

Côte Gold

Annual Compliance Report for the Provincial Environmental Assessment: 2024 Reporting Period

IAMGOLD Corporation

150 King St. W, Suite 2200
Toronto, ON M5H 1J9

REVISION	1.0
Revision Date	August 20, 2025
Ministry of Environment, Conservation and Parks file numbers: EAB (EA 05-09-02), EAIMS (13022)	

CONTENTS

1.0	INTRODUCTION	3
2.0	REPORT SCOPE AND REQUIREMENTS.....	3
3.0	REGULATORY OVERVIEW AND UPDATES	4
4.0	SITE OVERVIEW AND UPDATE	6
5.0	APPROACH TO COMPLIANCE MANAGEMENT	8
6.0	CONSULTATION AND ENGAGEMENT	10
7.0	SUMMARY OF CHANGES TO COMPLIANCE PROGRAM.....	12

APPENDICES

APPENDIX A	Compliance Status of Notice of Approval Conditions
APPENDIX B	Compliance Status of EER Report Mitigation Commitments
APPENDIX C	Compliance Status of EER Report Monitoring Commitments
APPENDIX D	Archived Commitments

1.0 INTRODUCTION

IAMGOLD Corporation (IAMGOLD) commenced construction of the Côté Gold Mine (Site) in August 2020. The Site is a new open pit gold mine in the Chester and Yeo Townships, within the District of Sudbury, in northeastern Ontario. The Site is located approximately 20 kilometres (km) southwest of Gogama, 40 km southwest of Mattagami First Nation, 130 km southwest of Timmins, and 200 km northwest of Sudbury.

An Environmental Assessment (EA) was completed for the Site under the Ontario *Environmental Assessment Act* (EAA, 1990) and the *Canadian Environmental Assessment Act, 2012* (CEAA 2012). The Amended Environmental Impact Statement / Final Environmental Assessment Report is hereafter referred to as the EA (AMEC, January 2015). A Decision Statement was issued by the Federal Minister of Environment and Climate Change Canada (ECCC) on April 13, 2016 and a Notice of Approval was issued by the Ontario Minister of the Environment and Climate Change (MOECC) on December 22, 2016.

Following receipt of the EA approvals, IAMGOLD optimized the Site based on feedback from First Nations, Métis, local communities, and regulators. Site optimizations were evaluated through an Environmental Effects Review (EER) which concluded that predicted environmental effects of the optimized Site are similar or reduced compared to those described in the EA, and the conclusions of the EA remain valid. The EER also included an updated summary of EA process mitigation and monitoring commitments, including commitments resulting from the consultation and engagement program. The EER was accepted by the Ontario Ministry of Environment, Conservation and Parks (previously the MOECC, now the MECP) and the Canadian Environmental Assessment Agency (now the Impact Assessment Agency of Canada). IAMGOLD received a revised Decision Statement from the Federal Minister of Environment and Climate Change Canada on February 25, 2019. The MECP confirmed via letter on April 29, 2019, that the 2016 Notice of Approval remains in effect for the Site. The MECP letter provided comments on the applicability of each EA condition, in view of the results of the EER, and included guidance and clarifications related to MECP expectations.

In accordance with Condition 5 of the Notice of Approval, a Compliance Monitoring Program Report (CMPR) was prepared that outlined how IAMGOLD planned to track and monitor fulfillment of Provincial EA conditions and EER commitments. The CMPR was submitted to the MECP in July 2020, prior to onset of the Construction phase. Revisions to the CMPR were undertaken in response to MECP input, with the CMPR accepted by the MECP in March 2021.

This current report has been prepared to fulfill the Annual Compliance Reporting requirements related to implementation of the CMPR, as outlined under Condition 6 of the Notice of Approval. This Annual Compliance Report describes activities undertaken by IAMGOLD to comply with each of the conditions of the Site Notice of Approval during the reporting period.

2.0 REPORT SCOPE AND REQUIREMENTS

The scope of this Annual Compliance Report is to outline how IAMGOLD has implemented the Site's Compliance Monitoring Program as outlined in the CMPR, including how IAMGOLD has complied with each of the conditions of approval and EER commitments. Condition 6.1 of the Notice of Approval outlines the Annual Compliance Report information requirements for the Site:

The Proponent shall prepare an annual Compliance Report which describes its compliance with the conditions of approval set out in this Notice of Approval, and which describes the results of the Proponent's Environmental Assessment Compliance Monitoring Program required by Condition 5 of this Notice of Approval.

This report covers the Site activities undertaken by IAMGOLD during the period from January 1, 2024, through December 31, 2024 (herein referred to as the “reporting period”).

Appendices A to D present results of the Compliance Monitoring Program for the reporting period:

- Appendix A presents the list of the conditions set out in the Notice of Approval, as well as any applicable MECP guidance on fulfilment of conditions outlined in their letter dated April 29, 2019. Activities undertaken by IAMGOLD in the reporting period to comply with each condition are included.
- Appendix B presents the list of mitigation commitments from the EA process, as updated in the EER Report. Activities undertaken by IAMGOLD in the reporting period to comply with each commitment are included.
- Appendix C presents the list of monitoring commitments from the EA process, as updated in the EER Report. Activities undertaken by IAMGOLD in the reporting period to comply with each commitment are included.
- Appendix D presents the list of archived commitments.

3.0 REGULATORY OVERVIEW AND UPDATES

Table 3-1 outlines the permits and authorizations that were submitted and/or received throughout the reporting period.

Table 3-1: Permit and Authorization Summary

Permit Type and Title	Permit / Authorization No.	Project	Notes
LRIA - Extension of Middle Three Duck Lake	TM-2022-LRIA-00003	Fish habitat offsetting (Extension of Middle Three Duck Lake)	Submitted exemption request and received approval. Later submitted amendment and received approval
Work permit – Watercourse Realignment Channel 2 Mitigation work	TIKL-2024-PLA-00019-WP001	Fish habitat offsetting (FAA)	Submitted application and received approval. Later submitted amendment and received approval
Permit to Take Water (PTTW) – Tailings Management Facility (TMF) Stage 2	No. 6015-D2DKDH	TMF Dams	Submitted application and received approval
Early Works Approval (MINES) – TMF Stage 2	-	TMF Dams	Submitted application and received approval
ECA - ISW	No. 3049-CUWH24	Operations	Submitted amendment and received approval

Permit Type and Title	Permit / Authorization No.	Project	Notes
PTTW – Aggregate Pit 3	No. 8708-CHFQRP	Extension of Middle Three Duck Lake	Submitted amendment and received approval
PTTW - TMF and Open Pit	No. 2384-CBQSSH	TMF and Open Pit	Submitted amendment application – withdrawn
PTTW – Dust Suppression	No. 4314-C5EK2L to No. 5757-CZDLH5	Operations	Submitted amendment and received approval
ECA - ISW	No. 4203-CY4KC8	Operations	Submitted LOF and received approval
Permit to Remove Forest Resources	No. P10103	Construction (various)	Submitted amendment and received approval
PTTW – Mine Rock Area (MRA) Phase 2	No. 1366-D49S5D	MRA	Submitted application and received approval
Scoped Closure Plan amendment – TMF Stage 2	-	TMF Dams	Submitted amendment and closure plan filed
PTTW – Realignment Channels	No. 7885-CD6G37	Realignment Channels	Submitted amendment
Scoped Closure Plan amendment – MRA Phase 2	-	MRA	Submitted amendment and closure plan filed
LRIA – Realignment Channels	No. TM2019-0327	Realignment Channels	Submitted amendment and received approval
FWCA – Remove 2 Beaver Dams	No. 11066147	Various	Submitted application and received approval. Also, submitted amendment and received approval
Permit to Remove Forest Resources	Nos. P10103, P10184, P10194	Various	Submitted application and received approval
LRIA – Mollie River Realignment	7520-2019-0327	Realignment Channels (Clam Dam 3)	Submitted amendment and received approval
ECA - ISW	No. 4203-CY4KC8	Operations	Submitted LOF and received approval
PTTW – TMF Stage 3	No. 3866-D66R2D	TMF Dam	Submitted amendment
PTTW – Ice Road	-	Exploration	Submitted application

4.0 SITE OVERVIEW AND UPDATE

This section provides a general update on the activities undertaken for the Site during the reporting period.

To support an understanding of compliance reporting on Site phases referenced in Appendix A, key milestones are provided below (see Table 4-1). The implementation schedule in Appendix A identifies the applicable Site phases during which each Provincial condition has been or will be implemented, thereby identifying the start and completion dates as indicated in the milestone schedule below. It should be noted that although start and completion dates for each Site phase are outlined for the purposes of compliance tracking and general communications, mine planning and development activities associated with these phases overlap (e.g., design and planning continue during the construction and operations phases).

The Site's construction phase was initiated on August 20, 2020, which transitioned into operations in Q1 2024 with first ore crushed on January 22, 2024, first gold poured on March 31, 2024, and commercial production (60% nameplate capacity) achieved in August 2024.

During the reporting period, IAMGOLD continued to advance permitting activities to support future construction phase activities, including ongoing engineering and consultation and engagement with interested parties and Indigenous groups. In addition, IAMGOLD continued to advance construction of key mine infrastructure, water management features and various access and haul roads to connect mine infrastructure, including:

- Plant site civil works
 - Commissioning and energization of the process plant.
 - Beginning of continuous process plant operations and first gold poured in Q1 of 2024.
 - Demobilization of construction phase contractor laydowns.
 - Demobilization of various accommodations complexes that were required during the construction phase.
 - Ongoing preparation work for the construction of a new warehouse building.
 - Truck shop pad expansion and culvert installation.
- Open pit earthworks and water management
 - On-going stripping and water management works, drill and blast activities, and open pit sump construction.
 - Relocation of the Autonomous Mining Truck (AMT) calibration pad.
 - Ongoing construction of Clam Dam #3 including dewatering, excavation and backfill.
- Tailings management facility (TMF) earthworks and water management
 - Construction of the following areas completed:
 - East starter dam;
 - West starter dam;

- West seepage collection pond pumphouse;
 - East seepage collection system and associated ditching;
 - Saddle dyke #3;
 - TMF emergency spill pond #2; and,
 - East dam south prep stripping and backfilling.
- Commissioning of the east seepage collection pond pumphouse, and Mesomikenda Lake pumphouse.
- Ongoing construction of TMF Stage 2 and preparation for TMF Stage 3, consisting of tree clearing, stripping, backfilling, excavation, dewatering, development of the seepage collection systems, and foundation preparation.
- Mine rock area (MRA) earthworks and water management
 - Dewatering and construction of a pond plug at East Beaver Pond.
 - Construction of a mobile crusher pad in the Southeast MRA.
 - Commissioning of the MRA North pumphouse.
 - Construction of the Northeast area of the MRA, consisting of the development of service road 4, excavation of the MRA perimeter ditch, and dewatering.
 - Preparation work for construction of the MRA Transfer Pond 2 and the MRA access road including debris clearing, beaver dam removal and fish salvage activities in Unnamed Tributary #3.
- Overburden stockpile (OBS) earthworks and water management
 - Ongoing regrading and drainage improvements to the OBS.
 - Construction of a berm along the slope Northwest of the OBS South Sedimentation Pond.
 - Improvements to water management features at the North Sedimentation Pond including re-sloping the OBS, stripping overburden, and drill and blast activities to expand the North Sedimentation Pond.
- Haul and access road earthworks
 - Construction of service road 7 between the North and South Sedimentation Ponds and service road 15 along the west side of the TMF.
 - Backfilling to straighten and level HR6 road.
- Watercourse realignment channel (WRC) construction activities
 - Upgraded erosion sediment control measures installed at WRC1 crossing.
 - Construction of till cut-off wall along service road 3 and WRC2.
 - Upgraded erosion sediment control measures installed at Crossing #3.
- Water management infrastructure
 - Relocation of the TMF reclaim barge power transformer and anchor to higher ground.

- Modifications to the overland pipeline from the MRA North Pond to the Polishing Pond to support de-icing efforts.
- Construction of an overland pipeline, and two associated culverts, from OBS North Sedimentation Pond to the Open Pit.
- Habitat offsetting
 - Construction of walleye spawning habitat in the Mollie River between Middle Three Duck Lake and Lower Three Duck Lake.
 - Ongoing preparation, including grubbing, excavation, and stockpiling for the construction of the Middle Three Duck extension.

Table 4-1: Milestones & Implementation Schedule

Phase	Start Date	Completion Date ¹	Duration ¹
Pre-Construction Design and Planning	Dec 2016	Aug 2020	3.5 years
Construction	Aug 2020	Q1 2024	3 years
Operational Milestones - <i>first ore crushed</i> - <i>first gold</i> - <i>commercial production</i>	January 22, 2024 March 31, 2024 August 2, 2024	-	-
Operations	-	2039	16 years
Closure¹	2039	-	-
Decommissioning²	2039	2041	2 years
Active Closure³	2041	2071	30 years
Passive Closure and Site Close Out⁴	2071	-	-
¹ Completion dates and durations are approximate and are subject to change and will be based on monitoring results and direction from regulatory authorities. ² Decommissioning: Demolition and major site rehabilitation activities. Pumping and monitoring activities implemented. ³ Active Closure: Dams are removed, and the open pit is allowed to flood. Pumping and monitoring activities implemented. ⁴ Passive Closure: Commences once the open pit is flooded and passively discharges to Three Duck Lake (Upper).			

5.0 APPROACH TO COMPLIANCE MANAGEMENT

IAMGOLD continues to design, permit and advance construction of the Site in a manner that aligns with the company's corporate standards and policies. IAMGOLD also considers and incorporates the expertise of a team of qualified environmental consultants to support environmental permitting, management planning and monitoring efforts, and ongoing engagement with Indigenous communities.

IAMGOLD is committed to continued compliance with the provisions of the Notice of Approval throughout all Site phases. IAMGOLD maintains an electronic registry system to maintain accurate records of all commitments. The registry system includes all conditions of approval, EA / EER mitigation and monitoring commitments, and any additional requirements (e.g., commitments resulting from

consultation and engagement activities). IAMGOLD regularly updates the registry for compliance management and tracking.

IAMGOLD maintains a series of management and monitoring plans for the Site with the aim of ensuring that EA and permit conditions and other Site commitments are implemented effectively. Some plans continue to be developed in conjunction with ongoing permitting to support future activities. The list, titles and structure of environmental management and monitoring for the Site are subject to change as the Site progresses and include overarching plans that have detailed technical plans incorporated or appended.

Some of the key plans currently in effect include:

- Acid Rock Drainage and Metal Leaching Plan
- Acid Rock Drainage Field Cell Program Design Operations Plan
- Air Quality and Greenhouse Gas Management Plan
- Air Quality Monitoring Plan
- Aquatic Management and Monitoring Plan
- Archeological and Heritage Management Plan
- Blasting and Explosives Management Plan
- Community Communication Plan
- Emergency Response Plan
- Environmental Management Plan (Overarching Plan)
- Erosion and Sediment Control Plan
- Fugitive Dust Management Plan
- Indigenous Consultation Plan
- Indigenous Environmental Health Follow-up Program
- Invasive Species Management Plan
- Mercury Environmental Monitoring Plan
- Migratory Bird Management Plan
- Noise and Vibration Management Plan
- Sewage Management Plan
- Site Traffic Management Plan
- Socio-economic Management and Monitoring Plan
- Spills Prevention and Contingency Plan
- Terrestrial Biodiversity Management and Monitoring Plan
- Topsoil Salvaging and Stockpiling Plan
- Traditional Land Use Monitoring Program
- Waste Management Plan
- Water Environmental Monitoring Plan

Plans are updated on an ongoing and as-needed basis.

6.0 CONSULTATION AND ENGAGEMENT

This section provides a summary of key consultation and engagement activities undertaken during the reporting period. Appendix A provides detailed information on how specific conditions of approval were met, including the method by which information was shared and how input received was considered by IAMGOLD.

IAMGOLD's approach to consultation and engagement focuses on building and preserving relationships with affected communities and interested stakeholders. Consultation with Indigenous groups (First Nation and Métis) and stakeholders began in 2012, informed the EA process, and has continued since Federal and Provincial EA approval. An Indigenous Consultation Plan outlines how IAMGOLD will engage with Indigenous communities throughout all phases of the Site. It was developed with input from communities and was most recently updated in January, 2022. The Indigenous Consultation Plan is available at: [IAMGOLD Corporation - Operations - Côté Gold](#).

Throughout the reporting period, IAMGOLD and its Impact and Benefit Agreement (IBA) partners, Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario, continued to implement the various provisions contained within the IBAs. IAMGOLD also continued to communicate and engage with other Indigenous communities as identified by the Federal and Provincial governments.

Community relations and consultation activities during the reporting period focused on:

- Maintaining and enhancing relationships with Indigenous groups and key stakeholders.
- Consultation related to programs or plans.
- Consultation on permit applications and communication of permit approvals.
- Implementation of the IBA with Mattagami First Nation and Flying Post First Nation, including monthly Environmental Management Committee meetings.
- Implementation of IBA with the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).

Key consultation and engagement activities included:

- Met with the Chief and Council of Mattagami First Nation.
- Held an IBA Implementation Committee Meeting with Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).
- Mattagami First Nation Chief, Flying Post First Nation Chief and the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3) attended ribbon cutting ceremony at the Cote Gold Mine.
- Delivered the Annual Environmental Presentation at Mattagami First Nation to brief the community members on environmental performance and initiatives.
- Delivered the Annual Environmental Presentation in Nipigon to Flying Post First Nation to brief the community members on environmental performance and initiatives.
- Hosted a Water Ceremony at Cote Gold Mine in collaboration with Mattagami First Nation and Flying Post First Nation.
- Participated in Flying Post First Nation's Fall Feast commemorating the National Day for Truth and Reconciliation.
- Coordinated and funded the Mattagami Lake Fisheries Monitoring Study with Mattagami First Nation, Minnow Aquatic Environmental Services and the Ministry of Natural Resources and Forestry including a presentation to Mattagami Chief and Council.

- Held four (4) IBA Committee Meetings with Flying Post First Nation and Mattagami First Nation.
- Held three (3) IBA Implementation Committee Meetings with the Métis Nation of Ontario, Abitibi Inland Métis Community (Region 3).
- Hosted an annual IBA Leadership meeting with leadership from IAMGOLD, Mattagami First Nation and Flying Post First Nation.
- Published Five (5) Côté Community newsletters.
- Held four (4) meetings of the Flying Post First Nation and Mattagami First Nation Socio-economic Management and Monitoring Committee and working with the communities to develop a local Employment and Training Strategy.
- Shared permit applications via SharePoint sites to all identified Indigenous communities as well as providing notifications to communities of the availability of new documents, including permit approvals.
- Held monthly meetings of the Environmental Management Committee with Mattagami First Nation and Flying Post First Nation.
- Continued implementation of the Indigenous Consultation Plan, Community Communication Plan and Management of Community Grievances Plan.
- Held three (3) meetings with the Gogama Socio-economic Management and Monitoring Committee.
- Tracked consultation and engagement activities throughout the year using the Stakeholder Issues and Information Management System.
- Obtained letters of support from Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario for key permit applications.
- Communicated employment opportunities at the Site to Mattagami First Nation and Flying Post First Nation.
- Attended Open House events at Mattagami First Nation.
- Hosted Elders for a tour of the Assay Laboratory at the Cote Gold Mine.
- Held bi-weekly business and contracts review meetings with Mattagami First Nation and Flying Post First Nation.

7.0 SUMMARY OF CHANGES TO COMPLIANCE PROGRAM

Table 7-1 below provides a summary of changes to the compliance program.

Table 7-1: Summary of Changes to Compliance Program

Applicable Commitment	Change
EER Monitoring Commitment 9 - Groundwater levels around the open pit - Parameter: Groundwater levels around the open pit - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Deep groundwater monitoring well nests at select locations around the perimeter of the open pit.	Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.
EER Monitoring Commitment 10 - Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF) - Parameter: Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF). - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Up to 15 existing well locations and up to 10 new well locations around the perimeter of the MRA and TMF.	Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.
EER Monitoring Commitment 11 - Groundwater levels in vicinity of surface water features - Parameter: Groundwater levels in vicinity of surface water features to assess interactions between groundwater and surface water. - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on an half-hourly basis. Manual measurements will occur quarterly. - Location: Monitoring well nests adjacent to select hydrological monitoring stations.	Water level data loggers are set to record on an hourly basis. Manual measurements occur thrice yearly due to winter conditions.

