2	(1) 0 (2) 0	
Labour Practices	Percentage of active workforce employed under collective agreements	Percentage (%)	EM-MM-310a.1	Essakane: 98% Westwood: 64%	• Our Workforce • 2023 ESG Performance Data
	(1) Number and (2) duration of strikes and lockouts	Number. Days	EM-MM-310a.2	(1) 0 (2) 0	• Our Workforce
Workforce Health & Safety	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Rate	EM-MM-320a.1	Employees: (1) LTIFR: 0.18; TRIFR: 0.66 (2) 0 (3) Not disclosed (4) Not disclosed Contractors: (1) LTIFR: 0.14; TRIFR: 0.71 (2) 0 (3) Not disclosed (4) Not disclosed	• 2023 ESG Performance Data

Sustainability Accounting Standards Board Index (continued)

Topic	Metric	Unit	Code	Response	Link
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-MM-510a.1	Our approach is guided by the Company's Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Whistleblower Policy and Supplier Code of Business Conduct and Ethics. These policies and standards of ethical behaviour are approved by the Chair of the Board and CEO and apply to all operations and at all stages of project development. Our Code of Business Conduct and Ethics embodies IAMGOLD's commitment to conduct our business to the highest ethical standards. The Code applies to the Board of Directors, employees, contractors and representatives in every business where IAMGOLD operates globally. Annually, employees must complete training on our Code of Conduct and Anti-bribery and Corruption Policy and attest that they have read and understood it. In addition, all IAMGOLD suppliers are mandated to comply with the Supplier Code of Business Conduct and Ethics, which establishes standards of behaviour expected from all our suppliers or those wishing to do business with us. Suppliers are screened based on the Supplier Code, must sign off on it, and are expected to ensure that their suppliers also follow the Code. Training and capacity building is provided where necessary to ensure suppliers understand our expectations. Audits and verification of adherence to the Supplier Code are conducted on a periodic site-level basis. The Internal Audit team performs periodic reviews to assess compliance with Company policies, procedures including regulatory requirements such as with the *Foreign Corrupt Practices Act* (FCPA), auditing the transactions that fall within the scope of the FCPA requirements. In addition, the Internal Audit team reviews and monitors the FCPA, *Corruption of Foreign Public Officials Act*, and the Company's Code of Conduct and Anti-Bribery and Anti-Corruption Policy to combat bribery and corruption.	• Business Ethics & Integrity
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metrics tonnes (t) saleable	EM-MM-510a.2	IAMGOLD has two operating mines in Burkina Faso and Canada. Neither of these countries is in the 20 lowest rankings in Transparency International's Corruption Index for 2023.	
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, and (12) site-specific EPRP	Various	EM-MM-540a.1	IAMGOLD operates four active Tailings Storage Facilities (TSFs), as well as manages one inactive and two closed, legacy TSFs. As of December 2023, the construction of the first phase of a new tailing storage facility at Côté Gold is complete and the new facility is ready for use upon plant start up. Please see reference documents for more information about our approach to tailings management, including governance, management systems, safeguards, and information on the tailings storage facilities.	• Tailings and Waste Management • 2023 Tailings Management Report

Sustainability Accounting Standards Board Index (continued)

Topic	Metric	Unit	Code	Response	Link
Tailings Storage Facilities Management (continued)	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	N/A	EM-MM-540a.2	Our tailings management framework is informed by laws and regulations, international frameworks, stakeholder expectations, peer benchmarking, and best practices. IAMGOLD's tailings management framework consists of policies, standards, plans, and operating procedures and tools. Our Tailings Management Policy outlines our commitments to responsibly manage our tailing storage facilities (TSF), which involves consultations with communities to consider their concerns regarding the design, construction, operation and management of TSFs. Standard operating procedures are in place for managing hazardous waste and spill response. Each site develops a Tailings Operating, Maintenance, and Surveillance Manual, which includes a Tailings Management Plan and Water Management Manual that define the conditions under which each facility is operated, including roles and responsibilities, risk management and controls, and maintenance and surveillance. The Board of Directors has overall stewardship of our tailings performance, supported by the Sustainability and Technical Committees of the Board. The Chief Operating Officer is the designated Accountable Executive Officer on tailings management who is responsible for overseeing the implementation of the tailings management system, ensuring there is adequate training and resources, and that a qualified, experienced Responsible Person, Engineer of Record, and Independent Reviewers are in place for each facility according to the level of risk and the characteristics of the tailing storage facility. At each site, the Responsible Person manages the tailing storage facility and is an integral part of the development, implementation and continual improvement of the tailings management system. External experts, including the Engineer of Record, provide critical tailings management expertise, especially on safety, as part of the annual Water and Tailings management reviews conducted by the Independent Tailings Review Board. Tailing storage facilities are regularly inspected by competent and trained responsible persons appointed to manage their performance. Additionally, an annual inspection is conducted by the Engineer of Record.	• Tailings and Waste Management • 2023 Tailings Management Report
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	EM-MM-540a.3	Through our Sustainability Policy we are committed to improving our environmental performance in order to reduce the impact of disturbances, containments and discharges. Our standalone Tailings Management Policy outlines our commitments to responsibly manage our tailing storage facilities, which involves consultations with communities to consider their concerns regarding the design, construction, operation and management of tailing storage facilities. Standard operating procedures are in place for managing hazardous waste and spill response. Each of our operations has Emergency Response and Preparedness Plans in place to address risks, including potential dam breaches, and are regularly tested.	• Tailings and Waste Management • 2023 Tailings Management Report
Activity Metrics	Production of (1) metal ores and (2) finished metal products	Metric tonnes (t) saleable	EM-MM-000.A	506,000 oz of gold produced (465,000 attributable oz of gold) or 14.3 tonnes of gold produced (13.2 attributable tonnes of gold produced)	• 2023 ESG Performance Data
	Total number of employees, percentage contractors	Number, Percentage (%)	EM-MM-000.B	3,632, 32%	• ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data

