



BOARD RENEWAL POLICY

The Board of Directors of IAMGOLD Corporation believes it important and a matter of good governance to facilitate the fresh, innovative and diverse perspective and ideas of its members on the business and affairs of the Corporation and its long-term strategy. Regular succession and renewal of the membership of the Board will help to ensure this. Orderly succession and renewal will require that the continuity and experience of longer, established directors assist in the transitioning.

The Board continually reviews the mix of the knowledge, skills, competencies, experiences and diversity it ought to, collectively, possess and represent in order for it to effectively fulfill its mandate and oversee the execution of the long-term strategy of the Corporation, namely, the long-term creation and preservation of stakeholder value. The Board regularly, at least annually, assesses the performance and contributions of incumbent directors to its mandate. It is in the context of these regular reviews and assessments by the Board that tenure, succession and renewal are considered.

Diversity

With a view to enabling regular succession and renewal of the Board, and maintaining fresh, innovative and diverse perspective (in addition to recognizing the benefits of diversity per se – the Board having formally adopted a separate Diversity Policy to guide management and the Board in the identification and selection of candidates), the Board has

currently determined that its membership ought to include at least thirty percent (30%) who are women. In the context of the mix of the knowledge, skills, competencies, experiences that may be required by the Board from time to time (in light of the Corporation's strategy, principal risks and operational, organizational and financial requirements), the nominating committee of the Board will prioritize the identification and selection of qualified female, aboriginal, disabled and minority candidates in the development of its recommendation of director nominees.

Tenure

Also in the context of facilitating regular Board succession and renewal, the Board has determined that the average tenure of its members ought not to exceed ten (10) years. The Board has also determined that the tenure of the Chair of the Board, and the Chair of any committee on that particular committee, ought not to exceed ten (10) consecutive years. This will ensure that there will always be a balance between new directors and longer, established directors, to provide a balance between new input and ideas and continuity and experience. This will also ensure regular, orderly succession and renewal at both Board and committee levels.