APPENDIX A

Compliance Status of Notice of Approval Conditions

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC2.1	Provincial EA Condition 2.1 - General Requirements - The Proponent shall comply with the provisions in the Environmental Assessment, which are hereby incorporated into this Notice of Approval by reference, except as provided in the conditions of this Notice of Approval and as provided in any other approval or permit that may be issued for the Site.	Y	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD successfully implemented the Site's Compliance Monitoring Program during the reporting period, which adheres to the provisions in the Environmental Assessment (EA) and conditions of approval.
EA-PC2.2	Provincial EA Condition 2.2 - General Requirements - These conditions of the Notice of Approval do not prevent more restrictive conditions being imposed under other statutes.	Y	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD successfully implemented the Site's Compliance Monitoring Program during the reporting period, which adheres to other statutes / regulations or compliance obligations that may be more restrictive.
EA-PC3.1	Provincial EA Condition 3.1 - Public Record - Where a document, plan or report is required to be submitted to the Ministry, the Proponent shall provide two copies of the final document, plan or report to the Director: a copy for filing in the specific public record file maintained for the Undertaking, and a copy for use by Ministry staff. The Proponent shall provide additional copies of the documents required for the public record file to the following for access by the public: a) Regional Director; b) District Manager; and c) IAMGOLD Corporation office in Gogama, Ontario	Y	Y	Y	Y	Records of Engagement; Website posting; Compliance Monitoring Program Report; Annual Compliance Report	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Where and when required by permit or approval, IAMGOLD provided copies of relevant documents to the Ministry of the Environment, Conservation and Parks (MECP) Regional Director and the MECP District Manager. IAMGOLD posted final documents of the above-noted plans to the IAMGOLD website available at www.iamgold.com/cotegold . Hard copies are available by request. Note, the Site office is located in Sudbury, Ontario.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC3.2	Provincial EA Condition 3.2 - Public Record - The EAB file number EA 05-09-02 and "EAIMS" file number 13022 shall be quoted on all documents submitted by the Proponent pursuant to Condition 3.1 of this Notice of Approval.	Y	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD quoted EAB file number EA 05-09-02 and "EAIMS" file number 13022 on document submissions referred to in Condition 3.1 during the reporting period.
EA-PC3.3	Provincial EA Condition 3.3 - Public Record - Without removing the requirement to comply with the foregoing Public Record conditions, the Proponent should also provide the documents itemized above on the Proponent's website for the Undertaking and through other means, as it considers appropriate.	Y	Y	Y	Y	Community Communication Plan; Indigenous Consultation Plan; Website posting	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Copies of the documents referred to in Condition 3.1 are publicly available on the IAMGOLD website and digital copies are made available to Indigenous communities through SharePoint sites. Hard copies are available by request.
EA-PC4.1	<i>Archived commitment.</i>						
EA-PC5.1	<i>Archived commitment.</i>						
EA-PC5.2	<i>Archived commitment.</i>						
EA-PC5.3	<i>Archived commitment.</i>						
EA-PC5.4	<i>Archived commitment.</i>						
EA-PC5.5	<i>Archived commitment.</i>						
EA-PC5.6	Provincial EA Condition 5.6 – Compliance Monitoring Program Report - The District Manager or Director may require the Proponent to amend the Compliance Monitoring Program Report at any time. Should an amendment be required, the District Manager/Director will notify the Proponent, in writing, of the required amendment and the date by which the Proponent	Y	Y	Y	Y	Compliance Monitoring Program Report; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Compliance Monitoring Program Report was submitted to the MECP on July 23, 2020. The MECP responded with comments which were addressed in a revised report submitted September 25, 2020. Additional MECP

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	must complete the amendment and submit it to the District Manager/Director.						comments were received in December 2020 and IAMGOLD addressed the comments and submitted a revised report on March 18, 2021. The MECP confirmed they were satisfied with the revised report on June 8, 2021.
EA-PC5.7	Provincial EA Condition 5.7 – Compliance Monitoring Program Report - The Proponent shall carry out the Compliance Monitoring Program, as detailed in the Compliance Monitoring Program Report, and as it may be amended by the District Manager/Director.	N	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD successfully implemented the Compliance Monitoring Program during the reporting period, as documented in this Annual Compliance Report.
EA-PC5.8	Provincial EA Condition 5.8 – Compliance Monitoring Program Report - The Proponent shall make the documentation resulting from the fulfillment of the Compliance Monitoring Program available to the District Manager or Director upon request, in a timely manner, when so requested by Ministry staff in relation to an on-Site inspection, an audit, a pollution incident report, or compliance.	Y	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD and will be made available upon request to the Ministry as required.
EA-PC6.1	Provincial EA Condition 6.1 – Compliance Reporting - The Proponent shall prepare an annual Compliance Report which describes its compliance with the conditions of approval set out in this Notice of Approval, and which describes the results of the Proponent's Environmental Assessment Compliance Monitoring Program required by Condition 5 of this Notice of Approval.	N	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Submission of this Annual Compliance Report for the reporting period.
EA-PC6.2	Archived commitment.						

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC6.3	Provincial EA Condition 6.3 – Compliance Reporting - Subsequent Compliance Reports shall be submitted to the District Manager and Director, and made available to the public, on or before the anniversary of the start of Construction each year thereafter, until it has submitted its final Compliance Report. Each Compliance Report shall cover all activities of the previous 12-month period.	N	Y	Y	Y	Annual Compliance Reports; Community Communication Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Submission of this Annual Compliance Report for the reporting period.
EA-PC6.4	Provincial EA Condition 6.4 – Compliance Reporting - Once all conditions in this Notice of Approval have been satisfied, the Proponent shall indicate in its annual Compliance Report that the Compliance Report is its final Compliance Report, and that all conditions in this Notice of Approval have been satisfied. The District Manager and director may vary the time at which the Proponent is to provide its final Compliance Report and will state this in writing to the Proponent.	N	N	N	Y	Annual Compliance Report (final submission); Records of Engagement	<i>Not currently applicable. Requirement triggered by submission of final Annual Compliance Report.</i> The final Annual Compliance Report will comply with the Condition requirements.
EA-PC6.5	Provincial EA Condition 6.5 – Compliance Reporting - The Proponent shall retain, either on Site or in another location approved by the District Manager or Director, a copy of each of the annual Compliance Reports and any associated documentation of compliance monitoring activities.	N	Y	Y	Y	Maintenance of all files / records in a designated location	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD on the company's corporate server. The server is housed at IAMGOLD's corporate office located at: 150 King Street West, Suite 2200 Toronto ON M5H 1J9 Canada
EA-PC6.6	Provincial EA Condition 6.6 – Compliance Reporting - The Proponent shall make the Compliance Reports and associated documentation available to the District Manager and Director in a timely manner when requested to do so by Ministry staff.	N	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> All compliance documentation is maintained by IAMGOLD and will be made available upon request to the Ministry as required.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC7.1	Provincial EA Condition 7.1 – Complaint Protocol - The Proponent shall prepare and implement a Complaint Protocol that sets out how it will deal with and respond to inquiries and complaints received during the design, construction, operation, and closure of the Undertaking.	Y	Y	Y	Y	Management of Community Grievances Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Complaint Protocol (titled the “Management of Community Grievances Plan”) includes requirements of this Condition. The plan continued to be in effect during the reporting period.
EA-PC7.2	<i>Archived commitment.</i>						
EA-PC7.3	Provincial EA Condition 7.3 – Complaint Protocol - The District Manager or Director may require the Proponent to amend the Complaint Protocol at any time. If an amendment is required, the District Manager/Director will notify the Proponent in writing of the required amendment and the date by which the Proponent must complete the amendment and submit it to the District Manager/Director.	Y	Y	Y	Y	Management of Community Grievances Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Management of Community Grievances Plan dated March 5, 2020 was accepted by the MECP. No amendments were requested by the MECP during the reporting period.
EA-PC7.4	Provincial EA Condition 7.4 – Complaint Protocol - The Proponent shall carry out the Complaint Protocol, as it may be amended by the District Manager/Director.	Y	Y	Y	Y	Management of Community Grievances Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Management of Community Grievances Plan continued to be in effect during the reporting period.
EA-PC8.1	Provincial EA Condition 8.1 – Community Communication Plan - The Proponent shall prepare and implement a Community Communication Plan that sets forth: a) How the Proponent will disseminate information to interested persons; b) How the Proponent will notify interested persons and keep them informed about Site activities; and, c) What procedures the Proponent will use to keep interested persons apprised of information about documents related to	Y	Y	Y	Y	Community Communication Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Community Communication Plan was prepared and includes requirements of this Condition. The plan continued to be in effect during the reporting period.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	the Undertaking, and when and how the Proponent will make updated information and documents available to them.						
EA-PC8.2	<i>Archived commitment.</i>						
EA-PC8.3	Provincial EA Condition 8.3 – Community Communication Plan - The Proponent shall implement the Community Communication Plan during construction, operations, and closure phases of the Undertaking.	Y	Y	Y	Y	Community Communication Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Community Communication Plan continued to be in effect during the reporting period.
EA-PC9.1	Provincial EA Condition 9.1 – Consultation with Aboriginal Communities - The Proponent shall prepare, in consultation with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment process, an Aboriginal Consultation Plan that sets forth: a) How, during the planning, design, Construction, operation, monitoring and closure of the Undertaking, the Proponent will consult with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment; b) How the Proponent will fulfill all commitments made to Aboriginal communities during the Environmental Assessment process, including ongoing consultation about the planning, design, construction, operation, monitoring and closure of the Undertaking; c) How the Proponent will notify Aboriginal Communities, using a Notification Protocol, if archaeological resources or Aboriginal remains are encountered during the life of the Undertaking; d) How the Proponent will issue notices and updates on key steps in the planning, design, Construction, operation, and closure of the Undertaking, including how the Proponent will	Y	N	N	N	Indigenous Consultation Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i> The Indigenous Consultation Plan was most recently updated in January 2022 and is available at: IAMGOLD Corporation - Operations - Côté Gold

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	inform the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment as to when impacting activities will occur so that interested communities have reasonable opportunity to carry out specific cultural practices beforehand, as they consider appropriate.						
EA-PC9.2	Provincial EA Condition 9.2 – Consultation with Aboriginal Communities - 90 days before the start of Construction or by such other date as may be agreed to in writing by the Director, the Proponent shall submit the Aboriginal Consultation Plan to the Director, with an outline of how the Proponent consulted on it as per Condition 9.1 above. MECP Clarification (April 2019): Condition 9.2 provides the date for which a plan for consultation with Aboriginal communities needs to be submitted to the Ministry (90 days before the start of construction). It would seem beneficial to all parties for the proponent to develop this plan at soon as possible. The MECP suggests the proponent submit the plan for consultation with Aboriginal communities, including input on the plan, no more than 120 days from today's date or no less than 90 days prior to construction, whichever comes first. The MECP looks forward to receiving a copy of this plan for review.	Y	N	N	N	Indigenous Consultation Plan; Records of Engagement	<i>Compliance tracking complete; commitment to be archived.</i> As documented in the 2020 Annual Report, the Indigenous Consultation Plan was submitted to the MECP on December 6, 2019, in compliance with Condition requirements. The MECP provided comments on the plan on February 4, 2020. IAMGOLD submitted an amended Indigenous Consultation Plan on March 5, 2020 which was accepted by the MECP. The Indigenous Consultation Plan was most recently updated on January 21, 2022 (Revision 4.0).
EA-PC9.3	Provincial EA Condition 9–3 - Consultation with Aboriginal Communities - Once the Director is satisfied with the Aboriginal Consultation Plan, the Proponent shall implement the Aboriginal Consultation Plan during the planning, design, Construction, operation, and closure of the Undertaking.	Y	Y	Y	Y	Indigenous Consultation Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Indigenous Consultation Plan was successfully implemented during the 2023 reporting period. The Plan was updated on January 21, 2022, following comments

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							received from the Impact Assessment Agency of Canada (IAAC).
EA-PC10.1	Provincial EA Condition 10–1 - Archaeological Assessment - If during the life of the Undertaking any archaeological resources are discovered, all Construction activities within 100 metres of the archaeological resources will cease immediately and a licensed archaeologist will be retained to carry out the necessary fieldwork in compliance with Section 48(1) of the Ontario Heritage Act.	N	Y	Y	Y	Archaeology and Heritage Management Plan; Report on marine archaeological site assessment	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> During the reporting period, the following archaeological assessments were completed: - CjHI-51 Cryderman Camp 2: Stage 3 Archaeological Assessment of the Cryderman Camp 2. - CjH1-21 Shepard Mine Site: Stage 4 Monitoring Assessment for clearing activities.
EA-PC10.2	Provincial EA Condition 10–2 - Archaeological Assessment - Archaeological resources that require removal from the place where they are discovered will be transferred to a public institution selected through consultation with local Aboriginal communities, in consultation with the Ministry of Tourism, Culture and Sport. A Ministry of Tourism, Culture and Sport collection transfer form will be completed by the surrendering licensee and the institution accepting the materials. Collection shall be curated to current standards.	N	Y	Y	Y	Archaeology and Heritage Management Plan; Report on marine archaeological site assessment	During the reporting period, a licensed archaeologist was retained to complete a Stage 3 Archaeological Assessment of the Cryderman Camp 2 (CjHI-51) site, which involved the excavation of all archaeological resources. An acceptance letter was received from the Ministry of Citizenship and Multiculturalism, dated June 11, 2025.
EA-PC11.1	<i>Archived commitment.</i>						
EA-PC11.2	<i>Archived commitment.</i>						
EA-PC11.3	<i>Archived commitment.</i>						
EA-PC11.4	<i>Archived commitment.</i>						
EA-PC12.1	<i>Archived commitment.</i>						
EA-PC12.2	<i>Archived commitment.</i>						

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC12.3	<i>Archived commitment.</i>						
EA-PC12.4	<i>Archived commitment.</i>						
EA-PC13.1	<i>Archived commitment.</i>						
EA-PC13.2	<i>Archived commitment.</i>						
EA-PC14.1	<i>Archived commitment.</i>						
EA-PC14.2	<i>Archived commitment.</i>						
EA-PC15	<i>Archived commitment.</i>						
EA-PC16.1	Provincial EA Condition 16.1 - Tailings Management and Related Climate Change Considerations - The Proponent shall fulfill all requirements and commitments related to tailings management, including maintaining a sufficient water cover over deposited tailings and fulfilling monitoring requirements detailed in provincial regulatory documents, including the Closure Plan and any other permits and approvals associated with the Undertaking. - In addition, the Proponent shall consider deterrent systems to ward off bird and animal life from accessing the tailings management area and polishing pond during operation and decommissioning. MECP Clarification (April 2019): Although, a water cover over the tailings was not considered as a TMF design element in the EA, this condition remains applicable because of the importance of appropriately managing the tailings to protect the surrounding environment (i.e. if the ore being mined has the potential to have acid rock drainage).	Y	N	Y	Y	Closure Plan; Indigenous Environmental Health Follow-Up Program; OMS Manual; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Closure Plan, filed by the Ministry of Mines (previously the Ministry of Northern Development, Mines, Natural Resources and Forestry (NDMNRF) previously the Ministry of Northern Development and Mines) in December 2018, incorporates all requirements and commitments related to tailings management as identified at that stage of Site planning. Tailings Management Facility (TMF) engineering, permitting and construction advanced during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan and Indigenous Health Follow-up Program include consideration of wildlife deterrents. Updates to the Indigenous Health Follow-up Program were initiated in November 2021 and completed in January 2022 to clarify the approach for

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							implementation of deterrents at the tailings management facility. Use of deterrent measures continued during the reporting period and will continue throughout Operations and Closure phases as required.
EA-PC16.2	Provincial EA Condition 16.2 - Tailings Management and Related Climate Change Considerations - The Proponent shall assess and utilize provincial, national and international industry best practices for tailings management and water management containment facilities as they relate to climate change and the increasing frequency of severe weather abnormalities. The management of tailings, based on this assessment, shall be done in a manner adequate to ensure the appropriate management of any contaminants that may be present during and beyond the operating life of the Undertaking. - The Proponent shall, as part of the Compliance Reports required under Condition 6, or otherwise specified in writing by the Director, provide details to the Ministry on how actions required by this condition have been considered in the project design, operations and the Closure Plan for the Undertaking.	Y	Y	Y	Y	Annual Compliance Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Best practices related to climate change considerations were incorporated during the Site Design / Planning and Construction phases through incorporation in the EA / Environmental Effects Review (EER), Closure Plan, ongoing permitting and continued development of Site management and monitoring plans and the TMF OMS Manual. In particular, permit applications for Environmental Compliance Approvals (ECA), Permit to Take Water (PTTW), and <i>Lakes and Rivers Improvement Act</i> approvals include detailed design information that accounts for climate change and severe weather conditions. IAMGOLD will continue to apply and implement appropriate standards and best practices through the remainder of Design / Planning, Construction, Operations and Closure phase activities.
EA-PC17.1	Provincial EA Condition 17.1 - Protection of Biodiversity and the Terrestrial Systems and Habitat Monitoring Plan - The Proponent shall assess and utilize best practices to	Y	Y	Y	Y	Annual Compliance Reports; EER; Indigenous	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	protect the biodiversity of existing species within the area of the Undertaking. In consultation with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment and building on the baseline studies already completed during the Environmental Assessment process including aquatic resources, terrestrial and species at risk baselines, the Proponent shall establish a pre-Construction biodiversity baseline and report on biodiversity levels within the area of the Undertaking. The Proponent shall, as part of the Compliance Reports required under Condition 6 or as otherwise specified in writing by the Director, provide details to the Ministry on how the requirements set out in this condition have been and are being met. MECP Clarification (April 2019): Conditions 17.1 to 17.3 remain applicable. The proponent is required to build on the baseline work and assess and utilize best practices. As part of compliance reporting, the proponent should provide details to the MECP and the MNRF on how the requirements set out in these conditions are being met (refer to Condition 17.1). Also, the MNRF has confirmed the need for a monitoring plan and look forward to reviewing a draft plan. The approved EA made predictions about impacts to terrestrial systems and habitats, as well as proposed mitigation to address these impacts. A Terrestrial Systems and Habitat Monitoring Plan is still required to guide how the predictions made during the EA will be verified and how effectiveness of mitigation implemented is subsequently assessed. It is the MNRF's expectation that the plan will describe the predicted species and habitat responses through mine life and closure, and layout the specific methods that will be followed to assess these, including periodicity of					Consultation Plan; Records of Engagement; Technical Report; Terrestrial Biodiversity Management and Monitoring Plan	The Terrestrial Biodiversity Management and Monitoring Plan, and associated Biodiversity Monitoring Program continued to be implemented during the reporting period.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	monitoring for ungulates, furbearers, avian species, and their associated habitat. Any changes to monitoring periodicity should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC17.2	Provincial EA Condition 17.2 - Protection of Biodiversity and the Terrestrial Systems and Habitat Monitoring Plan In addition to fulfilling all commitments with regard to rehabilitating wildlife habitat and terrestrial systems, the Proponent shall consult with the Ministry of Natural Resources and Forestry and with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment on the development of a monitoring plan for terrestrial systems and habitat. The Proponent shall prepare a draft monitoring plan before the start of Construction and shall provide a draft of it to the Ministry of Natural Resources and Forestry and the Aboriginal Communities for review before the plan is finalized. The monitoring plan for terrestrial systems and habitat shall at a minimum include: a) The monitoring of ungulates and furbearers in impacted and reference locations. This monitoring would include winter track surveys prior to construction and regularly during operations to determine trends in the frequency and extent of habitat utilization within affected habitat types and to confirm the presence and/or absence of species at risk in the area potentially affected by the Undertaking; and b) The monitoring of avian species in impacted and reference locations. This monitoring would include a reasonable number of avian point counts every year to determine trends in the frequency and extent of habitat utilization within affected habitat types and	Y	N	N	N	Compliance Monitoring Program Report; Indigenous Consultation Plan; Records of Engagement; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Terrestrial Biodiversity Management and Monitoring Plan was prepared and includes requirements of this Condition. The plan is reviewed and updated on an ongoing and as needed basis. A copy is available for review upon request.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	to confirm the presence and/or absence of species at risk in the area potentially affected by the Undertaking. MECP Clarification (April 2019): Conditions 17.1 to 17.3 remain applicable. The proponent is required to build on the baseline work and assess and utilize best practices. As part of compliance reporting, the proponent should provide details to the MECP and the MNRF on how the requirements set out in these conditions are being met (refer to Condition 17.1). Also, the MNRF has confirmed the need for a monitoring plan and look forward to reviewing a draft plan. The approved EA made predictions about impacts to terrestrial systems and habitats, as well as proposed mitigation to address these impacts. A Terrestrial Systems and Habitat Monitoring Plan is still required to guide how the predictions made during the EA will be verified and how effectiveness of mitigation implemented is subsequently assessed. It is the MNRF's expectation that the plan will describe the predicted species and habitat responses through mine life and closure, and layout the specific methods that will be followed to assess these, including periodicity of monitoring for ungulates, furbearers, avian species, and their associated habitat. Any changes to monitoring periodicity should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC17.3	Provincial EA Condition 17.3 - Protection of Biodiversity and the Terrestrial Systems and Habitat Monitoring Plan - The Proponent shall carry out the plan during Construction, operation and closure of the Undertaking. The purpose of the monitoring plan is to verify the accuracy of the predictions the	N	Y	Y	Y	Annual Compliance Reports; Terrestrial Biodiversity Management and Monitoring Plan; Site	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Terrestrial Biodiversity Management and Monitoring Plan was prepared and includes requirements of this Condition. The plan is