Task Force on Climate-related Financial Disclosures Index

Topic	Metric	Response, Link, or Additional Information
Governance Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	• Energy and Climate • 2022 Climate Action Report (Governance)
	Describe management's role in assessing and managing climate-related risks and opportunities	• Energy and Climate • 2022 Climate Action Report (Governance)
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the climate-related risk and opportunities the organization has identified over the short, medium, and long term	• Energy and Climate • 2022 Climate Action Report (Strategy)
	Describe the impact of the climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	• Energy and Climate • 2022 Climate Action Report (Strategy)
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	• Energy and Climate • 2022 Climate Action Report (Strategy)
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	• Energy and Climate • 2022 Climate Action Report (Risks & Opportunities)
	Describe the organization's processes for managing climate-related risks	• Energy and Climate • 2022 Climate Action Report (Risks & Opportunities)
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	• Energy and Climate • 2022 Climate Action Report (Risks & Opportunities)

Topic	Metric	Response, Link, or Additional Information
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	• Energy and Climate • 2022 Climate Action Report (Metrics & Performance)
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	• Energy and Climate • ESG Performance Data Summary (2021–2023) • 2023 ESG Performance Data • 2022 Climate Action Report (Metrics & Performance)
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	• Energy and Climate • 2022 Climate Action Report (Metrics & Performance)

Cautionary Note on Forward-looking Information

All information included or incorporated by reference in this report, including any information as to IAMGOLD's future financial or operating performance and other statements that express management's expectations or estimates of future performance, including statements in respect of the prospects and/or development of IAMGOLD's projects, other than statements of historical fact, constitutes forward-looking information or forward-looking statements within the meaning of applicable securities laws (collectively referred to herein as "forward-looking statements") and such forward-looking statements are based on expectations, estimates and projections as of the date of this report. Forward-looking statements are generally identifiable by the use of words such as "may", "will", "should", "would", "could", "continue", "expect", "budget", "aim", "can", "focus", "forecast", "anticipate", "estimate", "believe", "intend", "plan", "schedule", "guidance", "outlook", "potential", "seek", "targets", "cover", "strategy", "during", "ongoing", "strive", "subject to", "future", "objectives", "opportunities", "committed", "prospective", or "project" or the negative of these words or other variations on these words or comparable terminology. For example, forward-looking statements in this report include, without limitation, those under the headings "Company Overview", "About This Report", "Message from Our CEO", "About IAMGOLD", "Our Approach to Sustainability", "Management Oversight", "Business Ethics and Integrity", "Risk Management", "Human Rights and Security", "Health, Safety and Wellness", "Our Workforce", "Equity, Diversity and Inclusion", "Community Relations", "Indigenous Relations", "Energy and Climate", "Water Stewardship", "Tailings and Waste Management", "Biodiversity and Land Use", "Mine Closure and Reclamation", and include, but are not limited to, statements with respect to: IAMGOLD internal policies and practices; corporate governance and operational oversight; sustainability-related targets, goals, strategies, training, risk-assessments and commitments; future performance of IAMGOLD's mines; development and commencement of commercial production at the Côté Gold mine; external assurance of climate metrics; climate-related targets; health, safety and wellness policies, commitments, and processes; equity, diversity and inclusion initiatives and targets; usage of autonomous equipment; life of mines; development of exploration sites; adoption of proposed regulations and standards; relations and initiatives with host communities and indigenous groups; human rights and security initiatives; stakeholder engagement; employee recruitment, compensation and training; risk management and auditing activities; cybersecurity review; supply chain initiatives; labour practices; due diligence processes; environmental remediation; mine closure and reclamation activities; decarbonization and greenhouse-gas targets and initiatives; water management framework and activities; tailings facility construction and management; and biodiversity initiatives and management.

