



Shareholder Engagement Policy

Introduction

IAMGOLD Corporation (the “**Company**”) is committed to regular and constructive communication and engagement with shareholders. The Board of Directors of the Company (the “**Board**”) has adopted this policy to facilitate communication and engagement with shareholders by outlining how the Board and management communicates and engages with shareholders and how shareholders can communicate and engage with the Board or management.

A copy of this policy is available on the Company’s website at <https://www.iamgold.com/English/corporate/corporate-governance/default.aspx>.

Shareholder Engagement with Management

Management is primarily responsible for shareholder engagement and actively communicates and engages with shareholders in several ways, including through the Company’s website, annual information form, management information circular, annual and quarterly reports, news releases, investor presentations, one-on-one and group meetings with institutional investors, groups of retail investors, analysts, shareholder organizations and governance advocacy groups and presentations at industry conferences. Management also holds quarterly earnings calls with analysts that are broadcast live and archived on the Company’s website at <https://www.iamgold.com/English/investors/events/events-and-webcasts/default.aspx>.

The Company’s Disclosure Policy designates the following as authorized spokespersons for the Company: (i) Chair of the Board of Directors; (ii) President; (iii) Chief Executive Officer; (iv) Chief Financial Officer; (v) Executive Vice President, Growth; (vii) Senior Vice President, Corporate Affairs, HSS and People; (viii) Senior Vice President, General Counsel and Corporate Secretary; and (ix) Vice President, Investor Relations. These authorized spokespersons may, from time to time, authorize others in writing to speak on behalf of the Company or to respond to specific inquiries from the investment community or the media.

Directors, employees, contractors and representatives who are not authorized spokespersons must not respond under any circumstances to inquiries from the public, shareholders, the investment community, the media or others. All such inquiries must be referred to the Vice President, Investor Relations. No person other than the foregoing exclusive spokespersons for the Company may represent the Company in any form of media, including social media, such as Twitter, Facebook, Instagram or Tik Tok.

Shareholders who wish to engage and communicate with management may do so by contacting the Investor Relations department. The contact details for the Investor Relations department are set out below and on the Company’s website. Management reports to the Board on any material shareholder feedback it receives.

Mailing Address: Vice President, Investor Relations & Corporate Communications
IAMGOLD Corporation
401 Bay Street, Suite 3200
Toronto, ON M5H 2Y4

Email Address: info@iamgold.com

Toll-Free: 1-888-464-9999

Shareholder Engagement with the Board

The Board similarly communicates and engages with shareholders in several ways, including through the Company's website, management information circular and one-on-one and group meetings with institutional investors, groups of retail investors, shareholder organizations and governance advocacy groups. These communications cover a variety of topics, including the composition of the Board, the Company's governance practices and the pay for performance structure of the executive compensation program.

The Board values open dialogue and an exchange of ideas and encourages shareholders to express their views regarding the Company's governance practices, executive compensation program and disclosure practices. Shareholders may make their views known to the Board through individual and majority voting for directors, a "say on pay" with respect to the executive compensation program of the Company and voting on other matters submitted to shareholders for approval. In addition to voting on matters put to them by the Company, shareholders may put forward their own proposals to be considered and voted on, in accordance with applicable laws.

Whether through the Board or management, shareholder engagement is intended to be an interchange of views about matters that are within the public domain. The Company has strict disclosure practices, not only with a view to shareholders receiving timely, factual and accurate information, but also with regard to avoiding selective disclosure of material undisclosed information. Accordingly, all shareholder communications are subject to the prohibition against selective disclosure of undisclosed material information as set out in the Company's Disclosure Policy and applicable laws.

In addition to contacting management through the Investor Relations department, shareholders may contact the Board through the Chair of the Board and the Corporate Secretary at the following addresses:

Mailing Address: Chair of the Board
c/o Corporate Secretary
IAMGOLD Corporation
401 Bay Street, Suite 3200
Toronto, ON M5H 2Y4

Email Address: corporatesecretary@iamgold.com

The Board accepts anonymous communications, but encourages shareholders to identify themselves so that their communications can be acknowledged and answered. Shareholders may otherwise anonymously and confidentially report complaints and concerns regarding actual or suspected improper activities pursuant to the Company's Whistleblower Policy, which is available on the Company's website at <https://www.iamgold.com/English/corporate/corporate-governance/default.aspx>.

Upon receipt of a shareholder communication, the Chair of the Board and the Corporate Secretary will consider the substance of the communication and determine how best to proceed, including whether to request further information. The Board will endeavor to respond to all appropriate correspondence in a timely manner.

In any case, a request for a meeting with the Board should: (i) indicate whether the person(s) making the request is (are) a shareholder or shareholder representative and, if so, the number of shares held or represented; (ii) identify the individual(s) who are proposed to attend the meeting; (iii) describe the topic(s) sought to be discussed, which will subsequently be formalized in an agenda for the meeting; and (iv) describe any intention to communicate the nature or results of the meeting to other persons.

Generally, suitable topics for discussion with the Board include the following:

- Board and committee structure and composition;
- Board, committee and director performance;
- Management performance;
- Board oversight of accounting, auditing and internal controls;
- Board oversight of risk;
- Board oversight of corporate strategy;
- Executive compensation;
- Succession planning;
- Corporate governance practices and disclosure;
- Long-term corporate strategy and material strategic decisions;
- Environmental, social and sustainability stewardship and risk management framework;
- Overall corporate mission, goals and performance of the Company; and
- Any shareholder proposals.

Conversely, topics that are operational in nature or relate generally to the Company's business, operations, financial results, strategy and similar matters are generally more appropriately addressed by management. Such topics that are more suitable for discussion with management include the following:

- Corporate strategy;
- Financial and operational performance;
- Mergers, acquisitions, joint ventures or dispositions; and
- Dividends, financings and similar matters relating to the Company's capital structure.

The Board recognizes that shareholder engagement is an evolving practice and that it may be necessary to update this policy to reflect developments in Canada and globally. Accordingly, the Board has tasked the Nominating and Corporate Governance Committee with the responsibility to oversee and review this policy from time to time. The Nominating and Corporate Governance Committee will discuss any amendments to this policy and recommend appropriate amendments to the Board for approval.