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Proponent made during the Environmental Assessment about the Undertaking's impacts on terrestrial systems and habitat, to monitor the effectiveness of rehabilitation efforts for wildlife habitat and terrestrial environments, and to implement adaptive management measures to protect biodiversity within the area potentially affected by the Undertaking. The Proponent shall report on biodiversity baseline and results required by Condition 17.1 through the Terrestrial Systems and Habitat Monitoring Plan. MECP Clarification (April 2019): Conditions 17.1 to 17.3 remain applicable. The proponent is required to build on the baseline work and assess and utilize best practices. As part of compliance reporting, the proponent should provide details to the MECP and the MNRF on how the requirements set out in these conditions are being met (refer to Condition 17.1). Also, the MNRF has confirmed the need for a monitoring plan and look forward to reviewing a draft plan. The approved EA made predictions about impacts to terrestrial systems and habitats, as well as proposed mitigation to address these impacts. A Terrestrial Systems and Habitat Monitoring Plan is still required to guide how the predictions made during the EA will be verified and how effectiveness of mitigation implemented is subsequently assessed. It is the MNRF's expectation that the plan will describe the predicted species and habitat responses through mine life and closure, and layout the specific methods that will be followed to assess these, including periodicity of monitoring for ungulates, furbearers, avian species, and their associated habitat. Any changes to monitoring periodicity should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these					Environmental Permits; records of monitoring and wildlife sightings	reviewed and updated on an ongoing and as needed basis, and was successfully implemented during the reporting period. A copy is available for review upon request.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	changes should be provided in the Compliance Monitoring Program.						
EA-PC18.1	Provincial EA Condition 18.1 - Methyl Mercury Monitoring - To establish baseline conditions, the Proponent shall undertake monitoring of methyl mercury levels prior to dam construction as well as post dam construction to determine if methyl mercury levels in fish tissue and surface water have become elevated as a result of alterations to waterways. The mercury monitoring program shall include, but need not be limited to, data from lakes with water level increases (Bagsverd Lake, Chester Lake), lakes downstream of Chester Lake exposed to re-directed flow (Clam Lake), and other lakes exposed to potential effluent sulfate stimulation (Neville Lake). - The Proponent must conduct the methyl mercury sampling and analysis in accordance with Ministry guidance and protocols. The Proponent must prepare a study plan outlining the frequency of proposed sampling during the pre-dam construction and post-dam construction periods, and include this study plan in the Compliance Monitoring Program Report required by Condition 5 of this Notice of Approval. The results of the monitoring will be submitted to the District Manager and made available to the public on the proponent website. MECP Clarification (April 2019): During the EA, the proponent received the MECP Northern Region guidance document for mercury monitoring. The proponent should consult with the MECP Regional Technical Support about the implications for baseline data collection needs arising from changes in project design that have occurred since the EA. A first step is for the proponent to provide the MECP with the baseline data	Y	Y	Y	N	Aquatic Management and Monitoring Plan; Compliance Monitoring Program Report; Records of monitoring	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Mercury Monitoring Plan was appended to the 2021 reporting period Annual Report (Appendix E). The Plan is reviewed and updated on an ongoing and as needed basis. It was successfully implemented in 2021. Regular methyl mercury monitoring will occur every 3 years, coinciding with Environmental Effects Monitoring (EEM) required per the Metal and Diamond Mining Effluent Regulations (MDMER). This monitoring was initiated in 2021 to complete the establishment of baseline methyl mercury concentrations. In 2022 the Mercury Baseline Report provided baseline information on mercury in water, sediment, and fish tissue to use for comparison with future monitoring data. Methyl mercury monitoring will occur every 3 years, coinciding with Environmental Effects Monitoring (EEM) required per the Metal and Diamond Mining Effluent Regulations (MDMER). The first EEM cycle was completed in the fall of 2023.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	collected to date (refer to Condition 11.3), including low-level mercury (total, methyl) in water and mercury in fish tissue. The proponent should also consult with the MECP Regional Technical Support when selecting monitoring locations. Any changes to monitoring locations should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC19.1	<i>Archived commitment.</i>						
EA-PC19.2	<i>Archived commitment.</i>						
EA-PC19.3	<i>Archived commitment.</i>						
EA-PC20.1	<i>Archived commitment.</i>						
EA-PC20.2	<i>Archived commitment.</i>						
EA-PC20.3	<i>Archived commitment.</i>						
EA-PC21.1	<i>Archived commitment.</i>						
EA-PC22.1	Provincial EA Condition 22.1 - Climate Change The Proponent shall ensure that the Undertaking is capable of adapting to climate change during all phases of the Undertaking, and to that end the Proponent shall: a) Plan its Construction practices, operational procedures and design of the Undertaking to respond to storms, flooding (including consideration of the 500-year flood level), drought or other severe weather events resulting from climate change; b) Design the post-closure aspects of the Site to ensure its resilience to climate change impacts, such as by maintaining an appropriate Site water balance and sufficient water cover over the tailings management area; c) Undertake an updated review of climate change scenarios at	Y	Y	Y	Y	Annual Compliance Reports; Closure Plan amendments; Design / Engineering records; OMS Manual; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Climate change considerations were incorporated during the Site Design / Planning and Construction phases through incorporation in the EA / EER, Closure Plan, ongoing permitting, the Water Management and Monitoring Plan and the TMF OMS. In particular, permit applications for ECAs, PTTWs, and <i>Lakes and Rivers Improvement Act</i> approvals include detailed design information that accounts for climate change and severe weather conditions.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	a point approximately two years prior to implementing final closure of the tailings management area to confirm or modify anticipated future hydrological conditions related to climate change scenarios; d)As part of the Compliance Reports required under Condition 6 above, or otherwise specified in writing by the Director, provide details to the Ministry on how climate change has been incorporated into the design of the Undertaking; e)Include these Climate Change considerations, as appropriate, in the Closure Plan or future Closure Plan amendments that it submits to the Ministry of Northern Development and Mines. MECP Clarification (April 2019): Although, a water cover over the tailings was not considered as a TMF design element in the EA, this condition remains applicable. The proponent should ensure that the undertaking is capable of adapting to climate change and designing aspects of the site to ensure its resilience to climate change impacts, such as by maintaining sufficient water cover over the tailings management area.						The Closure Plan, accepted by NDMNRF in December 2018, included post-Closure aspects of the Site, which were designed in consideration of the referenced climate change factors. Future Closure Plan amendments will also include climate change considerations, as appropriate. IAMGOLD will continue to apply and implement appropriate standards and best practices through the remainder of design, Construction, Operations and Closure phase activities.
EA-PC23.1	Provincial EA Condition 23.1 - Best Management Practices and Best Available Technology - One year prior to the start of the Construction, operation, and closure phases of the Undertaking, or at such other time as may be stipulated in writing by the Director, the Proponent shall undertake reviews of the preferred methods for the following elements of the Undertaking, and shall prepare and submit written reports of the reviews to the Director: the ore processing plant, tailings management facility, mine water management, mine rock area and overburden management, process effluent treatment, water supply and discharge,	Y	Y	Y	N	Compliance Monitoring Program Report; Records of Engagement	<i>Compliance achieved for the reporting period; tracking complete; commitment to be archived.</i> As outlined in the Compliance Monitoring Program Report, the Ministry has confirmed that IAMGOLD has complied with this Condition through the submission of the Environmental Effects Review (EER) report in September 2018.

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	watercourse realignments, waste management facilities and domestic sewage treatment, and mine closure. In the review reports, the Proponent shall explain whether and how the preferred methods for the aforementioned elements of the Undertaking continue to reflect industry best practices and the best technology available, and whether and how they continue to appropriately balance environmental, economic, and technical considerations. If, following the reviews, the Proponent determines that changes are necessary to the Construction, operation, and/or closure phases of the Undertaking, the Proponent shall include a description of those changes in the review reports. MECP Clarification (April 2019): This condition remains applicable. The proponent is in compliance with this condition through the submission of the Environmental Effects Review report. The Environmental Effects Review report was submitted to the MECP on September 11, 2018. However, this condition and the rationale for why the proponent is in compliance should be documented in the Compliance Monitoring Program Report (refer to Condition 5).						
EA-PC24.1	Provincial EA Condition 24.1 - Other Permits and Approvals - The Proponent shall obtain other necessary permits and approvals including, but not limited to, those to which it has committed in the Environmental Assessment.	Y	Y	Y	Y	Permits and approvals obtained throughout mine life	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD has acquired the necessary permits to commence Construction activities; permitting is ongoing related to some late Construction, Transition and Operations phase activities.
EA-PC25.1	Provincial EA Condition 25.1 - Construction, Operation, Maintenance, Commitments and Contracts In carrying out the Undertaking, the Proponent shall:	Y	Y	Y	Y	Annual Compliance Reports; Contractual documents; Relevant	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Provincial Notice of Approval Condition List		Implementation Schedule				Tracking Compliance	
Tracking No.	Condition	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	a) Fulfil the commitments it made in the Côte Gold Environmental Assessment process, including those made in the Environmental Assessment and in the Proponent's responses to comments received during the formal Environmental Assessment public comment periods; b) Meet the regulatory standards applicable throughout the life of the Undertaking, including regarding the Construction, operation and maintenance of the Undertaking. The applicable standards include the conditions of approval contained within this Notice of Approval; c) Obtain any necessary approvals, permits or licenses; and, d) Require that its contractors, subcontractors, and employees likewise fulfill all applicable conditions and meet all applicable regulatory standards.					audit and inspection records associated with the implementation of the management plans; Training records	IAMGOLD has continued to design, permit and construct the Site in a manner that considers and incorporates all applicable regulatory requirements and Site commitments, as documented in this Annual Compliance Report. Additionally, all IAMGOLD contracts for personnel, goods and services include a requirement to comply with all relevant regulatory requirements.
EA-PC26.1	Provincial EA Condition 26.1 - Amending Procedures - Prior to implementing any proposed changes to the Undertaking, the Proponent shall determine what Environmental Assessment Act requirements are applicable to the proposed changes and shall fulfill those Environmental Assessment Act requirements. If a contemplated change to the Undertaking would result in no new net effects, it shall be considered a minor amendment. In such cases, the Proponent will be required to provide an Addendum to the Ministry to document the change and demonstrate that there are no new net effects associated with it. The Proponent shall consult with the Ministry about any consultation requirements that may apply, and whether any changes can be permitted without an amendment to the Environmental Assessment.	Y	Y	Y	Y	Records of Engagement; Reviews of material Site changes since the EER	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> IAMGOLD complied with this Condition through submission of the EER. No changes to the Site beyond refinements resulting from permitting and detailed design have been identified since submission of EER.

APPENDIX B

Compliance Status of EER Report Mitigation Commitments

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT1	EER Mitigation Commitment 1 - Fugitive dust emissions. - Mitigation: Dust Best Management Plan (DBMP) - Commitment: The DBMP will ensure effective fugitive dust management to mitigate potential off-site effects of the particulate matter and trace metals present on the particulate. The DBMP will detail the following measures: watering frequency, visual monitoring, inspection, record keeping, responsibility, training, complaint response, and corrective actions. The site will have water trucks with water sprays and cannons; should weather conditions not permit watering, other Ministry of the Environment and Climate Change (MOECC) approved suppressants (such as calcium chloride) will be used. If further mitigation is required at specific locations (e.g., active stockpiles), dedicated water sprays will be employed. Travel surfaces will be maintained to minimize silt (fine material). - Standard: Maintain air quality to be compliant with Ontario Regulation 419/05 standards for total suspended particulate (TSP) and metals at off-site receptors.	N	Y	Y	Y	Air Quality Monitoring Plan; Environmental Compliance Approval (ECA) 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Ongoing monitoring is completed per the requirements of Ontario Reg. 419/05 and ECA 2930-BP3HVD dated September 10, 2020.
EA-MT2	EER Mitigation Commitment 2 - Exhaust from generators, trucks and mobile equipment. - Mitigation: Engine Maintenance program - Commitment: A preventive maintenance program will be employed that encompasses all pollution control equipment and diesel-fired engines. - Standard: Maintain air quality to be compliant with	N	Y	Y	Y	Air Quality Monitoring Plan; Records of equipment maintenance	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Ontario AAQC for NO ₂ , SO ₂ , CO, and particulate matter at off-site receptors.						The Site has a comprehensive combustion equipment maintenance program to ensure that fuel-powered equipment including generators, haul trucks and other vehicles are subjected to regular planned maintenance per Original Equipment Manufacturer requirements and operating as designed. Ambient air quality monitoring is ongoing.
EA-MT3	EER Mitigation Commitment 3 - Exhaust from trucks and off-road mobile equipment. - Mitigation: Equipment compliant with Transport Canada vehicle emission requirements. - Commitment: Emission reductions achieved through the use of current equipment that complies with Transport Canada's off-road engine emission criteria. - Standard: Transport Canada Off Road Compression-Ignition Engine Emission Regulations (SOR/2005-32).	N	Y	Y	Y	Air Quality Monitoring Plan; Equipment procurement records; Records of equipment maintenance	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Site has a comprehensive combustion equipment maintenance program to ensure that fuel-powered equipment including generators, haul trucks and other vehicles are subjected to regular planned maintenance per Original Equipment Manufacturer requirements and operating as designed. Equipment was procured and is maintained to comply with Transport Canada Off Road Compression- Ignition Engine Emission Regulations (SOR/2005-32).
EA-MT4	EER Mitigation Commitment 4 - Sulphur dioxide (SO₂) emissions from diesel fuel use. - Mitigation: Use of low sulphur fuel. - Commitment: Low sulphur fuels will be used in off-road diesel engines; this will reduce the sulphur dioxide emissions from all sources and the resultant off-site air	N	Y	Y	Y	Air Quality Management Plan; Diesel procurement records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan. Relevant aspects of the

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	concentrations. - Standard: Environment Canada Sulphur in Diesel Fuel Regulation limiting fuel sulphur content for off road engines. (SOR/2002-254)						Plan were successfully implemented during the reporting period. Low sulphur fuels are used in off-road vehicles employed on the Site.
EA-MT5	EER Mitigation Commitment 5 - Dust from Tailings Management Facility (TMF). - Mitigation: Dust Best Management Plan (DBMP). - Commitment: Controlling dust from the TMF is required to prevent off-site dust. As a large, exposed area, control method must prevent potential for dusting to occur. - Standard: Maintain air quality to be compliant with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Throughout the reporting period, there were no air exceedances related to the TMF. Should dust from the TMF cause an exceedance in the future, mitigation measures will be considered. Ongoing monitoring is conducted throughout the year. Given the early stage of operations, tailings dust was not an issue in 2024; however, future mitigation measures will be evaluated as needed.
EA-MT6	EER Mitigation Commitment 6 - Particulate emissions from drilling operations. - Mitigation: Control measures provided by equipment supplier. - Commitment: Mitigation measures are required to prevent off-site effects of TSP and metals, through the use of equipment with dust control. - Standard: Compliance with Ontario Regulation 419/05 standards for TSP and metals at off-site receptors.	N	Y	Y	N	Air Quality Monitoring Plan; Blasting / Explosives Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Site Air Quality Management and Monitoring Plan and Blasting / Explosives Management Plan include provisions for dust control during drilling and blasting operations and are updated as required. Ongoing monitoring is completed per the Air Quality Monitoring Plan to ensure compliance with the requirements of Ontario Reg. 419/05.
EA-MT7	EER Mitigation Commitment 7 - Particulate emissions and NOx from open pit blasting. - Mitigation: Blasting to occur mid-day based on favourable climatic conditions. Follow manufacturer's recommended guidelines regarding water infiltration and time of explosives usage.	N	Y	Y	N	Air Quality Monitoring Plan; Blasting / Explosives Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Air Quality Monitoring Plan and Blasting / Explosives Management Plan include provisions for dust control during drilling and blasting operations. Ongoing monitoring is completed per the Air

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Commitment: Blasting will occur when meteorological conditions are such that off-site TSP, metals and NOx levels are compliant with regulations. NOx emissions may increase if emulsion is left in boreholes for extended period of time due to infiltration of water. - Standard: Compliance with Ontario Regulation 419/05 air quality standards for NOx, TSP, and metals at off-site receptors.						Quality Monitoring Plan, to ensure compliance with the requirements of Ontario Reg. 419/05.
EA-MT8	EER Mitigation Commitment 8 - Hydrogen cyanide (HCN) emissions from tailings. - Mitigation: Cyanide destruction at the ore processing plant. - Commitment: HCN emissions from TMF are expected to be minimal, as sulphur dioxide will be used to destroy cyanide at the Ore Processing Plant before tailings are released to the TMF. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for HCN at off-site receptors.	N	N	Y	N	Air Quality Monitoring; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> During the reporting period a total of ten hydrogen cyanide samples were collected, and all results were below the detection limit. Detailed sample results are outlined in the 2024 Annual Report.
EA-MT9	EER Mitigation Commitment 9 - Material handling at the ore processing plant. - Mitigation: Dust collection systems. - Commitment: Mitigation measures to control dust emissions from crushing (primary and secondary) and reclaim from feed stockpiles are required to prevent off-site effects of TSP and metals. Crushing and reclaim from stockpiles for crushed materials will be controlled with applicable dust control systems. A maintenance plan will ensure that dust control systems are functioning properly.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Standard: Compliance with Ontario Regulation 419/05 air quality standards for TSP at off-site receptors.						
EA-MT10	EER Mitigation Commitment 10 - Particulate emissions from lime silo. - Mitigation: Dust collection systems. - Commitment: Mitigation measures are required to control dust during lime delivery to the silos to prevent off-site effects of TSP. Lime silo vents are to be controlled by dust control systems. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standards for TSP at off-site receptors	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT11	EER Mitigation Commitment 11 - Emissions from lime slaker. - Mitigation: Dust collection systems. - Commitment: Mitigation measures are required to control emissions from the lime slaker to prevent off-site effects of TSP. Emissions from the lime slaker are to be controlled. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT12	EER Mitigation Commitment 12 - Particulate from dry material handling in ore processing plant (flocculants, copper sulphate). - Mitigation: Dust collection systems. - Commitment: Mitigation measures are required to control emissions from handling and mixing of dry chemicals. Mixing and handling areas are to be	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	controlled. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.						
EA-MT13	EER Mitigation Commitment 13 - Emissions from induction furnace. - Mitigation: Dust collection systems. - Commitment: Emissions from the furnace are to be controlled. A maintenance plan will ensure dust control systems are functioning properly. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for TSP at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT14	EER Mitigation Commitment 14 - SO ₂ emissions from cyanide destruction. - Mitigation: Closed loop delivery. - Commitment: To control emissions during delivery, SO ₂ is to be delivered to the site as a pressurized liquid. Delivery system to include a gas capture system. - Standard: Compliance with Ontario Regulation 419/05 air quality standard for SO ₂ at off-site receptors.	N	N	Y	N	Air Quality Monitoring Plan; Design / Engineering records	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Dust collection systems were functioning and maintained through the reporting period.
EA-MT15	EER Mitigation Commitment 15 - Emissions from on-site emergency generators. - Mitigation: Develop a testing schedule to minimize air quality effects. - Commitment: Mitigation measures are required to control NO _x and TSP emissions from the generators. Testing will be conducted as per established industry protocols. - Standard: Maintain air quality to be compliant with Ontario Regulation 419/05 air quality standards for TSP	N	Y	Y	N	Air Quality Monitoring Plan; ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Monitoring Plan, which includes an Air Quality Monitoring Plan. Ongoing monitoring is completed per the requirements of Ontario Reg. 419/05 and the ECA 2930-BP3HVD dated September 10, 2020