IAMGOLD cautions the reader that forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by management, are inherently subject to significant business, financial, operational and other risks, uncertainties, contingencies and other factors, including those described below, which could cause actual results, performance or achievements of IAMGOLD to be materially different from results, performance or achievements expressed or implied by such forward-looking statements and, as such, undue reliance must not be placed on them. Forward-looking statements are also based on numerous material factors and assumptions, including as described in this report, including with respect to: IAMGOLD's present and future business strategies; operations performance within expected ranges; anticipated future production and cash flows; local and global economic conditions and the environment in which IAMGOLD will operate in the future; the price of precious metals, other minerals and key commodities; projected mineral grades; international exchanges rates; anticipated capital and operating costs; the availability and timing of required governmental and other approvals for the construction of IAMGOLD's projects.

Risks, uncertainties, contingencies and other factors that could cause actual results, performance or achievements of IAMGOLD to be materially different from results, performance or achievements expressed or implied by such forward-looking statements include, without limitation: the ability of IAMGOLD to successfully complete the construction and commissioning of Côté Gold and commence commercial production from the mine; IAMGOLD's business strategies and its ability to execute thereon; the ability of IAMGOLD to complete pending transactions; security risks, including civil unrest, war or terrorism and disruptions to IAMGOLD's supply chain as a result of such security risks, particularly in Burkina Faso and the Sahel region surrounding IAMGOLD's Essakane mine; the availability of labour and qualified contractors; the availability of key inputs for IAMGOLD's operations and disruptions in global supply chains; the volatility of IAMGOLD's securities; litigation; contests over title to properties, particularly title to undeveloped properties; mine closure and rehabilitation risks; management of certain of IAMGOLD's assets by other companies or joint venture partners; the lack of availability of insurance covering all of the risks associated with a mining company's operations; unexpected geological conditions; competition and consolidation in the mining sector; the profitability of IAMGOLD being highly dependent on the condition and results of the mining industry as a whole, and the gold mining industry in particular; changes in the global prices for gold, and commodities used in the operation of IAMGOLD's business (including but not limited to diesel, fuel oil and electricity); inflation, including global inflation and inflationary pressures; legal, litigation, legislative, political or economic risks and new developments in the jurisdictions in which IAMGOLD carries on business; changes in taxes, including mining tax regimes; the failure to obtain in a timely manner from authorities key permits, authorizations or approvals necessary for transactions, exploration, development or operation, operating or technical difficulties in connection with mining or development activities, including geotechnical difficulties and major equipment failure; the availability of capital; the level of liquidity and capital resources; access to capital markets and financing; IAMGOLD's level of indebtedness; IAMGOLD's ability to satisfy covenants under its credit facilities; changes in interest rates; adverse changes in IAMGOLD's credit rating; IAMGOLD's choices in capital allocation; effectiveness of IAMGOLD's ongoing cost containment efforts; IAMGOLD's ability to execute on de-risking activities and measures to improve operations; availability of specific assets to meet contractual obligations; risks related to third-party contractors, including reduced control over aspects of IAMGOLD's operations and/or the failure and/or the effectiveness of contractors to perform; changes in U.S. dollar and other currency exchange rates or gold lease rates; capital and currency controls in foreign jurisdictions; assessment of carrying values for IAMGOLD's assets, including the ongoing potential for material impairment and/or write-downs of such assets; the speculative nature of exploration and development, including the risks of diminishing quantities or grades of reserves; the fact that reserves and resources, expected metallurgical recoveries, capital and operating costs are estimates which may require revision; the presence of unfavourable content in ore deposits, including clay and coarse gold; inaccuracies in life of mine plans; failure to meet operational targets; equipment malfunctions; information systems security threats and cybersecurity; laws and regulations governing the protection of the environment; employee relations and labour disputes; the maintenance of tailings storage facilities and the potential for a major spill or failure of the tailings facilities due to uncontrollable events, lack of reliable infrastructure, including access to roads, bridges, power sources and water supplies; seismic activities; physical and regulatory risks related to climate change; unpredictable weather patterns and challenging weather conditions at mine sites; disruptions from weather related events resulting in limited or no productivity such as forest fires, flooding, heavy snowfall, poor air quality, and extreme heat or cold; attraction and retention of key employees and other qualified personnel; availability and increasing costs associated with mining inputs and labour, negotiations with respect to new, reasonable collective labour agreements may not be agreed to; the ability of contractors to timely complete projects on acceptable terms; the relationship with the communities surrounding IAMGOLD's operations and projects; indigenous rights or claims; illegal mining; the potential direct or indirect operational impacts resulting from external factors, including infectious diseases, pandemics, or other public health emergencies; and the inherent risks involved in the exploration, development and mining business generally. Please see IAMGOLD's AIF or Form 40-F available on www.sedarplus.ca or www.sec.gov/edgar.shtml for a comprehensive discussion of the risks faced by IAMGOLD and which may cause actual results, performance or achievements of IAMGOLD to be materially different from results, performance or achievements expressed or implied by forward-looking statements.

Although IAMGOLD has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. IAMGOLD disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise except as required by applicable law.

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