



IAMGOLD CORPORATION

DIRECTOR

POSITION DESCRIPTION

1. General

The primary duty of a member of the Board of Directors (collectively, the “**Board**” and each, a “**Director**”) of IAMGOLD Corporation (the “**Corporation**”) is to contribute consistently and meaningfully to the effective performance of the Board. As required by law and regulation, a Director must, in discharging his/her duties act honestly and in good faith with a view to the best interests of the Corporation, and exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.

2. Specific Responsibilities

Without limiting the generality of the foregoing, each Director shall:

Preparedness

- (1) develop and maintain the capability to read and understand the Corporation’s financial statements and related analysis;
- (2) develop and maintain the ability to appreciate the implications of strategies, tactics and transactions proposed by management of the Corporation;
- (3) develop and maintain a reasonable knowledge of the Corporation’s business including those segments of the mining industry within which the Corporation operates;
- (4) understand and respect the difference between the Board’s role and the role of management;
- (5) understand the Corporation’s overarching objectives and the strategies for attaining the overarching objectives;
- (6) read in advance the materials provided to Directors prior to meetings of the Board and committees of the Board;

Values and Commitment

- (7) be demonstrably committed to the success of the Corporation;
- (8) be demonstrably committed to honesty and integrity in the conduct of the Corporation’s affairs;
- (9) make available his/her knowledge and experience for the benefit of the Corporation;
- (10) attend regularly at meetings of the Board and meetings of Board committees of which he/she is a member;
- (11) regularly remain at Board and Board committee meetings until the meetings end;

Accountability and Discharging Duties

- (12) understand the responsibilities of the Board and accept accountability, jointly with the rest of the Board, for the performance of the Corporation;
- (13) consistently use his/her best efforts in discharging his/her duties;

Decision-making and Board Meeting Dynamics

- (14) apply a collaborative approach to decision-making by the Board and Board committees;
- (15) be economical with his/her words and the time of the Board and Board Committees;
- (16) encourage open and candid discussion of the real issues at meetings of the Board and Board Committees;
- (17) consistently evaluate Board decisions and proposed actions in the context of the overarching objectives and strategic plans of the Corporation;
- (18) demonstrate and encourage innovative thinking;
- (19) listen to and be respectful of the views of other Directors and members of management;
- (20) be prepared to express an opposing perspective with the views of management and other Directors;
- (21) be constructively critical;
- (22) be willing to change his/her mind in appropriate circumstances; and
- (23) in appropriate circumstances, attempt to reconcile and integrate various points of view.

3. Approval Date

Last updated, reviewed and approved by the Board on November 8, 2022.