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	and NOx at off-site receptors. Testing schedule will be part of MOECC ECA.						Relevant aspects of the Plan were successfully implemented during the reporting period. The Site has a comprehensive combustion equipment maintenance program to ensure that fuel-powered equipment including generators, haul trucks and other vehicles are subjected to regular planned maintenance per Original Equipment Manufacturer requirements and operating as designed.
EA-MT16	<i>Archived commitment.</i>						
EA-MT17	<i>Archived commitment.</i>						
EA-MT18	<i>Archived commitment.</i>						
EA-MT19	<i>Archived commitment.</i>						
EA-MT20	EER Mitigation Commitment 20 - Operational blasting noise at the receptors. - Mitigation: Blasting charge size in the open pit is planned to be in compliance with NPC-119. - Commitment: Blasting charge sizes used in the open pit will be 536 kg per delay or smaller. If it exceeds 536 kg per delay, IAMGOLD will prepare a blast noise study to show compliance with NPC 119. - Standard: Compliance with NPC-119 noise limit of 120 dBL.	N	N	Y	N	Blasting / Explosives Management Plan; Noise and Vibration Management Plan	During the reporting period, four blasts exceeded the blasting charge size limit of 536 kg per delay. In accordance with these commitments, IAMGOLD has retained a consultant to conduct a noise and vibration study to demonstrate compliance with the NPC-119 standards. This study will assess both operational blasting noise and vibration levels at receptor locations to ensure they remain within the regulatory limits of 120 dBL for noise and 10 mm/s peak particle velocity (PPV) for vibration.
EA-MT21	EER Mitigation Commitment 21 - Operational blasting vibration at the receptors. - Mitigation: Blasting charge size in the open pit is planned to be in compliance with NPC-119. - Commitment: Blasting charge sizes used in the open pit will be 536 kg per delay or smaller. If it exceeds 536 kg per delay, IAMGOLD will prepare a blast vibration study	N	N	Y	N	Blasting / Explosives Management Plan; Noise and Vibration Management Plan	During the reporting period, four blasts exceeded the blasting charge size limit of 536 kg per delay. In accordance with these commitments, IAMGOLD has retained a consultant to conduct a noise and vibration study to demonstrate compliance with the NPC-119 standards. This study will assess both operational blasting noise and vibration levels at

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	to show compliance with NPC 119. - Standard: Compliance with NPC-119 vibration (PPV) limit of 10 mm/s.						receptor locations to ensure they remain within the regulatory limits of 120 dBL for noise and 10 mm/s peak particle velocity (PPV) for vibration. Additionally, during the fish spawning period, a hydrophone and geophone were deployed for all blasts. One blast, conducted on June 28, 2024, exceeded both the charge size limit and the PPV vibration threshold of 13 mm/s (maximum allowable PPV for fish spawning habitat) at one of two seismograph monitoring locations. This exceedance will be addressed as part of the consultant-led study. As outlined in the <i>2024 Annual Fisheries Act Authorization (FAA) Monitoring Report</i>, although PPV exceedances were recorded on land-based instruments, actual vibration levels in adjacent waterbodies are likely lower due to energy attenuation in water. Therefore, it is unlikely that the regulatory threshold was exceeded within the waterbodies, and no adverse effects to spawning fish are expected.
EA-MT22	EER Mitigation Commitment 22 - Inflows to open pit. - Mitigation: Perimeter dam construction. - Commitment: Construction of perimeter dams in low lying areas along Clam Lake and the outflow of Chester Lake to minimize inflows to the open pit. - Standard: Lakes and Rivers Improvement Act.	Y	Y	N	N	Permits / Approvals; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan and the Operations, Maintenance and Surveillance Manual. Relevant aspects of the Plan were successfully implemented during the reporting period. Required

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							approvals were obtained per the Lakes and Rivers Improvement Act (LRIA).
EA-MT23	<i>Archived commitment.</i>						
EA-MT24	EER Mitigation Commitment 24 - Mine rock management. - Mitigation: Engineered facilities to manage mine rock. - Commitment: Construction of engineered facilities to store mine rock (MRA), low-grade ore (low-grade stockpile) and tailings (TMF). Standard: n/a	Y	Y	Y	N	Mine Rock and ARD / ML Management Plan; ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and relevant permits and approvals, including the ECA 4203-CY4KC8 dated January 24, 2024 and the Closure Plan.
EA-MT25	EER Mitigation Commitment 25 - Mine rock seepage. - Mitigation: Engineered facilities to manage seepage. - Commitment: Construction of engineered water management systems to collect runoff and seepage from the MRA, low-grade stockpile, TMF, and polishing pond. - Standard: Ontario Water Resources Act Environmental Compliance Approval, Metal Mining Effluent Regulations.	Y	Y	Y	Y	Mine Rock and ARD / ML Management Plan; ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and relevant permits and approvals, including the ECA 4203-CY4KC8 dated January 24, 2024 and the Closure Plan.
EA-MT26	EER Mitigation Commitment 26 - Mine rock runoff. - Mitigation: Engineered facilities to manage runoff. - Commitment: Engineered water management systems will be constructed to collect runoff and seepage from the MRA, ore stockpiles, TMF, and Overburden Stockpile during the Operations Phase and the Post-closure Stage I Phase. - Standard: Ontario Water Resources Act Environmental Compliance Approval, Metal Mining Effluent Regulations.	Y	N	N	N	Mine Rock and ARD / ML Management Plan; ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and ARD/ML Management Plan and relevant permits and approvals, including the ECA 4203-CY4KC8 dated January 24, 2024 and the Closure Plan. .
EA-MT27	<i>Archived commitment.</i>						

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT28	EER Mitigation Commitment 28 - Erosion and sediment control. - Mitigation: Erosion and sediment control measures. - Commitment: Erosion and sediment control measures will be constructed to promote settling of sediments and mitigate the migration of suspended solids into nearby surface water features. - Standard: Ontario Water Resources Act Environmental Compliance Approval, Metal Mining Effluent Regulations.	N	Y	N	N	Erosion and Sediment Control Plan; ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Erosion and Sediment Control (ESC) Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Throughout the reporting period, ESC improvements were made to the North Sedimentation Pond.
EA-MT29	<i>Archived commitment.</i>						
EA-MT30	<i>Archived commitment.</i>						
EA-MT31	EER Mitigation Commitment 31 - Acid rock drainage from onsite roads. - Mitigation: Use of non-acid generating materials for road construction purposes. - Commitment: IAMGOLD will sample mine rock to ensure only non-acid generating materials are used for construction purposes. - Standard: n/a	N	Y	Y	Y	Mine Rock and ARD / ML Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Mine Rock and AD/ML Management Plan.
EA-MT32	EER Mitigation Commitment 32 - Discharge of total suspended solids due to soil erosion and transport of sediments from disturbed areas, and potential increases in total suspended solids concentrations within surface water receivers. - Mitigation: Best Management Practices (BMPs) and engineering designs to limit soil erosion and mobilization / transport of sediments from disturbed areas. - Commitment: During Construction, Operations and Closure phases, BMPs for erosion and sediment control	N	Y	Y	Y	Erosion and Sediment Control Plan; Aquatic Management and Monitoring Plan; Water Environmental Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Erosion and Sediment Control Plan and Site-specific erosion and sediment control requirements. Relevant aspects of the Plan were successfully implemented during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	include: design of physically stable mine rock and tailings storage facilities, the use of earthwork methods to minimize slope length and grade, ditching, sediment ponds / traps, channel and slope armouring, use of natural vegetation buffers, vegetation of disturbed soil, and runoff controls (i.e., sediment fencing and small check dams). During Post-closure, erosion and sediment control would be focused on monitoring the success of closure activities. - Standard: Total suspended solids discharge limits: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Total suspended solids (and turbidity) water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.						Regular on-going monitoring of suspended solids in effluent and receiving waters is conducted in accordance with the regulatory requirements.
EA-MT33	EER Mitigation Commitment 33 - Potential influence of process water and seepage / runoff from TMF on receiving environment water quality. - Mitigation: Treatment of process water; construction and operation of engineered water management systems to collect runoff and seepage from the TMF; reclaim water returned (or recycled) to the process plant; use of liners on starter tailings dams to limit seepage losses during the early years of operations. - Commitment: Process water will be treated at the ore processing plant for cyanide, cyanide destruction constituents, as required, prior to discharge into the TMF. Seepage and runoff will be collected at collection ponds around the perimeter of the TMF and pumped to the TMF reclaim pond. Water in the reclaim pond will be	N	N	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> The Tailings Management Facility (TMF) began receiving process waste during the reporting period. During the reporting period, the cyanide destruction system was in place but intermittently functional as operations ramped up. A due diligence sampling program and a Trigger Action Response Plan (TARP) were implemented for the TMF. No triggers were activated within the tiered response framework.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	recycled back to the ore processing plant, with no water from the reclaim pond being discharged to the environment through the polishing pond under normal flow conditions. - Standard: Effluent discharge requirements under: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.						
EA-MT34	EER Mitigation Commitment 34 - Potential influence of explosives residuals in mine rock, low-grade ore and open pit on receiving environment water quality (i.e., ammonia and nitrate). - Mitigation: BMPs for explosives use. - Commitment: Implementation of BMPs during blasting to reduce the blast waste rate and mass of residual explosives present in the open pit, mine rock, low-grade ore and dam construction material. - Standard: Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.	N	Y	Y	N	Blasting / Explosives Management Plan; Water Environmental Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Blasting / Explosives Management Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Regular on-going monitoring of ammonia and nitrate in effluent and receiving waters is conducted in accordance with the regulatory requirements.
EA-MT35	EER Mitigation Commitment 35 - Potential influence of sewage on receiving environment water quality. - Mitigation: Treatment of sewage. - Commitment: Sewage will be treated to a quality that meets federal and provincial legislative requirements before discharge to the environment. - Standard: Effluent discharge requirements under:	N	N	Y	N	Permits / Approvals; Sewage Management Plan; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Sewage Management Plan and Water Environmental Monitoring Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The wastewater treatment is

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Wastewater Systems Effluent Regulations, and Ontario Water Resources Act (Section 53)						permitted via the ECA which prescribes effluent discharge limits.
EA-MT36	EER Mitigation Commitment 36 - Potential influence of seepage / runoff from MRA, low-grade stockpile and open pit on receiving environment water quality. - Mitigation: Construction and operation of engineered water management systems to collect runoff and seepage; monitoring and treatment of effluent, as required. - Commitment: Open pit inflow and runoff will be collected in the open pit sump. Seepage and runoff from the MRA and from the low-grade stockpile will be collected in ponds. During the Operations phase, water collected by these facilities will be pumped to the polishing pond. The excess water in the polishing pond, which will be monitored for water quality, is discharged to the environment. - Standard: Effluent discharge requirements under: Metal Mining Effluent Regulations (MMER), and Ontario Regulation 560/94, Effluent Monitoring and Effluent Limits – Metal Mining Sector. Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Aquatic Management and Monitoring Plan.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Monitoring and reporting are ongoing per applicable regulatory requirements.
EA-MT37	EER Mitigation Commitment 37 - Potential impact of landfill leachate from solid domestic and industrial waste on groundwater quality. - Mitigation: Management of solid domestic and industrial waste in a permitted landfill, including the use of BMPs; monitoring of groundwater quality; remedial action, as required.	N	Y	Y	Y	Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Waste Management Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. IAMGOLD continues to support the operation of the Ministry of Natural Resources

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Commitment: Solid domestic and industrial waste will be placed into a landfill that will be operated in accordance with federal and provincial legislative requirements, and BMPs, including mitigation, monitoring, remedial action, and closure plans, will be integrated into the operation and closure of the landfill. - Standard: Ontario Regulation 232/98.						and Forestry (MNRF) Neville Landfill facility which is currently being utilized for the Site.
EA-MT38	EER Mitigation Commitment 38 - Acid rock drainage from the MRA potentially affecting effluent quality. - Mitigation: Inclusion of PAG rock within the bulk of the MRA. - Commitment: The inclusion of any PAG materials with the bulk of the waste will likely be an appropriate management method and segregation of any PAG materials does not appear to be necessary. - Standard: n/a	Y	N	Y	Y	Mine Rock and ARD / ML Management Plan; Water Environmental Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Monitoring and reporting are ongoing per applicable regulatory requirements.
EA-MT39	EER Mitigation Commitment 39 - Potential influence of seepage / runoff from MRA and Côte Pit Lake on receiving environment water quality. - Mitigation: Monitoring and, if determined to be required, water collection and treatment. - Commitment: Seepage and runoff from the MRA and water in the open pit will be monitored prior to Post-closure phase (Stage II). If the monitoring determines that the water quality is not suitable for discharge to the environment, then collection and treatment measures will be implemented accordingly. - Standard: Water quality guidelines: Canadian Water Quality Guidelines for the Protection of Aquatic Life and Provincial Water Quality Objectives.	N	N	N	Y	Closure Plan; Water Environmental Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT40	<i>Archived commitment.</i>						
EA-MT41	EER Mitigation Commitment 41 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to the loss of habitat or noise disturbance. - Mitigation: Develop a compact Project site to reduce overall habitat loss and to limit the potential adverse effects related to interference with wildlife movement. Utilize existing infrastructure for access and minimize construction of new roads and other corridors wherever alternatives exist. Construction crews will be advised to not interfere or harass wildlife. No hunting by Project personnel permitted while working or residing on site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Utilize existing infrastructure for access and minimize construction of new roads where practical. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a	N	Y	Y	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as the Terrestrial Biodiversity Management and Monitoring Plan, Site Traffic Management Plan, and General Site Orientation. Relevant aspects of the Plans were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment is executed by way of Site Environmental Permit (SEP). The SEP process ensures that relevant Plans are referenced and adhered to during the execution of work. The process effectively translates this Commitment to the work front and to the execution of tasks by Site contractors. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, including wildlife interaction.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT42	EER Mitigation Commitment 42 - Adverse effects to bats due to loss of habitat or noise disturbance. - Mitigation: Develop a compact site to reduce overall habitat loss and to limit potential adverse effects related to sound emissions, to the extent practicable. Enforce speed limits along Project roads and reduce vehicular traffic associated with construction. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Enforce speed limits along Project roads and reduce vehicular traffic associated with construction. - Standard: n/a	N	Y	Y	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as the Terrestrial Biodiversity Management and Monitoring Plan and Site Traffic Management Plan Relevant aspects of the Plan were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment is executed by way of SEP. The SEP process ensures that relevant Plans are referenced and adhered to during the execution of work. The process effectively translates this Commitment to the work front and to the execution of tasks by Site contractors.
EA-MT43	EER Mitigation Commitment 43 - Adverse effects to migratory birds and avian SAR due to loss of habitat or noise disturbance. - Mitigation: Minimize the Project footprint to the extent practicable. Construction and clearing within the transmission line ROW outside migratory bird breeding season (April 15 to August 31). Maintain existing vegetation ground cover along the transmission line ROW to the extent practicable. Install conductor wires at a sufficient distance apart to prevent the accidental electrocution (contact of wingtips with wire) of large avian species. Utilize existing infrastructure for access and minimize construction of new roads and other corridors where possible. Advise Project personnel not	N	Y	Y	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as the Terrestrial Biodiversity Management and Monitoring Plan and Site Traffic Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal Migratory Birds Convention Act and Species at Risk Act, as well as the Ontario Endangered Species Act.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	to interfere or harass wildlife. Include Common Nighthawk and Bank Swallow identification as part of site induction to improve success of wildlife reporting programs. Contact the MNRF and Environment Canada within 24 hours if Common Nighthawk or Bank Swallow are recorded nesting on site. No hunting by Project personnel permitted while working or residing on-site. Educate Project personnel on how to handle food and food wastes in a responsible manner and create and enforce policies to ensure no feeding of wildlife. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Construct in winter, where frozen surfaces are required to minimize surface erosion. Retain existing low-lying vegetation ground cover along the transmission line ROW thereby minimizing vegetation clearing. Utilize existing infrastructure for access and minimize construction of new roads. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act						Control over activities that have the potential to impact or interact with the environment such as vegetation clearing, and grubbing is executed by way of a site-specific environmental permitting process. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, waste management and wildlife.
EA-MT44	EER Mitigation Commitment 44 - Adverse effects to raptors due to loss of habitat or noise disturbance. - Mitigation: Develop a compact site to prevent encroachment of Project activities on raptor nesting sites and adjacent habitat. Minimize the level of potentially disturbing activities near any known or	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan; Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and the Waste Management Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	subsequently discovered active raptor nest sites during the raptor breeding season (April 15 – August 31) until nests are vacated. Dispose of food wastes generated on site in an appropriate manner that limits the attraction of wildlife, including Common Ravens, Turkey Vultures and Bald Eagles. Remove carcasses of road-killed animals or any other carcasses found onsite in a timely manner to limit the attraction of wildlife, such as Common Ravens and Turkey Vultures. - Commitment: Minimize the width of the transmission line ROW to the proposed 50 m. Dispose of food wastes generated on site in an appropriate manner. Remove carcasses of road-killed animals or any other carcasses found onsite in a timely manner. Minimize the width of the transmission line ROW to the proposed 50 m. Dispose of food wastes generated on site in an appropriate manner. - Standard: n/a						Relevant aspects of the Plans were successfully implemented during the reporting period.
EA-MT45	EER Mitigation Commitment 45 - Direct vegetation (and wildlife habitat) loss, alteration, and fragmentation from the physical footprint of the Project. - Mitigation: Limit the area of Project footprint and limit disturbance from employees and mining activities. No vegetation removal is to occur during sensitive wildlife breeding seasons such as the migratory bird nesting season (April 15 to August 31). Construct the transmission line to minimize the potential for ground disturbance and soil erosion during construction and to reduce the necessity for creation of additional permanent access roads. Retain existing low-lying vegetation along the transmission line ROW thereby	Y	Y	Y	Y	Erosion and Sediment Control Plan; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the ESC Plan and Terrestrial Biodiversity Management and Monitoring Plan Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal Migratory Birds Convention Act.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth through operations and beyond closure. Where practical, use existing roads and trails. Where practical, rehabilitate habitat for plants and wildlife. - Commitment: Existing access roads and infrastructure used to the extent practical in transmission line construction. Vegetation clearing to take place outside of the migratory bird nesting season (April 15 to August 31). If under unforeseen circumstances minor vegetation removal is necessary between April 15 and August 31, non-intrusive surveys such as point counts for singing male birds will be completed by qualified individuals. If singing males are recorded then it will be assumed that a nesting female is nearby and proper provincial and federal species-specific nest buffers will be established around the singing male; no vegetation removal will occur within these buffers between April 15 and August 31. A mitigation / management plan will be developed in consultation with Environment Canada and the Ministry of Natural Resources to address potential impacts to breeding birds. Retain existing low ground cover along transmission line ROW thereby minimizing vegetation clearing. Maintain vegetated buffers adjacent to creek and river transmission line crossings. - Standard: Canadian Migratory Birds Convention Act.						Control over activities that have the potential to impact or interact with the environment such as vegetation clearing is executed by way of a site-specific environmental permitting process.
EA-MT46	EER Mitigation Commitment 46 - Direct vegetation (and wildlife habitat) loss, alteration, and fragmentation from the physical footprint of the Project.	N	Y	Y	Y	Erosion and Sediment Control Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Mitigation: Limit the area of Project footprint and limit disturbance from employees and mining activities. No vegetation removal is to occur during sensitive wildlife breeding seasons such as the migratory bird nesting season (April 15 to August 31). Construct the transmission line to minimize the potential for ground disturbance and soil erosion during construction and to reduce the necessity for creation of additional permanent access roads. Retain existing low-lying vegetation along the transmission line ROW thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth through operations and beyond closure. Where practical, use existing roads and trails. Where practical, rehabilitate habitat for plants and wildlife. - Commitment: Apply and enforce speed limits along all Project access roads and always give the right-of-way to wildlife. Vehicle use will be restricted to designated areas and use of off-road vehicles for recreational purposes will be prohibited for workers. Progressive revegetation will be implemented where practical to reduce the amount of disturbed habitat during the Project lifecycle and will include active seeding to promote vegetation growth, stabilize the substrate, reduce potential erosion and enhance natural recovery of vegetation communities. - Standard: Canadian Migratory Birds Convention Act					Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	This commitment is being tracked as part of the Erosion and Sediment Control Plan, Site Traffic Management Plan and Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal Migratory Birds Convention Act. Control over activities that have the potential to impact or interact with the environment such as vegetation clearing, and ground disturbance is executed by way of a site-specific environmental permit. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management and transportation and traffic management.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT47	EER Mitigation Commitment 47 – Introduction of invasive plant species can change vegetation ecosystem composition. - Mitigation: Limit / prevent the transfer of invasive plant species from equipment and imported soil used for rehabilitation. - Commitment: Create topsoil and overburden stockpiles for use in future rehabilitation activities. Clean construction equipment and vehicles on a regular basis. Use locally sourced, native species to revegetate disturbed and exposed areas and encourage natural revegetation. - Standard: n/a	N	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan, the Topsoil Salvaging and Stockpiling Plan, and newly developed Invasive Species Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. Control over activities that have the potential to impact or interact with the environment such as introduction of new equipment is executed by way of a site-specific environmental permit. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, including invasive species and equipment cleaning.
EA-MT48	EER Mitigation Commitment 48 - Project preparation, construction, operation and closure activities can increase the risk of nest destruction and mortality of migratory birds (incidental take). - Mitigation: Limit risk of nest destruction and mortality of migratory birds. - Commitment: Typically, clearing of vegetation will take place outside of the migratory bird nesting season (April 15 to August 31). If under unforeseen circumstances minor vegetation removal is necessary between April 15 and August 31, non-intrusive surveys such as point counts for singing male birds will be completed by	Y	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring including a Migratory Birds Protection Management Plan which was developed in consultation with NDMNRF and in consideration of current Environment and Climate Change Canada guidance. Relevant aspects of the Plan were successfully implemented during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	qualified individuals. If singing males are recorded, then it will be assumed that a nesting female is nearby and proper provincial and federal species-specific nest buffers will be established around the singing male; no vegetation removal will occur within these buffers between April 15 and August 31. A mitigation/management plan will be developed in consultation with Environment Canada and the MNRF to address potential impacts to breeding birds. Minimize disturbance to active nest sites. - Standard: Canadian Migratory Birds Convention Act						Control over activities that have the potential to impact or interact with the environment such as vegetation clearing, or grubbing is executed by way of a site-specific environmental permit.
EA-MT49	EER Mitigation Commitment 49 - Wildlife-vehicle collisions and physical hazards on the Project site may cause injury / mortality to individual animals. - Mitigation: Reduce risk of mortality to wildlife - Commitment: Enforce speed limits on Project roads. The presence of wildlife will be monitored and communicated to Project site personnel. All Project personnel will be provided with environmental awareness training. Vehicles will yield right-of-way to wildlife. Vehicle use will be restricted to designated areas and use of off-road vehicles for recreational purposes will be prohibited for workers. The Mine Rock Areas, TMF polishing pond and low-grade ore stockpile will be regularly monitored for wildlife activity and hazards. If a SAR is identified within the Project area during construction, and construction activities will harm or harass the observed individual(s), work within the vicinity of the observed occurrence will be modified to minimize disturbance until the individual(s) leave the area. Information regarding the observation of SAR	N	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	Compliance achieved for the reporting period; tracking / implementation ongoing. This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and Site Traffic Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Terrestrial Biodiversity Management and Monitoring Plan captures the applicable requirements of the Federal and Provincial Species at Risk Act. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management and transportation and traffic management, as well as potential wildlife interactions.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	(species, number of individuals, location) should be reported to the MNRF within 48 hours. Temporary suspension of surface blasting if Moose, Black Bear, wolf and other wildlife are observed within the danger zone identified by the blast supervisor. - Standard: Canadian Species at Risk Act, Ontario Endangered Species Act.						
EA-MT50	EER Mitigation Commitment 50 - Attractants (e.g., food waste, oil products) may increase carnivore-human encounters and result in the loss (destruction or relocation) of individual animals. Attractants may also increase predator numbers and thereby increase predation risk on prey species. - Mitigation: Reduce the risk of mortality to wildlife - Commitment: Education and reinforcement of proper waste management practices will be provided to all Project personnel. Prohibit littering. Prohibit feeding of wildlife. Dispose of waste in accordance to a Waste Management Plan which will limit the presence of food attractants. All Project personnel will be provided with environmental awareness training. Presence of wildlife will be monitored and communicated to Project site personnel. - Standard: n/a	N	Y	Y	Y	Terrestrial Biodiversity Management and Monitoring Plan; Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and Waste Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, including but not limited to waste management and wildlife interaction.
EA-MT51	<i>Archived commitment.</i>						
EA-MT52	EER Mitigation Commitment 52 - Adverse effects to vegetation communities due to activities associated with the maintenance of the transmission line wires and poles (dust production by service vehicles) and the need for periodic clearing of tall woody vegetation to ensure	N	N	Y	N	Terrestrial Biodiversity Management and Monitoring Plan	No maintenance was performed on the transmission line during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	adequate clearance below the conductors. - Mitigation: The generation of dust by transmission line service vehicles is expected to be limited and can be minimized by having these vehicles drive slowly along the transmission line ROW. Ensure that ongoing clearing is constrained to the necessary area of clearance (the ROW). Use mechanical brushing. - Commitment: Minimize the speed of service vehicles along the transmission line ROW. - Standard: n/a						
EA-MT53	EER Mitigation Commitment 53 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with maintenance of the transmission line wires and poles. - Mitigation: Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of detailed design as well as included in the Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Right of Way clearing and Transmission Line construction was initiated in 2021 and completed in 2022. Ground cover vegetation has been maintained to the extent practicable and in accordance with the Site's Terrestrial Biodiversity Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT54	EER Mitigation Commitment 54 - Adverse effects to migratory birds, raptors and avian SAR due to activities associated with maintenance of the transmission line wires and poles. - Mitigation: Minimize the speed of service vehicles along the transmission line ROW to minimize dust production and thereby limit the zone of influence. Use marker balls and bird diverters on the transmission line wires to reduce the likelihood of bird collisions with power lines in high-risk location such as near wetlands. - Commitment: Minimize the speed of service vehicles along Project roads and along the transmission line ROW. Use marker balls and bird diverters on wires in high-risk areas. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan, and the Site's Site Traffic Management Plan. Relevant aspects of the Plans were successfully implemented during the reporting period.
EA-MT55	EER Mitigation Commitment 55 - Adverse effects to vegetation communities due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Time removal of transmission line infrastructure to minimize the potential for ground disturbance and soil erosion by equipment and vehicles and to reduce the necessity for creation of additional permanent access roads. Retain existing low-lying vegetation ground cover thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth beyond closure. Minimize the speed of service vehicles along Project roads and along the	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	transmission line ROW to lessen dust production and thereby limit the zone of influence. Encourage natural revegetation and recolonization of the ROW as part of the reclamation process. - Commitment: Remove transmission line infrastructure in the winter and minimize disturbance to vegetation during closure activities. Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production. - Standard: n/a						
EA-MT56	EER Mitigation Commitment 56 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where other alternatives exist. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along proposed access roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Utilize existing infrastructure for access	N	N	N	Y	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	and minimize construction of new roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a						
EA-MT57	EER Mitigation Commitment 57 - Adverse effects to bats due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Project personnel will be advised not to interfere or harass wildlife. - Commitment: n/a - Standard: Ontario Endangered Species Act.	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT58	EER Mitigation Commitment 58 - Adverse effects to migratory birds, raptors and avian SAR due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	posted in areas of high wildlife activity. - Commitment: Utilize existing infrastructure for access. Include wildlife awareness information in regular safety and environmental inductions. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act.						
EA-MT59	EER Mitigation Commitment 59 - During construction water quality may be impaired due to elevated TSS in runoff which can affect aquatic species. Some concentrations above background may occur temporarily. - Mitigation: The use of erosion control measures and timing of construction to avoid spawning and egg incubation periods will reduce the potential for effect to fish and aquatic life. - Commitment: Construction in water bodies will be undertaken within the in-water construction windows to minimize effects to fish spawning. Erosion control fencing and sedimentation catchments will be installed downstream of active construction areas. - Standard: As required under a consolidated works permit under the Lakes and Rivers Improvement Act issued by the Ministry of Natural Resources and Forestry and under the Fisheries Act Section 35. TSS must not exceed 5 mg/L (long-term) or 25 mg/L TSS (short-term; CCME 2013)	N	Y	N	N	Erosion and Sediment Control Plan; Permits and Approvals; Water Environmental Monitoring Plan; Aquatic Management and Monitoring Plan.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan and the ESC Plan. Relevant aspects of the Plans were implemented during the reporting period. Monitoring and reporting are ongoing in accordance with regulatory requirements.
EA-MT60	EER Mitigation Commitment 60 - Construction of the watercourse realignments will result in flooding of some terrestrial vegetation which could cause methyl mercury production and potentially affect recreational use of	N	Y	N	N	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	sport fish through consumption limits. - Mitigation: Removal of terrestrial vegetation and organic soils prior to flooding will reduce the potential for methyl mercury production through decaying of terrestrial vegetation. - Commitment: Terrestrial vegetation and organic soils will be removed prior to flooding. - Standard: Health Canada consumptions restriction guideline (0.61 mg/kg Hg)- Health Canada 2004.						This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes a Mercury Environmental Monitoring Plan that was prepared in consultation with the Department of Fisheries and Oceans Canada (DFO) and Ministry of Environment, Conservation and Parks (MECP). Relevant aspects of the Plan were successfully implemented during the reporting period. Monitoring and reporting are ongoing per regulatory requirements.
EA-MT61	EER Mitigation Commitment 61 - Fish will be relocated from habitats that will be lost during the construction phase (i.e., open pit, MRA and TMF) but not all fish will be able to be collected, therefore individual fish will be lost during construction. - Mitigation: Relocate fish (representative numbers of the community) to established habitats. Time relocation relative to life cycle requirements and environmental conditions to minimize stress. - Commitment: Non-destructive fishing will be conducted in fish habitats that will be lost. Timing of removals will be planned around life cycle requirements to minimize losses of individuals. Fish captured as part of the relocation program will be released within the watershed they are captured. Small and large-bodied fish will be targeted. A biologist will be present to monitor the capture and proper care of any aquatic life found. - Standard: Section 35 of the Fisheries Act does not allow	N	Y	N	N	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes a Fish Salvage Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	for the destruction of fish. A permit is required to provide for loss of some individuals.						
EA-MT62	EER Mitigation Commitment 62 - Loss of existing lentic and lotic habitat will occur through the construction of the Project. - Mitigation: Design of the realignment channels will incorporate the life cycle requirements of the resident fish species and promote, where possible, an increase in habitat that is currently limited within the local study area. - Commitment: Construct realignments to provide for life cycle requirements of resident fish - Standard: Fisheries Act Section 35. No loss of productive habitat related to commercial, aboriginal or recreational fisheries.	Y	Y	N	N	Aquatic Management and Monitoring Plan; Permit / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes reference to benthic invertebrate community composition and biomass. The Plan that was prepared in consultation with DFO and MECP. Relevant aspects of the Plan were successfully implemented during the reporting period. The Fisheries Offsetting Plan was approved by DFO in November 2022. Construction, monitoring and reporting are ongoing.
EA-MT63	EER Mitigation Commitment 63 - Water intake structures will trap, impinge fish. - Mitigation: Design water intake structures to meet DFO requirements to prevent/limit fish impingement. - Commitment: Ensure intake pipe are fitted with screens to prevent fish impingement and consistent with DFO guidelines. - Standard: DFO Freshwater Intake End-of-Pipe Fish Screen Guideline.	Y	Y	Y	N	Design / Engineering records; Aquatic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan and also as part of the detailed design of water intake structures and pipes. In addition to regulatory requirements, all water transfers and takings are permitted via a site-specific environmental permit that incorporates these requirements.
EA-MT64	<i>Archived commitment.</i>						

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT65	EER Mitigation Commitment 65 - During the first years of operation the watercourse realignments may not be fully established and resident fish may experience some interruption in access to habitat or the quality of habitats. - Mitigation: Time construction of watercourse realignments to allow for vegetation growth for one season prior to commissioning of watercourse realignments, if possible or conduct planting of aquatic vegetation immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats. - Commitment: Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat. - Standard: Section 35 Fisheries Act authorization.	N	Y	N	N	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan and the Adaptive Management Plan developed for Watercourse Realignment Channel 2 and Chester Lake. Relevant components of the plan were successfully implemented during the reporting period. Post-construction monitoring and reporting are ongoing.
EA-MT66	EER Mitigation Commitment 66 - Dams will be removed and the open pit reconnected to Upper Three Duck Lakes through an outlet channel. Until these habitats are established some reduction in fish access to habitat or the quality of habitats may occur. Once established a net increase in fish habitat will be provided. - Mitigation: Time construction of water realignments to allow for vegetation growth for one or more growing seasons prior to commissioning of watercourse realignments or conduct planting of aquatic vegetation	N	N	N	Y	Aquatic Management and Monitoring Plan; Design / Engineering records	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats. - Commitment: Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat. - Standard: Section 35 Fisheries Act authorization.						
EA-MT67	<i>Archived commitment.</i>						
EA-MT68	EER Mitigation Commitment 68 - Trapping – relocation of trapper cabins or buildings along transmission line alignment. - Mitigation: Appropriate mitigation measures to be determined through consultation between the MNRF and affected trappers. - Commitment: Discuss with the MNRF and the affected trappers about appropriate effects management strategies for the removal of trapper cabins or associated buildings that may be overlap with the selected transmission line alignment. - Standard: n/a	Y	Y	N	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. IAMGOLD continues to engage with affected trappers.
EA-MT69	EER Mitigation Commitment 69 - Navigable Waters – restricted access to the 4M Circle Canoe Route. - Mitigation: To be determined through consultation with any potential canoe route users to facilitate safe navigation during Construction and Operations.	Y	Y	Y	N	Engineering, Procurement and Construction Management (EPCM) records; Socio-	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Commitment: Through consultation with users, establish a suitable portage / connection such that the portage route will still be usable or an alternative route is developed. This could also include placing markers to ensure canoes do not approach active construction sites. The area will be posted with signage indicating which camp sites are closed and access is limited to a period of 24-hours. If the need arises the area can be monitored. - Standard: Canadian Navigable Waters Act.					economic Management and Monitoring Plan; Records of Engagement	Relevant aspects of the Plan were successfully implemented during the reporting period. Consultation was completed during the pre-Construction phase with Indigenous communities related to traditional portage routes. The 4M Circle Canoe Route remains usable and accessible to all users with the exception of Portage 3 and Upper Three Duck Point camp sites. IAMGOLD actively maintains the access to the Canoe route and has put in place appropriate signage in the area. IAMGOLD website/ social media channels are used to interact with public at large.
EA-MT70	<i>Archived commitment.</i>						
EA-MT71	<i>Archived commitment.</i>						
EA-MT72	<i>Archived commitment.</i>						
EA-MT73	<i>Archived commitment.</i>						
EA-MT74	EER Mitigation Commitment 74 - Hunting – potential adverse effects due to increased vehicular traffic. - Mitigation: Enforce speed limits and warn IAMGOLD personnel of areas of high wildlife activity and crossings. - Commitment: Enforce speed limits along proposed Project access roads to reduce the potential adverse effects of increased vehicular traffic associated with the Project. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan; Site Traffic Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the referenced plans. Relevant aspects of the Plans were successfully implemented during the reporting period. IAMGOLD follows up with Indigenous communities and Gogama residents through Socio-economic Management and Monitoring Plan coordination meetings. The Site has a comprehensive orientation program whereby any new contractors and visitors to the

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							Site are made aware of Site rules relating to environmental management and transportation and traffic management, as well as potential wildlife interactions.
EA-MT75	EER Mitigation Commitment 75 - Hunting – safety of Project site workers. - Mitigation: Prohibit hunting on IAMGOLD property to provide safety for both hunters and workers. - Commitment: Inform workers of the no hunting policy and post signs warning hunters. Control access to the site for general public including hunters. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Commitment is also included in the Traditional Land Use Follow-Up Monitoring Program. The plan continued to be implemented during the reporting period. No requests were received during the report period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other Indigenous communities for access to the Côte Gold site for the purpose of carrying out traditional land use activities, including hunting. Site access is restricted.
EA-MT76	EER Mitigation Commitment 76 - Hunting - potential adverse effects due to poor waste management practices. - Mitigation: Food wastes generated on-site will be appropriately disposed of to reduce the attraction of wildlife. - Commitment: Ensure frequent pick-up and removal of	N	Y	Y	Y	Waste Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Waste Management Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	waste generated on-site. - Standard: n/a						The EPCM contractor coordinates waste disposal as required.
EA-MT77	EER Mitigation Commitment 77 - Trapping – loss of access to trapline area (GO031). - Mitigation: Based on discussion with the MNRF no compensation is required for trap line losses. Appropriate mitigation measures to be determined through consultation between the MNRF and affected trappers. - Commitment: Continue discussions with the MNRF and affected trappers about potential effects and/or effects management strategies, where appropriate. - Standard: n/a	Y	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring. In 2021, IAMGOLD consulted with various trappers throughout the reporting period, culminating in the signing of a Letter of Intent related to trapping and cabin relocation within the Site boundary. In 2022, IAMGOLD worked on implementing an agreement with the trapper & trap line GO 023 owner and continued discussions related to access to the trapper's cabin for GO 031 throughout the reporting period.
EA-MT78	EER Mitigation Commitment 78 - Cottagers and Outfitter Camps – increased boating on Mesomikenda Lake. - Mitigation: Limit recreational boating for workers while they are staying at the work camp on-site. Potential purchase of cottages. - Commitment: Inform workers of the recreational boating policy. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. While on Site, workers are not permitted to engage in recreational use of waterbodies. Potential purchase of cottages is not currently required / warranted.
EA-MT79	EER Mitigation Commitment 79 - Canoeing (traditional) – loss of portage route. - Mitigation: To be determined through consultation with any potential canoe route users to facilitate safe navigation during construction and operations. - Commitment: Through consultation with users,	Y	Y	Y	N	Socio-economic Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	establish a suitable portage/ connection such that the portage route will still be usable or an alternative route is developed. The area will be posted with signage indicating which camp sites are closed and access is limited to a period of 24-hours. If the need arises the area can be monitored. Notification processes related to land access controls and/or activity restrictions on current use will be developed in consultation with affected Indigenous groups, in consideration of individual consultation preferences of each community and consistent with any potential commercial agreements. - Standard: Canadian Navigable Waters Act					Program; Records of Engagement	Compliance achieved for the reporting period; tracking / implementation ongoing. This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Consultation related to the portage route was completed during the pre-Construction phase, including specific conversations with Indigenous communities as part of the Canadian Navigable Waters Act approval process. Mattagami First Nation and Flying Post First Nation, whose traditional territory the Site is located within, confirmed in writing to Transport Canada on June 26, 2020 that neither community feels it is necessary to establish a suitable portage / connection route for the portage route (assumed to be a canoe route) that follows the chain of lakes that surround the Site and includes Chester Lake, Clam Lake, Bagsverd Lake, Weeduck Lake, Three Duck Lakes (Upper, Middle, and Lower) as this portage route is not in use by their community members. No requests were received during the reporting period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other Indigenous communities for access to the Côte Gold site for the purpose of carrying out traditional land use activities, including access to portage routes.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							The 4M Circle Canoe Route remains usable and accessible to all users except Portage 3 and Upper Three Duck Point camp sites are no longer available for use. IAMGOLD actively maintains the access to the Canoe route and has put in place appropriate signage in the area. IAMGOLD website/ social media channels are used to interact with public at large.
EA-MT80	<i>Archived commitment.</i>						
EA-MT81	EER Mitigation Commitment 81 - Cultural, Spiritual and Ceremonial Sites, Eagle's Nest – impacts to raptors. - Mitigation: Inform workers of locally nesting raptors. Consult with Mattagami First Nation and Flying Post First Nation on how the removal of an eagle's nest can be conducted in a culturally sensitive manner and be open to hosting a traditional ceremony (ies) on site should one be requested. - Commitment: Inform workers of locally nesting raptors to avoid unnecessary disturbance. - Standard: n/a	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring Program; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan, and Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT82	EER Mitigation Commitment 82 - Hunting and Fishing (traditional) – depletion of fish / wildlife. - Mitigation: No hunting or fishing by Project personnel will be permitted while working or residing on-site. - Commitment: No hunting or fishing by Project personnel will be permitted while working or residing on-site. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and Terrestrial Biodiversity Management and Monitoring Plan and is included in site orientation. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							environmental management, including but not limited to the prohibition of fishing and hunting while working or residing on-site.
EA-MT83	EER Mitigation Commitment 83 - Impacts on the exercise of Indigenous rights by the Métis rights-bearing community in the Project Area. - Mitigation: Through a memorandum of understanding, dated June 21, 2014, as amended by an Addendum dated February 1, 2016 (collectively, the “MOU”), Trelawney, a wholly-owned subsidiary of IAMGOLD, and the Métis Nation of Ontario intend to continue to develop a positive relationship and, should the Project receive regulatory approval, further commit to reaching an agreement on an Impact Benefit Agreement if commercially reasonable terms can be arrived at by the parties in accordance with the MOU. The agreement will aim to address mutually agreeable interests such as (i) terms for financial benefits, (ii) compensation relating to any specific and identifiable Project impacts which are not otherwise resolved through mitigation or accommodation, and (iii) other key areas including training, employment, environmental monitoring/management and business opportunities. - Commitment: IAMGOLD will continue to engage with the Métis community to address community priorities and potential impacts arising from the Project in accordance with the mechanisms outlined in the MOU. - Standard: n/a	Y	Y	Y	Y	Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> During the reporting period, IAMGOLD and the Métis Nation of Ontario Region 3 continued to implement the various provisions contained within an Impact Benefit Agreement that was signed in 2021.
EA-MT84	EER Mitigation Commitment 84 - Plant Harvesting (traditional) – contamination of vegetation from use of chemical agents for vegetation management along	N	Y	Y	N	Terrestrial Biodiversity Management and Monitoring Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	transmission line alignment. - Mitigation: Vegetation clearing will avoid the use of chemical agents. - Commitment: No use of chemical agents for vegetation clearing along transmission line right of way; use of mechanical vegetation management only. - Standard: n/a					Traditional Land Use Follow-Up Monitoring Program	This commitment is being tracked as part of the Terrestrial Biodiversity Management and Monitoring Plan and is included in site orientation. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, including but not limited to the prohibition of use of unapproved chemical agents. No ROW vegetation management was required during the reporting period.
EA-MT85	EER Mitigation Commitment 85 - Obstruction of the viewscape. - Mitigation: Limit the design height of the MRA to 150 meters. Removal of the trapper's cabin on Three Duck Lakes. - Commitment: Mitigation and management measures inherent within the Project design that limit the extent of the visual effects includes: selection of one MRA, located further away from receptors and limiting the design height of the MRA to 150 m. Additionally, the trapper's cabin on Three Duck Lakes, given its location with respect to Project components, will be negotiated for removal to limit visual aesthetics, air quality and noise and vibration effects from the Project. - Standard: n/a	Y	Y	N	N	Design / Engineering records; Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Design of the MRA will be limited to a height of 150 m. This commitment is being tracked as part of the Mine Closure Plan and the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. During the reporting period, IAMGOLD continued discussions related to access to and relocation of the trapper's cabin.
EA-MT86	EER Mitigation Commitment 86 - Labour Market / Population Demographics – local employment. - Mitigation: Support employment of local community members where possible. - Commitment: Support employment for local community members (First Nation, Métis communities	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	and Gogama) including opportunities to support environmental monitoring activities. - Standard: n/a or as established in negotiated agreements.						IAMGOLD communicates job postings via email to Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario, Gogama, and Brunswick House First Nation. Members of these communities have the option to self-describe upon application for priority consideration as well as the option to make a general interest application for individual review. All contractors are similarly encouraged to communicate their job opportunities. Information about how to apply for Site-related employment (direct and with contractors) is also communicated regularly through the quarterly Site newsletter and discussed with community partners in all IBA implementation and SEMMP Committee meetings held during the reporting period.
EA-MT87	EER Mitigation Commitment 87 - Labour Market / Population Demographics– cultural awareness training. - Mitigation: Cultural awareness training. - Commitment: Develop a cultural awareness-training program and require employees and contractors to complete the training. - Standard: n/a or as established in negotiated agreements.	N	Y	Y	N	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. An Indigenous Cultural Awareness module is incorporated into mandatory online pre-mobilization orientation for all workers during Construction. It was developed in consultation with Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario.
EA-MT88	EER Mitigation Commitment 88 - Public Utilities – demands on Gogama’s wastewater treatment capacity. - Mitigation: Work with Gogama Local Services Board. - Commitment: Continue to support Gogama Local Services Board to identify ways to improve Gogama’s	N	Y	Y	N	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	wastewater treatment capacity. - Standard: n/a						
EA-MT89	EER Mitigation Commitment 89 - Business Opportunities – monitor/report on local and regional procurement. - Mitigation: Establish a system to monitor and report on local and regional content with mechanisms to adapt procurement policies where required. - Commitment: Establish a system to monitor and report on local and regional content with mechanisms to adapt procurement policies, where required. - Standard: n/a or as established in negotiated agreements.	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.
EA-MT90	EER Mitigation Commitment 90 - Labour Market / Population Demographics – employee training and development. - Mitigation: Provide on-the-job Common Core training to workers. - Commitment: Provide on-the-job Common Core training to assist local and regional workers to develop mining-specific skills or develop partnerships with existing initiatives. Employees would be part of IAMGOLD's Performance Management Process and development needs and opportunities would be identified through this process. - Standard: n/a or as established in negotiated agreements	N	Y	Y	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Numerous employment postings were published throughout the reporting period and provided to various stakeholders including but not limited to Mattagami First Nation, Metis Nation of Ontario, Flying Post First Nation, and Gogama Local Services Board, encouraging local and regional workers to apply for Site employment opportunities. Common Core training is provided for all new hires who require the training.
EA-MT91	EER Mitigation Commitment 91 - Labour Market / Population Demographics – training to access Project employment. - Mitigation: Support and/or provide training and	N	Y	Y	N	Socio-economic Management and Monitoring Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being monitored as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	education in local communities, where possible. - Commitment: Support and/or provide education and training for potential employees from local communities (Aboriginal communities and members of Gogama). Initiate discussions with potential partners for developing youth mentorship programs. Work with appropriate community contacts to identify training needs, develop relevant training plans, and identify potential participants. - Standard: n/a or as established in negotiated agreements.					Records of Engagement	Development of a workforce training strategy, in collaboration with various community partners, began in 2021 and continued throughout the reporting period. Numerous employment postings were issued during the reporting period and shared with stakeholders, including, but not limited to, Mattagami First Nation, Métis Nation of Ontario, and Flying Post First Nation, to encourage and prioritize applications from Indigenous, local, and regional workers for operational employment opportunities. In late 2024, an apprenticeship program was developed and finalized to provide trades-related opportunities to these communities. The Site's procurement strategy encourages contractors to hire Indigenous and local workers and to offer skills development and technical training as part of employment. Environmental Monitors from Mattagami First Nation and Flying Post First Nation are employed on the Site and are receiving both on-the-job and supplementary training as needed.
EA-MT92	EER Mitigation Commitment 92 - Unidentified Project-related socio-economic / community effects. - Mitigation: Management plan to address potential Project-related socio-economic / community effects. - Commitment: IAMGOLD will work with potentially affected Aboriginal groups to develop a socio-economic / community management plan to address potential Project-related socio-economic / community effects identified through the environmental assessment	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact and Benefit Agreements	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of Community-specific Socio-economic Management and Monitoring Plans that were finalized in 2020. Plans were prepared with IAMGOLD's Impact and Benefit Agreement partners, Mattagami First Nation and Flying Post First Nation as well as

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	process and/or at later stages of the Project. - Standard: n/a or as established in negotiated agreements.						Gogama. The plans are implemented jointly by IAMGOLD and Socio-economic Management and Monitoring Plans Committee formed in the respective communities. During the reporting period, the plans were implemented through regular SEMMP Committee meetings and consistent communication between IAMGOLD and the Socio-economic Management and Monitoring Committee members.
EA-MT93	EER Mitigation Commitment 93 - Labour Market / Population Demographics – local suppliers. - Mitigation: Implement a procurement process that promotes Aboriginal and local suppliers. - Commitment: Develop and implement a procurement process that promotes suppliers from the local community (First Nations, Métis and Gogama). - Standard: n/a or as established in negotiated agreements.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact and Benefit Agreements.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. The Site encourages participation of Indigenous, local and regional businesses in procurement of goods and services. During the reporting period, IAMGOLD and its IBA partners, Mattagami First Nation, and Flying Post First Nation, continued to implement the various provisions contained within the respective agreements, including those related to procurement of goods and services, via Special Purpose Vehicle (SPV) meetings.
EA-MT94	EER Mitigation Commitment 94 - Business Opportunities – Encourage local suppliers. - Mitigation: Implement a procurement process that encourages Aboriginal and local suppliers. - Commitment: Implement a procurement process that	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	encourages suppliers from local Aboriginal communities and Gogama. - Standard: n/a or as established in negotiated agreements or Closure Plan.					and Benefit Agreements	Relevant aspects of the Plan were successfully implemented during the reporting period. The Site procurement approach encourages Indigenous, local and regional content in goods and services. IAMGOLD and its IBA partners, Mattagami First Nation, and Flying Post First Nation, continued to implement the various provisions contained within the agreement, including those related to procurement of goods and services, via SPV meetings.
EA-MT95	EER Mitigation Commitment 95 - Business Opportunities – support local businesses through procurement process. - Mitigation: Support capacity building for local businesses. - Commitment: Increase capacity building for local businesses during the Construction and Operations phases to help them effectively bid for opportunities in the Closure and Post-closure phases. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Supply Chain Procedure	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. The Site's procurement approach encourages local and regional content in goods and services. During the reporting period, IAMGOLD and its contractors provided information to support local businesses to bid on Site-related opportunities upon request and facilitated introductions between local businesses and regional contractors.
EA-MT96	EER Mitigation Commitment 96 - Community Health Conditions – long distance phone service for worker health. - Mitigation: Provide access to long distance phone service for employees. - Commitment: Provide access to long-distance calls and internet connections to help maintain healthy family	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Internet and Wi-Fi connection (with Voice Over Internet

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	relationships. - Standard: n/a						Protocol capability) is provided within the on-site accommodations.
EA-MT97	EER Mitigation Commitment 97 - Community Health Conditions – demands on local health services. Emergency Services – demands on local emergency services - Mitigation: Provide for basic worker health care. - Commitment: Provide immediate access to care if required to minimize additional demands on off-site community health facilities. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan Emergency Response Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> A comprehensive health and wellness program was active throughout the reporting period, including a full-service Occupational Health Centre to provide medical and occupational health services. The Centre is fully staffed with Occupational Health Nurses, Physician Assistants and a Medical Director.
EA-MT98	EER Mitigation Commitment 98 - Community Health Conditions – health management. - Mitigation: Provide information on health-related issues such as nutrition, sexually transmitted infections, alcohol abuse etc. to workers. - Commitment: Provide information on health-related issues such as nutrition, sexually transmitted infections, alcohol abuse etc. to workers to promote a healthy living culture in surrounding communities. - Standard: n/a	N	Y	Y	Y	Occupational Health Program	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. A comprehensive health and wellness program was active throughout the reporting period, including a full-service Occupational Health Centre to provide medical and occupational health services. The Centre is fully staffed with Occupational Health Nurses, Physician Assistants and a Medical Director.
EA-MT99	EER Mitigation Commitment 99 - Community Health Conditions – unsafe driving conditions potentially leading to traffic accidents. - Mitigation: Provide worker transportation to and from Project site. - Commitment: IAMGOLD will consider bussing from communities that are beyond a reasonable commuting	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. Bus transportation is provided between the site and Sudbury, Timmins and the Watershed.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	distance, e.g., Timmins and Sudbury. - Standard: n/a						
EA-MT100	EER Mitigation Commitment 100 - Housing and Temporary Accommodations – on-site camp. - Mitigation: Develop on-site camp. - Commitment: Develop on-site camp while supporting the needs of commuters from across the regional study area through the provision of transportation services. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. On-site camps were functional during the reporting period.
EA-MT101	EER Mitigation Commitment 101 - Housing and Temporary Accommodations – demands for housing. - Mitigation: Monitor indicators of Project housing effects and adapting management measures. - Commitment: Monitor indicators of Project housing effects and adapting management measures with the local study area communities and appropriate agencies. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. On-site camps were functional during the reporting period.
EA-MT102	EER Mitigation Commitment 102 - Education – training to facilitate access to employment. - Mitigation: Support post-secondary education of workers. - Commitment: Encourage and support post-secondary education of workers (including scholarships for programs related to mining for First Nation and Métis students). - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Impact and Benefit Agreements.	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. IAMGOLD continued its support of the Young Mining Professionals Scholarship Fund by awarding multiple \$5,000 scholarships to emerging talent in the mining industry. Additionally, the Site continued its funding for 24 Indspire bursaries, with matching contributions from the Government of Canada, to support Indigenous students.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT103	EER Mitigation Commitment 103 - Emergency Services – demands on local emergency services. - Mitigation: Maintain open communication with local service providers to monitor existing social issues. - Commitment: Maintain open communication with local service providers to monitor existing social issues. Indicators will be selected with input from these service providers so that any Project effects are identified and managed properly by responsible parties. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the Plan were implemented during the reporting period.
EA-MT104	EER Mitigation Commitment 104 - Other Community Services and Infrastructure – demands on local medical services. - Mitigation: Implement the Zero Harm policy at the Project site. - Commitment: Implement the Zero Harm policy and associated health and safety plans that could assist in promoting a safety culture in local communities, potentially reducing demands on local medical services. - Standard: n/a	N	Y	Y	Y	Health and Safety policies	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Appropriate Health and Safety policies and plans are in effect for on-site activities.
EA-MT105	EER Mitigation Commitment 105 - Transportation – road safety training. - Mitigation: Road safety awareness training. - Commitment: Implement regular road safety awareness training for workers and contractors. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Employee onboarding	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and the Site Traffic Management Plan. Site information bulletins addressing this Commitment have also been successfully implemented as needed and will continue to be used throughout operations.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							The Site has a comprehensive orientation program whereby contractors and visitors to the Site are made aware of Site rules, including but not limited to traffic safety and road safety.
EA-MT106	EER Mitigation Commitment 106 - Transportation – highway safety and conflicts with large equipment transport. - Mitigation: Schedule major equipment delivery and removal. - Commitment: Schedule major equipment delivery and removal at off-peak travel times, where practical. - Standard: Ministry of Transportation (MTO) Highway Traffic Act	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Site information bulletins addressing this Commitment have also been successfully implemented as needed and will continue to be used throughout operations.
EA-MT107	EER Mitigation Commitment 107 - Transportation – conflicts with other traffic. - Mitigation: Schedule shuttle bus travel. - Commitment: Schedule shuttle bus travel at off-peak travel times to avoid traffic conflicts with other commuters, school buses and recreation traffic. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Bus schedules were provided to relevant stakeholders including the Ontario Provincial Police and the Manitoulin-Sudbury District Services Board. Transportation of workers occurs Monday through Thursday, avoiding peak weekend recreational traffic.
EA-MT108	EER Mitigation Commitment 108 - Transportation – traffic volumes at peak travel times. - Mitigation: Schedule shifts to limit the number of daily shuttle buses. - Commitment: Schedule shifts so that not all construction workers travel off-site on the same days,	N	Y	Y	N	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	and thereby limiting the number of daily shuttle buses. - Standard: n/a						
EA-MT109	EER Mitigation Commitment 109 - Transportation – effects on highway infrastructure. - Mitigation: Transport oversized loads in parts. Ensure heavy load sizing and seasonal load restrictions. - Commitment: Transport oversized loads in parts to the mine site, if possible, to limit load stress on highway surfaces and obstruction of other traffic. Ensure heavy loads are sized appropriately and that truck traffic observes seasonal load restrictions. - Standard: MTO – Highway Traffic Act O.Reg., 413/05	N	Y	Y	Y	Permits / Approvals; Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Contractors transporting Site materials to the site are required to adhere to the applicable <i>Highway Traffic Act</i> requirements and obtain applicable permits as needed.
EA-MT110	EER Mitigation Commitment 110 - Transportation – potential for wildlife-vehicular accidents. - Mitigation: Report wildlife sightings on highways. Implement a wildlife observation log for all mammals (and road kill) on or near the Project roads. - Commitment: Report wildlife sightings on highways and on or near Project roads to inform workers and identify areas where wildlife is persistently present. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Terrestrial Biodiversity Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and Terrestrial Biodiversity Management and Monitoring Plan. Relevant aspects of the Plans were successfully implemented during the reporting period. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, including wildlife interaction.
EA-MT111	EER Mitigation Commitment 111 - Labour Market / Population Demographics – further training. - Mitigation: Identify and implement basic skills and technical training for Aboriginal and local community	N	N	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	members to upgrade marketable skills and increase capacity, where possible. - Commitment: Identify and implement basic skills and technical training for Aboriginal and local community members to upgrade marketable skills and increase capacity. - Standard: n/a or as established in negotiated agreements or Closure Plan.						The Site offers entry-level positions that require no prior experience and provide on-the-job training in mill and mine operations, creating clear pathways for advancement to experienced operator roles. In late 2024 an apprenticeship program was developed.
EA-MT112	EER Mitigation Commitment 112 - Business Opportunities – procurement process. - Mitigation: Implement a procurement policy that structures opportunities in terms of package size and bid evaluation to reflect Aboriginal and local capabilities. - Commitment: Implement a procurement policy that structures opportunities in terms of package size and bid evaluation to reflect local capabilities, where practicable. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	Y	Y	Socio-economic Management and Monitoring Plan; Supply Chain Procedure	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and Supply Chain Procedure. Relevant aspects of the Plan and Procedure were successfully implemented during the reporting period.
EA-MT113	EER Mitigation Commitment 113 - Labour Market / Population Demographics – job placement assistance. - Mitigation: Offer company services linking workers with local social services that provide job placement assistance. - Commitment: IAMGOLD will facilitate access to external job placement or community services, etc. to transition laid-off or downsized employees into career opportunities as available - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT114	EER Mitigation Commitment 114 - Labour Market / Population Demographics – employment relations. - Mitigation: Develop an employment community relations program - Commitment: Develop an employment community relations program to provide appropriate parties with plans and progress throughout the life of the Project. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT115	EER Mitigation Commitment 115 - Labour Market / Population Demographics – closure planning. - Mitigation: Work with local communities to develop a Project closure strategy that will minimize potential adverse effects of Project closure on regional communities. - Commitment: Engage and support local communities to develop specific strategies and actions as part of the closure plan that minimizes potential adverse closure effects on the regional communities. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT116	EER Mitigation Commitment 116 - Labour Market / Population Demographics –future site use. - Mitigation: Engage and support local and regional communities and stakeholders in planning decisions relating to future use of the Project site. - Commitment: Engage and support local and regional stakeholders in planning decisions for future use of the Project site that might benefit the regional economy or contribute to community pride, cohesiveness, and sense of place.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Standard: n/a or as established in negotiated agreements or Closure Plan.						
EA-MT117	EER Mitigation Commitment 117 - Labour Market / Population Demographics – connect workers and employment opportunities. - Mitigation: Support the establishment of local/regional job opportunities roster/forum accessible for workers. - Commitment: Support local communities and government efforts to connect workers to a local/regional job opportunities forum prior to Project closure. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT118	EER Mitigation Commitment 118 - Labour Market / Population Demographics – support for small business development. - Mitigation: Post information on site for workers about other services agencies in the region that support small business ventures and planning. - Commitment: Inform workers about regional service agencies that support small business ventures and planning, if available. - Standard: n/a or as established in negotiated agreements or Closure Plan.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT119	EER Mitigation Commitment 119 - Other Community Services and Infrastructure – closure effects on employment. - Mitigation: Inform and/or provide employees with access to resources to support transition to other employment. - Commitment: Inform employees of resources to help	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	support employment training, provide information about available financial assistance programs, and career development initiatives. - Standard: n/a						
EA-MT120	EER Mitigation Commitment 120 - Housing and Temporary Accommodations – resident retention after Project closure. - Mitigation: Support local economic diversification programs that could facilitate resident retention after Project closure. - Commitment: Support local economic diversification programs that could facilitate resident retention after Project closure. - Standard: n/a	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT121	EER Mitigation Commitment 121 - Business Opportunities – entrepreneurial economic development. - Mitigation: Support local entrepreneurial development. - Commitment: Support local entrepreneurial development for a diverse range of industries in order to lay foundations of post-operations economic diversification. - Standard: n/a	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT122	EER Mitigation Commitment 122 - Business Opportunities – communicate contract terminations effectively. - Mitigation: Communicate with affected businesses to prepare for the effects of contract termination. - Commitment: Communicate with affected businesses to prepare for the effects of contract termination. - Standard: n/a or as established in negotiated agreements or Closure Plan	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT123	<i>Archived commitment.</i>						
EA-MT124	EER Mitigation Commitment 124 - Disturbance to archaeological sites. - Mitigation: Archaeological assessments Stages 1, 2, 3 and 4, as required - Commitment: Archaeological assessment at identified areas when sub-surface impacts are anticipated; monitoring, as required, of secondary impacts (i.e. erosion) when present - Standard: MTCS Regulations	Y	Y	Y	Y	Archaeology and Heritage Management Plan; Indigenous Consultation Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan and the Indigenous Consultation Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. During the reporting period, a licensed archaeologist was retained to complete a Stage 3 Archaeological Assessment of the Cryderman Camp 2 (CjHI-51) site, which involved the excavation of all archaeological resources. An acceptance letter was received from the Ministry of Citizenship and Multiculturalism, dated June 11, 2025.
EA-MT125	EER Mitigation Commitment 125 - Storage of artifacts. - Mitigation: Transfer excavated artifacts to a public storage and curation facility for long-term protection - Commitment: Active consultation with MFN to coordinate the transfer of all artifact collections in accordance with MTCS protocols after analysis has been completed along with a community presentation. An MTCS collection transfer form will be completed by the surrendering licensee(s) and MFN and collections shall be curated to such standards in a public institution or other location as approved by MTCS. - Standard: MTCS Regulations	N	Y	Y	Y	Archaeology and Heritage Management Plan; Indigenous Consultation Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan and the Indigenous Consultation Plan. Relevant aspects of the Plan were successfully implemented during the reporting period. During the reporting period, a licensed archaeologist was retained to complete a Stage 3 Archaeological Assessment of the Cryderman Camp 2 (CjHI-51) site, which involved the excavation of all archaeological resources. An acceptance letter was

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							received from the Ministry of Citizenship and Multiculturalism, dated June 11, 2025.
EA-MT126	EER Mitigation Commitment 126 - Site-Specific Mitigation Measures and Future Work for Archaeological Sites Comply with site-specific Archaeology commitments as proposed in Appendix C2 of the Environmental Effects Review Report. Commitments include future work recommendations and protection measures for identified sites.	Y	Y	Y	Y	Archaeology and Heritage Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Archaeology and Heritage Management Plan. Ongoing archaeological assessments since the EER have resulted in an updated list of site-specific requirements which is revised as needed within the Plan. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MT127	<i>Archived commitment.</i>						

APPENDIX C

Compliance Status of EER Report Monitoring Commitments

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN1	EER Monitoring Commitment 1 - Total Suspended Particulate (TSP) - Parameter: Total Suspended Particulate (TSP). - Monitoring Method: High Volume (hi-vol) samplers. - Standard: Ontario Reg.419/05 air quality standard for TSP (24 hr averaging time). - Frequency / Timeframe: One sample every 6 days. - Location: Three locations (to be determined) triangulating the site to provide upwind / downwind assessment.	Y	Y	Y	Y	Air Quality and Greenhouse Gas Management Plan; Emission Summary and Dispersion Modelling (ESDM) Report; Annual Reports (Written Summary Forms) required by ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality and Greenhouse Gas Management Plan, which includes an Air Quality Monitoring Plan and a Best Management Practices Plan for the control of fugitive dust emissions. The Air Quality Monitoring Plan was written to accommodate the requirements of this EA Condition and the monitoring requirements of MECP and by Environmental Compliance Approval (ECA) (Air and Noise) 2930-BP3HVD. Relevant aspects of the Plan were successfully implemented during the reporting period.
EA-MN2	EER Monitoring Commitment 2 - Metals - Parameter: Metals. - Monitoring Method: Analysis of hi vol TSP samples collected (filter). - Standard: Ontario Reg.419/05 air quality standards for metals. The metals to be monitored will be identified in the Ambient Monitoring Plan that will be submitted to the Ministry of the Environment, Conservation and Parks (MECP) prior to initiating the monitoring program. - Frequency / Timeframe: Select TSP filters (highest loading) to be analysed monthly. - Location: Three locations (to be determined), triangulating the site to provide upwind / downwind assessment.	N	Y	Y	Y	Air Quality and Greenhouse Gas Management Plan; Emission Summary and Dispersion Modelling (ESDM) Report; Annual Reports (Written Summary Forms) required by ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality and Greenhouse Gas Management Plan, which includes an Air Quality Monitoring Plan and a Best Management Practices Plan for the control of fugitive dust emissions. The Air Quality Monitoring Plan was written to accommodate the requirements of this EA Condition and the monitoring requirements of MECP and by ECA 2930-BP3HVD dated September 10, 2020. Relevant aspects of the Plan were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							Monitoring and reporting is ongoing per regulatory requirements.
EA-MN3	EER Monitoring Commitment 3 - NOx/SO₂ - Parameter: NOx/SO₂. - Monitoring Method: Passive samplers. - Standard: Screening Level to be established based upon Alberta's proposed Air Monitoring Directive and Ontario's AAQC for other averaging times. - Frequency / Timeframe: Monthly samples. - Location: Co-located with the hi-vol samplers.	N	Y	Y	N	Air Quality and Greenhouse Gas Management Plan; Emission Summary and Dispersion Modelling (ESDM) Report; Annual Reports (Written Summary Forms) required by ECA 2930-BP3HVD dated September 10, 2020	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality and Greenhouse Gas Management Plan, which includes an Air Quality Monitoring Plan. The Air Quality Monitoring Plan was written to accommodate the requirements of this EA Condition and the monitoring requirements of MECP and by ECA 2930-BP3HVD dated September 10, 2020. Relevant aspects of the Plan were successfully implemented during the reporting period. Regular updates to the Site's air dispersion model, as summarized in the Site ESDM reports indicate compliance with applicable point of impingement criteria for criteria air contaminants including NOx and SO₂.
EA-MN4	EER Monitoring Commitment 4 - Vibration Levels (PPV), construction or operational vibration - Parameter: Vibration Levels (PPV), construction or operational vibration. - Monitoring Method: Vibration monitor. - Standard: NPC-103, NPC-119. - Frequency / Timeframe: PPV to be monitored at the closest receptor location (<1 km) at least once in a year during blasting operations. Vibration monitors to be setup to record PPV for each blast. Vibration monitor to record instantaneous blast vibration levels during the blasting period.	N	Y	Y	N	Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Location: Specific sensitive receptors to be determined within the study area based on blasting at that time. Typically, the closest sensitive receptor to the blast vibration can be used to represent a group of receptors.						
EA-MN5	EER Monitoring Commitment 5 - A-weighted decibels (dBA), construction noise - Parameter: A-weighted decibels (dBA), construction noise. - Monitoring Method: Noise Monitor. - Standard: NPC-103. - Frequency / Timeframe: Noise to be monitored for a minimum period of 1 week at any receptor closer than 1 km from the construction activity. Noise monitor to record hourly sound levels, over 24/7 period, during the monitoring period. - Location: When construction is within 1 km of any sensitive noise receptor defined within the regional study area. When a group of receptors fall within the 1 km range of construction activity, the closest receptor can be taken as the representative location for monitoring, if it is shown to have the highest exposure to construction noise for a group of receptors.	N	Y	Y	Y	Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. No construction occurred within 1 km of a sensitive noise receptor.
EA-MN6	EER Monitoring Commitment 6 - A-weighted decibels (dBA), operations noise - Parameter: A-weighted decibels (dBA), operations noise. - Monitoring Method: Noise Monitor. - Standard: NPC-103. - Frequency / Timeframe: Noise level to be monitored at the closest receptor location (<1 km) at least once per year between the initial operation period (Year 1) and mid-operation period (Year 7) to confirm NPC-300 criteria are not exceeded. Noise monitor to record hourly sound levels for a minimum period of 1 week.	N	N	Y	N	Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. A noise study was conducted in 2024 during the initial operation phase, and the results indicated that NPC-300 noise limits were not exceeded.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Location: Specific sensitive receptors to be determined within the study area based on operations at that time. Typically, the closest sensitive receptor to the operational noise can be used to represent a group of receptors.						
EA-MN7	EER Monitoring Commitment 7 - Decibels (dBL), construction or operational blasting noise - Parameter: Decibels (dBL), construction or operational blasting noise. - Monitoring Method: Noise Monitor. - Standard: NPC-103, NPC-119. - Frequency / Timeframe: Noise level to be monitored at the closest receptor location (<1 km) at least once per year during blasting operations. Noise monitor to be setup to record noise levels for each blast. Noise monitor to record instantaneous sound levels, during the blasting period. - Location: Specific sensitive receptors to be determined within the study area based on blasting at that time. Typically, the closest sensitive receptor to the blast noise can be used to represent a group of receptors.	N	Y	Y	N	Noise and Vibration Management Plan	<i>Not applicable.</i> There were no receptors located within 1 km of operational blasting during the reporting period.
EA-MN8	EER Monitoring Commitment 8 - Groundwater monitoring - Parameter: Groundwater monitoring. - Monitoring Method: Installation of well nests, if necessary, adjacent to select hydrological monitoring stations, which allows determination of interactions between groundwater and surface water. - Standard: Good Industry Practice. - Frequency / Timeframe: Manual measurements will occur quarterly. - Location: At select hydrological monitoring stations.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 4203-CY4KC8 dated January 24, 2024 and annual reports under various (Permit to Take Water) PTTW	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN9	EER Monitoring Commitment 9 - Groundwater levels around the open pit - Parameter: Groundwater levels around the open pit - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Deep groundwater monitoring well nests at select locations around the perimeter of the open pit.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 4203-CY4KC8 dated January 24, 2024 and annual reports under various PTTW	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.
EA-MN10	EER Monitoring Commitment 10 - Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF) - Parameter: Groundwater levels around the Mine Rock Area (MRA) and Tailings Management Facility (TMF). - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual measurements will occur quarterly. - Location: Up to 15 existing well locations and up to 10 new well locations around the perimeter of the MRA and TMF.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN11	EER Monitoring Commitment 11 - Groundwater levels in vicinity of surface water features - Parameter: Groundwater levels in vicinity of surface water features to assess interactions between groundwater and surface water. - Monitoring Method: Monitoring wells instrumented with data loggers to obtain continuous records of groundwater levels along with quarterly manual depth to groundwater measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on an half-hourly basis. Manual measurements will occur quarterly. - Location: Monitoring well nests adjacent to select hydrological monitoring stations.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. Monitoring and reporting are ongoing per regulatory requirements.
EA-MN12	EER Monitoring Commitment 12 - Surface water level (lakes and streams) - Parameter: Surface water level (lakes and streams). - Monitoring Method: Automatic water level recorder (transducer) along with manual staff gauge measurements. - Standard: Good Industry Practice. - Frequency / Timeframe: Water level transducers will be set to record on a half-hourly basis. Manual staff gauge measurements will occur quarterly and will be surveyed to a geodetic datum annually. - Location: Selected existing locations*, additional new stations in waterways and realignments surrounding the infrastructure footprint. * Existing locations may require upgrades or improvements for long term monitoring.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Hydrometric Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN13	EER Monitoring Commitment 13 - Streamflow (lake outflows and streams) - Parameter: Streamflow (lake outflows and streams). - Monitoring Method: Standard velocity-area stream current methodology. - Standard: Environment Canada (1981) Hydrometric Field Manual – Measurement of Streamflow. - Frequency / Timeframe: Initially quarterly, frequency may be reduced as natural variability is addressed. - Location: Selected existing locations*, additional new stations in waterways and realignments surrounding the infrastructure footprint. * Existing locations may require upgrades or improvements for long term monitoring.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required by ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Hydrometric Monitoring Plan. Relevant aspects of the monitoring program were implemented during the reporting period.
EA-MN14	EER Monitoring Commitment 14 - Meteorological parameters - Parameter: Meteorological parameters including air temperature, relative humidity, wind speed, wind direction, solar radiation and total precipitation. - Monitoring Method: Meteorological sampling equipment located on 10 m tower. - Standard: Environment Canada (1992) Atmospheric Environment Service (AES) Guidelines for Co-operative Climatological Autostations. - Frequency / Timeframe: Parameters will be recorded on an hourly-time interval, data downloaded quarterly. - Location: Continue sampling at the current location.	N	Y	Y	Y	Air Quality and Greenhouse Gas Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Air Quality Management and Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN15	EER Monitoring Commitment 15 - Environment Canada Mollie River Streamflow station - Parameter: Environment Canada Mollie River Streamflow station	N	Y	Y	Y	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Monitoring Method: Desktop review using available records from Environment Canada. - Standard: Good Industry Practice. - Frequency / Timeframe: Monthly review, annual summary. - Location: Mollie River Streamflow gauging station.						Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN16	EER Monitoring Commitment 16 - Water Levels at Ontario Power Generation (OPG). Mesomikenda Lake Dam - Parameter: Water Levels at Ontario Power Generation (OPG). Mesomikenda Lake Dam. - Monitoring Method: Desktop review using available records from OPG. - Standard: Good Industry Practice - Frequency / Timeframe: Annual review and summary. - Location: Mesomikenda Lake dam.	N	Y	Y	Y	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN17	EER Monitoring Commitment 17 - Water usage from freshwater sources - Parameter: Water usage from freshwater sources. - Monitoring Method: Flow meter capable of recording instantaneous and total daily volume. - Standard: Ontario Water Resources Act (Section 34) - Frequency / Timeframe: Daily - Location: Mesomikenda Lake or other freshwater source.	N	N	Y	N	Permits / Approvals; Water Environmental Monitoring Plan; Annual reports under various PTTW	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> Various PTTW applications have been approved by the MECP for surface water taking. This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.
EA-MN18	EER Monitoring Commitment 18 - Discharge to the environment - Parameter: Discharge to the environment. - Monitoring Method: Flow meter or calibrated flow	N	N	Y	N	Permits / Approvals; Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking/implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	conveyance feature capable of providing instantaneous and total daily volume. - Standard: Ontario Water Resources Act (Section 53). - Frequency / Timeframe: Daily. - Location: Polishing pond outlet.						Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN19	EER Monitoring Commitment 19 - Water transfer - Parameter: Water transfer. - Monitoring Method: Flow meter capable of recording instantaneous and total daily volume. - Standard: Good Industry Practice. - Frequency / Timeframe: Daily. - Location: MRA collection ponds, mine water pond, reclaim pond, polishing pond.	N	N	Y	N	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking/implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented for ponds that have been commissioned during the reporting period.
EA-MN20	EER Monitoring Commitment 20 - Reservoir Water Levels - Parameter: Reservoir Water Levels. - Monitoring Method: Manual staff gauges or automatic water level sensors. - Standard: Good Industry Practice. - Frequency / Timeframe: Monthly. - Location: MRA collection ponds, mine water pond, reclaim pond, polishing pond.	N	Y	Y	N	Water Environmental Monitoring Plan	<i>Compliance achieved for the reporting period; tracking/implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented for ponds that have been commissioned during the reporting period.
EA-MN21	EER Monitoring Commitment 21 - Surface water quality - Monitoring Method: Surface water grab sample collection using in-field filtering and preservation, as required. Quality assurance / quality control samples such as blind duplicates, trip blanks, field blanks and filter blanks will be collected during each sampling event to represent a minimum of 10% of the samples. - Standard: Provincial Water Quality Objectives (PWQO) and	N	Y	Y	Y	Water Environmental Monitoring Plan, Aquatic Management and Monitoring Plan; Permits / Approvals; Water Environmental Monitoring Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan and Aquatic Management and Monitoring Plan, which includes an Aquatic Environmental Monitoring Plan, and the

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Canadian Water Quality Guidelines (CWQG), with laboratory detection limits suitable for comparison to these guidelines. Metal Mining Effluent Regulations (MMER) and Ontario Regulation 560/94. Concentrations in mine-exposed areas will also be compared to baseline and reference area values. - Frequency / Timeframe: Sampling events will be conducted during all Project phases at a frequency sufficient to detect changes in water quality; the frequency will depend on the station location and will aim to capture a range of flow conditions, as required. The frequency of effluent monitoring will meet federal and provincial effluent discharge requirements. - Location: Project site components: open pit sump, seepage collection ponds, mine water pond, reclaim pond, polishing pond and domestic sewage effluent outlets as appropriate to the mine phase. Surface water receivers: Moore Lake, Chester Lake, Little Clam Lake, Clam Lake, Three Duck Lakes (upper, middle and lower basins), Mollie River between Three Duck Lakes and Dividing Lake, Dividing Lake, Bagsverd Lake, Unnamed Lake #6, Schist Lake, Neville Lake, Mesomikenda Lake (upper basin) and downstream from the local study area (downstream from Mesomikenda Lake and Dividing Lake). Samples will also be collected in appropriate reference areas. - Parameter: Surface water quality samples will be analyzed for various general chemistry, metals, ions, nutrients, cyanide species, a radionuclide, organic parameters, and total and methyl mercury. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. Parameter list: Temperature, pH, alkalinity, acidity, conductivity, hardness, dissolved oxygen,					Reports as required under ECA 4203-CY4KC8 dated January 24, 2024 and other regulatory requirements	Water Environmental Monitoring Plan, which includes a Surface Water Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	oxygen-reduction potential (ORP), total suspended solids, total dissolved solids, dissolved organic carbon, total organic carbon, biological oxygen demand (BOD), chemical oxygen demand (COD), calcium, chloride, fluoride, magnesium, potassium, sodium, sulphate, aluminum, antimony, arsenic, barium, beryllium, bismuth, boron, cadmium, chromium, cobalt, copper, iron, lead, lithium, manganese, mercury, methyl mercury, molybdenum, nickel, selenium, silicon, silver, strontium, thallium, tin, titanium, tungsten, uranium, vanadium, zinc, zirconium, nitrate, nitrite, total ammonia, phosphate, phosphorus, cyanide species (total, free, weakly acid dissociable [WAD]) and radium-226. In addition, organic contaminants (i.e. oil and grease, phenols and polycyclic aromatic hydrocarbons) will be analyzed at select stations during select sampling rounds.						
EA-MN22	EER Monitoring Commitment 22 - Groundwater quality - Monitoring Method: Groundwater sample collection using pumping techniques and in-field filtering and preservation, as required. Quality assurance / quality control samples such as blind duplicates, trip blanks, field blanks and filter blanks will be collected during each sampling round. - Standard: Ontario Drinking Water Standards (ODWS), PWQO and CWQG, with laboratory detection limits suitable for comparison to these guidelines. MMER and Ontario Regulation 560/94. - Frequency / Timeframe: Sampling events will be conducted during all Project phases at a frequency sufficient to detect changes in water quality; the frequency will therefore depend on the station location and will aim to capture a range of flow conditions, as required. The frequency of effluent monitoring	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reports required under ECA (Sewage) 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Groundwater Monitoring Plan. Relevant aspects of the monitoring and reporting program were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	will meet federal and provincial effluent discharge requirements. - Location: Groundwater monitoring wells around the MRA, ore stockpiles, and TMF, polishing pond and landfill (if constructed). - Parameters: Groundwater quality samples will be analyzed for various general chemistry, major ions, metals nutrients, cyanide species and organic parameters. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. Parameter list: Temperature, pH, alkalinity, acidity, conductivity, hardness, dissolved oxygen, oxygen-reduction potential (ORP), total dissolved solids, dissolved organic carbon, total organic carbon, calcium, chloride, fluoride, magnesium, potassium, sodium, sulphate, aluminum, antimony, arsenic, barium, beryllium, bismuth, boron, cadmium, chromium, cobalt, copper, iron, lead, lithium, manganese, mercury, molybdenum, nickel, selenium, silicon, silver, strontium, thallium, tin, titanium, tungsten, uranium, vanadium, zinc, zirconium, nitrate, nitrite, total ammonia, phosphate, phosphorus, and cyanide species (total, free, weakly acid dissociable [WAD]). In addition, analysis and organic contaminants (i.e. total petroleum hydrocarbons, phenols and polycyclic aromatic hydrocarbons) will be analyzed, if required, at select locations during select sampling rounds.						
EA-MN23	EER Monitoring Commitment 23 - Sediment quality - Parameter: Sediment quality samples will be analyzed for major ions, metals, nutrients (total nitrogen, total phosphorus), carbonate, organic carbon, sulphate, sulphide, particle size, total cyanide, total and methyl mercury.	N	Y	Y	N	Aquatic Management and Monitoring Plan; Permits / Approvals Water Environmental Monitoring Plan;	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. - Monitoring Method: Sampling method will be consistent with that described for the aquatic monitoring program (i.e., grab or core sample). - Standard: Ontario's Provincial Sediment Quality Objectives (PSQO) and the Canadian Sediment Quality Guidelines (CSQG). Concentrations in mine-exposed areas will also be compared to baseline and reference area values. - Frequency / Timeframe: Sampling events will be conducted at a frequency sufficient to detect changes in sediment quality, and harmonized with the Environmental Effects Monitoring (EEM) as practicable. - Location: Lakes where changes to water quality are expected. Harmonized with EEM as practicable.					Annual reports under ECA 4203-CY4KC8 dated January 24, 2024	Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period. The sampling program is harmonized with the Environmental Effects Monitoring (EEM) as practicable.
EA-MN24	EER Monitoring Commitment 24 - Wildlife-project interactions - Parameter: Wildlife-project interactions (incidents). - Monitoring Method: Site surveillance monitoring to identify the species, number, and location of wildlife incidents and risks to wildlife. The information provides direct feedback for adaptive management of Project operations, Project designs and effectiveness of mitigation. - Standard: n/a. - Frequency / Timeframe: Frequency of interactions will be recorded as they occur. - Location: Project Site.	N	Y	Y	N	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period, including site records of wildlife observations and incidents. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management,

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
							including communicating and recording wildlife observations and interactions.
EA-MN25	EER Monitoring Commitment 25 - Wildlife observations - Parameter: Wildlife observations. - Monitoring Method: Record incidental observations of Common Nighthawk and Bank Swallow on wildlife logs. - Standard: n/a. - Frequency / Timeframe: Continuous. - Location: Project Site.	N	Y	Y	N	Terrestrial Biodiversity Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Terrestrial Biodiversity Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period, including site records of wildlife observations and incidents. The Site has a comprehensive orientation program whereby any new contractors and visitors to the Site are made aware of Site rules relating to environmental management, including communicating and recording wildlife observations and interactions.
EA-MN26	EER Monitoring Commitment 26 - Aquatic Biology / Water - TSS and turbidity - Parameter: Water- TSS and turbidity. - Monitoring Method: Standard Methods and water quality multi-meter. - Standard: 1 mg/L TSS and 1 Nephelometric Turbidity Unit (NTU) as Method Detection Limits (MDLs). - Frequency / Timeframe: Daily. - Location: Downstream of active construction areas.	N	Y	N	N	Aquatic Management and Monitoring Plan; Erosion and Sediment Control Plan; Permits / Approvals; Water Environmental Monitoring Plan; Reporting under ECA 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Surface Water Monitoring Plan and Construction Water Monitoring Plan, the Erosion and Sediment Control Plan and the Aquatic Management and Monitoring Plan, which includes a Fish and Fish Habitat Environmental Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN27	EER Monitoring Commitment 27 - Aquatic Biology / Noise and Vibration - Parameter: Noise and Vibration. - Monitoring Method: Acoustic monitoring to confirm the predicted effects of blasting in the Open Pit. - Standard: DFO guideline for instantaneous underwater over pressure of 100 kPa for various fish habitats and a 13 mm/sec vibration guideline for various spawning habitats (Wright and Hopky 1998). - Frequency / Timeframe: During Construction and within the first two years of Operations. - Location: South east bay of Clam Lake and the north bay of New Lake.	N	Y	Y	N	Aquatic Management and Monitoring Plan; Noise and Vibration Management Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan, which includes a Fish and Fish Habitat Environmental Monitoring Plan, and the Noise and Vibration Management Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN28	EER Monitoring Commitment 28 - Water - metals, pH, nutrients, hardness, dissolved organic carbon, alkalinity - Parameter: Water - metals, pH, nutrients, hardness, dissolved organic carbon, alkalinity. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. - Monitoring Method: Surface water grab sample collection using in-field filtering and preservation, as required. Inductively Coupled Plasma Mass Spectrometry (ICP-MS). Quality assurance /quality control samples such as blind duplicates, trip blanks, field blanks and filter blanks will be collected during each sampling event to represent a minimum of 10% of the samples. - Standard: (MDL< PWQO/CWQG standards). Concentrations in mine-exposed areas will also be compared to baseline and reference area values.	N	Y	Y	Y	Permits / Approvals; Water Environmental Monitoring Plan; Reporting under ECA (Sewage) Condition 11 of ECA No. 4203-CY4KC8 dated January 24, 2024	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Water Environmental Monitoring Plan, which includes a Surface Water Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Frequency / Timeframe: Sampling events will be conducted during all project phases at a frequency sufficient to detect changes in water quality; the frequency will therefore depend on the station location and will aim to capture a range of flow conditions, as required monitoring will be conducted until conditions are stable or less than guidelines for the protection of aquatic life. - Location: Downstream of Project discharge and in all areas potentially affected by mine related discharges as well as in appropriate reference areas.						
EA-MN29	EER Monitoring Commitment 29 – Sediment - metals, total organic carbon, grain size, mercury and methyl mercury - Parameter: Sediment-metals, total organic carbon, grain size, mercury and methyl mercury. The parameters suite may be reduced if it can be demonstrated that any of the tests are not applicable. Additional parameters may be considered depending on site-specific characteristics. - Monitoring Method: Surficial sediment collected from grab or core sample (top depositional layer). Method detection limits will be less than federal and provincial water quality guidelines. - Standard: Ontario's Provincial Sediment Quality Objectives and the Canadian Sediment Quality Guidelines. Concentrations in mine-exposed areas will also be compared to baseline and reference area values. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of Project discharge and reference areas.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN30	EER Monitoring Commitment 30 - Benthic invertebrate community - Parameter: Benthic invertebrate community. - Monitoring Method: Depositional sampling using petite Ponar, reduced to 500 micron and identified to lowest practical level. - Standard: EEM under Federal Metal Mining Effluent Regulations (MMER) and Canadian-Ontario Agreement (COA) requirements under OWRA. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of the Project discharge and reference areas.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN31	EER Monitoring Commitment 31 - Fish community - Parameter: Fish community. - Monitoring Method: Collect fish (small-bodied and large bodied) using standardized collection methods. Identify and enumerate and determine relative abundance. - Standard: EEM under MMER and COA requirements under OWRA. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of the Project discharge and habitats affected by watercourse realignments.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN32	EER Monitoring Commitment 32 - Fish health - Parameter: Fish health. - Monitoring Method: Two sentinel species – either a non-destructive study design (i.e. 100 individuals for length, weight and age) or a lethal survey (40 males and 40 females for length, weight, age, liver weight, gonad weight, egg size and	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	fecundity). Measures of abnormalities on all fish collected. - Standard: EEM under MMER and COA requirements under OWRA. - Frequency / Timeframe: Every 3 years during Operations and twice following Closure. - Location: Locations downstream of the Project discharge and reference areas.						reporting programs were successfully implemented during the reporting period.
EA-MN33	EER Monitoring Commitment 33 - Fish tissue Parameter: Fish tissue. Monitoring Method: Non-lethal biopsy tissue sampling methods will be used to collect skinless, boneless muscle samples (5 g filet) from live individuals. Samples will be analyzed for total mercury. Samples will be weighed and acid digested prior to analysis using a variant of "Environmental Protection Agency Method 1631- mercury in water by oxidation, purge and trap, and cold vapour atomic fluorescence spectrometry". Using this technique, low method detection limits of approximately 1 ng Hg/g wet tissue weight can be achieved. Standard: Health Canada and Ministry of the Environment and Climate Change consumption benchmarks. Frequency / Timeframe: Every 3 years during Operations and twice following Closure or until mercury concentrations in fish are stable or equal to reference areas. Location: In areas affected by stream realignments and reference areas.	N	N	Y	Y	Aquatic Management and Monitoring Plan; Permits / Approvals	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Aquatic Management and Monitoring Plan. Relevant aspects of the monitoring and reporting programs were successfully implemented during the reporting period.
EA-MN34	EER Monitoring Commitment 34 - Project effects on Indigenous traditional activities / traditional land use - Parameter: Project effects on Indigenous traditional activities / traditional land use. - Monitoring Method: IAMGOLD will continue to discuss	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Traditional Land Use Follow-Up Monitoring	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan and the Traditional Land Use

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	potential Project effects on traditional activities with potentially affected Indigenous communities throughout the life of the Project. Should additional information regarding an Indigenous community's traditional practices become available, IAMGOLD will review and consider any potential effects, and develop and implement necessary mitigation measures as appropriate. - Standard: n/a. - Frequency / Timeframe: Continuous - Location: n/a.					Program; Records of Engagement	Follow-Up Program. The Program was prepared in consultation with Indigenous communities with draft versions of the Plan circulated to communities for review and input before the Plan was finalized in 2020. Traditional land use and traditional activities are also captured in Impact and Benefit Agreements between IAMGOLD and Mattagami First Nation, Flying Post First Nation and Métis Nation of Ontario Region 3. No requests were received during the reporting period from Mattagami First Nation, Flying Post First Nation, Métis Nation of Ontario or any other Indigenous communities for access to the Côte Gold site for the purpose of carrying out traditional land use activities.
EA-MN35	EER Monitoring Commitment 35 - Project-related socio-economic effects on Aboriginal and non-Aboriginal populations - Parameter: Project-related socio-economic effects on Aboriginal and non-Aboriginal populations. - Monitoring Method: Socio-economic / Community Management Plan to monitor and respond to Project effects on Aboriginal and non-Aboriginal populations. Ongoing consultation with affected Aboriginal communities and stakeholders. - Standard: n/a. - Frequency / Timeframe: Continuous. - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement; Socio-economic Management and Monitoring Reports	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the socio-economic effects monitoring program were implemented in collaboration with Mattagami First Nation and Flying Post First Nation as well as Gogama during the reporting period.

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MN36	EER Monitoring Commitment 36 - Number, skill sets and positions held by local, First Nation and Métis persons and contractors at the Project site - Parameter: Number, skill sets and positions held by local, First Nation and Métis persons and contractors at the Project site (direct employment with IAMGOLD as well as contract employment). - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for the life of the Project. - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the monitoring programs were successfully implemented during the reporting period. IAMGOLD and its Impact and Benefit Agreement (IBA) partners, Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario Region 3, continued to implement the various provisions contained within the respective agreements, including those related to the monitoring of employment of local Indigenous persons and contractors.
EA-MN37	EER Monitoring Commitment 37 - Number of employees moving into regional study area communities from outside of the region - Parameter: Number of employees moving into regional study area communities from outside of the region. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project. - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Human Resources records of employment / training	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plans with Mattagami First Nation, Flying Post First Nation and Gogama. Relevant aspects of the monitoring program were successfully implemented during the reporting period.
EA-MN38	EER Monitoring Commitment 38 - Number of employees taking cultural awareness training as part of their on-boarding procedure - Parameter: Number of employees taking cultural awareness	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Site	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i>

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	training as part of their on-boarding procedure. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project - Location: n/a.					induction and Site orientation training	This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the monitoring program were successfully implemented during the reporting period. An Indigenous Cultural Awareness module is incorporated into mandatory online pre-mobilization orientation for all workers during Construction. It was developed in consultation with Mattagami First Nation, Flying Post First Nation and the Métis Nation of Ontario.
EA-MN39	EER Monitoring Commitment 39 - Number of local employees or local applicants obtaining IAMGOLD-funded training to access Project employment - Parameter: Number of local employees or local applicants obtaining IAMGOLD-funded training to access Project employment. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Annually for life of the Project - Location: n/a.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Human Resources records of employment / training	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Relevant aspects of the monitoring programs were implemented during the reporting period. On-the-job training was provided to Environmental Monitors from Mattagami First Nation and Flying Post First Nation during the reporting period.
EA-MN40	EER Monitoring Commitment 40 - Number of local employees obtaining upgrade training to access higher-paid positions with IAMGOLD - Parameter: Number of local employees obtaining upgrade training to access higher-paid positions with IAMGOLD. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required.	N	Y	Y	Y	Socio-economic Management and Monitoring Plan; Human Resources records of employment / training	<i>Compliance achieved for the reporting period; tracking / implementation ongoing.</i> This commitment is being tracked as part of the Socio-economic Management and Monitoring Plan. Construction contractors are encouraged to provide training and

Monitoring Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Standard: n/a. - Frequency / Timeframe: Annually for life of the Project - Location: n/a.						development opportunities to support the skill development of local and Indigenous workers. Direct hiring for IAMGOLD positions increased during the reporting period in preparation for production. Development opportunities will continue to be implemented through the life of mine.
EA-MN41	EER Monitoring Commitment 41 - Number of local employees making successful transition to new work after closure - Parameter: Number of local employees making successful transition to new work after closure. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Starting towards the end of the Operations phase as production levels decline until completion of the Closure phase - Location: n/a.	N	N	Y	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the end of the Operations phase.</i>
EA-MN42	EER Monitoring Commitment 42 - Number of local or First Nation and Métis companies hired for decommissioning and closure contracts - Parameter: Number of local or First Nation and Métis companies hired for decommissioning and closure contracts. - Monitoring Method: Database system maintained by IAMGOLD Human Resources or others as required. - Standard: n/a. - Frequency / Timeframe: Closure phase - Location: n/a.	N	N	N	Y	Socio-economic Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

APPENDIX D

Archived Commitments

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC4.1	Provincial EA Condition 4.1 - Environmental Assessment Report - The Proponent shall post the Côte Gold Environmental Assessment Errata document dated June 12, 2015 on the Proponent's website for the Undertaking. The Proponent shall update the Summary of the Environmental Assessment Report to reflect the addition of the Errata and to itemize what sections of the Environmental Assessment Report have been impacted by it, and shall post the updated Summary on the website. - The Proponent shall update the Table of Contents of the Environmental Assessment Report to reflect that the Errata is included as part of Environmental Assessment Report, and shall post the updated Table of Contents on the website.	Y	N	N	N	Website posting	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period)</i> The reference documents remain available and accessible on the IAMGOLD website for the Côte Gold Site.
EA-PC5.1	Provincial EA Condition 5.1 – Compliance Monitoring Program Report - The Proponent shall prepare and submit to the District Manager and Director and make available to the public on the Proponent website, an Environmental Assessment (EA) Compliance Monitoring Program.	Y	N	N	N	Community Communication Plan; Compliance Monitoring Program Report; Records of Engagement; Website posting	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC5.2	Provincial EA Condition 5.2 – Compliance Monitoring Program Report - The Compliance Monitoring Program Report shall be submitted 60 days before the start of Construction or by such other date as may be agreed to in writing by the District Manager and Director.	Y	N	N	N	Compliance Monitoring Program Report; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC5.3	Provincial EA Condition 5.3 – Compliance Monitoring Program Report - The Compliance Monitoring Program Report shall describe how the Proponent will monitor its fulfilment of: 1) The provisions of the Environmental Assessment pertaining to mitigation measures, public consultation, and additional studies and work to be carried out; 2) All other commitments made by the Proponent during the Environmental Assessment process including the Commitments Registry as contained in the Environmental Assessment Commitment Tables dated February 8, 2016; and 3) The conditions included in this Notice of Approval.	Y	N	N	N	Compliance Monitoring Program Report	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC5.4	Provincial EA Condition 5.4 – Compliance Monitoring Program Report - The Compliance Monitoring Program Report must contain an implementation schedule for Construction, operations, and closure, as well as for monitoring during Construction, operations and closure.	Y	N	N	N	Compliance Monitoring Program Report	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC5.5	Provincial EA Condition 5.5 – Compliance Monitoring Program Report - When the Proponent submits the Compliance Monitoring Program Report to the District Manager and Director, the Proponent shall append a statement indicating that the Compliance Monitoring Program Report is intended to fulfil Condition 5 of this Notice of Approval.	Y	N	N	N	Compliance Monitoring Program Report; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-PC6.2	Provincial EA Condition 6.2 – Compliance Reporting - The first annual Compliance Report shall be submitted to the District Manager and Director and made available to the public on the Proponent website within one year from the start of Construction and shall cover all activities of the previous 12-month period.	N	Y	N	N	Annual Compliance Reports; Community Communication Plan; Records of Engagement; Website posting	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC7.2	Provincial EA Condition 7.2 – Complaint Protocol - The Proponent shall submit the Complaint Protocol to the District Manager and Director, for the public record, 60 days before the start of Construction or such other date as may be agreed to in writing by the District Manager/Director.	Y	N	N	N	Management of Community Grievances Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC8.2	Provincial EA Condition 8.2 – Community Communication Plan - The Proponent shall submit a Community Communication Plan to the Director 60 days before the start of Construction or by such other date as may be agreed to in writing by the Director.	Y	N	N	N	Community Communication Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC11.1	Provincial EA Condition 11–1 - Surface Water Quality - When applying for an industrial sewage works Environmental Compliance Approval, the Proponent shall provide, to the satisfaction of the Ministry, updated baseline data and assessment of potential impacts from the discharge of seepage and effluent to specific surface water receivers. MECP Clarification (April 2019): There is a need for up-to-date information to support provincial approvals and permitting due to: 1) The time elapsed since data collection for the EA. The surface water data in the EA	Y	N	N	N	ECA 4988-CE3HX5 dated June 1, 2022	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	was obtained about 5 to 7 years ago (samples collected September 2011 to June 2014). 2) The modified project design. These changes will alter the geographic area affected by the mine and alter the potential for impacts to surface water at a given location. 3) The resulting changes in potential for impact to individual streams and lakes. The assessment of potential impact from mine discharge of seepage and effluent to surface water receivers provided in the EA was for a project design that has since changed. As such, it is essential that the proponent provide: (a) an updated pre-development baseline data to define current conditions within potentially impacted watersheds and to establish a starting point for detection of changes over time, and (b) an updated evaluation of seepage and treated effluent discharge impacts on surface water.						
EA-PC11.2	Provincial EA Condition 11.2 - Surface Water Quality - Prior to submitting its application for an industrial sewage works Environmental Compliance Approval, the Proponent shall develop, to the satisfaction of the Ministry's Regional Technical Support Section, receiver-based effluent discharge criteria consistent with provincial water management policies and Procedure B-1-5 (Deriving Receiving-Water Based, Point-Source Effluent Requirements for Ontario Waters, July 1994). If necessary, the Proponent shall propose enhanced treatment or alternate treatment to achieve receiver-based effluent discharge criteria. The Proponent shall submit these materials to the Environmental Compliance	Y	N	N	N	Permit approval or proof of the Ministry's satisfaction with the submitted information	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Approval Director when applying for its industrial sewage works Environmental Compliance Approval. MECP Clarification (April 2019): The proposed discharge locations for treated effluent have changed and discharge at those locations was not part of the EA. The proponent needs to develop receiver-based effluent discharge criteria acceptable to the MECP Regional Technical Support for the construction and operation phases, prior to beginning construction of site infrastructure.						
EA-PC11.3	Provincial EA Condition 11.3 - Surface Water Quality - When developing receiver-based effluent discharge criteria, the Proponent shall provide, to the satisfaction the Ministry's Regional Technical Support Section, updated baseline data to characterize temporal variability, and to ensure data adequacy for the provincial approval process and for statistical design of the Environmental Compliance Approval monitoring program. The updated baseline data shall include depth-stratified sampling from Neville and Mesomikenda Lakes during summer thermal stratification. MECP Clarification (April 2019): The proponent should consult with MECP Regional Technical Support about the implications for baseline data collection needs arising from changes in project design that have occurred since the EA. Prior to discussion with MECP Regional Technical Support, the proponent should provide the MECP with: a) summary of all baseline surface water sampling (e.g. water, sediment, aquatic biology, limnology, hydrology, fish tissue mercury) done to date (locations, dates,	Y	N	N	N	Compliance Monitoring Program Report; ECA 4988-CE3HX5 dated June 1, 2022	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	parameters, method detection limits, descriptive statistics, QA/QC); b) electronic EXCEL spreadsheet(s) containing the baseline data; and c) statistical design of the baseline monitoring program for detecting change over time through the construction phase and operation phase. A comprehensive and robust baseline surface water monitoring program is necessary to support provincial approvals and permitting. The statistical design and sampling plan for the monitoring program are part of evaluating baseline data adequacy. If gaps in baseline data are identified, the period prior to construction is the window of opportunity for collecting additional samples from waterbodies exposed to potential impacts from construction and operations. Please note, the need for depth-stratified sampling is triggered by existence of thermal stratification and not a depth criterion. The EA and Environmental Effects Review report have documented thermal stratification of lakes in the project area, including lakes that will receive treated effluent or potential seepage. Depth stratified sampling remains applicable. Eligible lakes should be identified as part of baseline data optimization, in consultation with MECP Technical Support. Any changes to the lakes that will require depth stratified sampling should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC11.4	Provincial EA Condition 11.4 - Surface Water Quality - When developing receiver-based effluent discharge criteria, the Proponent shall submit an assessment of	Y	N	N	N	Annual Compliance Reports; Compliance	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	mine-origin nutrient impacts to surface water that have been completed to the satisfaction of the Ministry's Regional Technical Support Section. This assessment shall include updated baseline data with additional multiple years of low-level total phosphorus samples in proposed receivers of domestic sewage effluent and mine effluent, and multiple years of end-of-summer (mid-August to mid-September) temperature and dissolved oxygen profiles from the deepest locations in Neville Lake and every basin of Mesomikenda Lake. The Proponent shall evaluate the potential for mine development (effluent discharge, changes in land use, altered hydrology) to impact thermal and dissolved oxygen habitat for lake-dwelling cold water fish species, including in Neville Lake and Mesomikenda Lake, and if necessary shall develop mitigation measures such as receiving water-based effluent criteria for nutrients. The Proponent shall include these details in its mine-origin nutrient impact assessment. MECP Clarification (April 2019): This condition remains applicable. Nutrient impact assessment and design of mitigation (if necessary) remains a requirement for this undertaking. Two lakes are named in this condition, but the changes in project design since the EA will result in additional lakes being exposed to changes in nutrient inputs as a consequence of watershed development and treated effluent discharge. The mine-origin nutrient impact assessment should evaluate the effect of development within lake watersheds and effluent discharge criteria on: a) lake water chemistry, including comparison to the Provincial Water Quality Objective for					Monitoring Program Report; ECA 4988-CE3HX5 dated June 1, 2022	

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	total phosphorus, and b) cold water fish habitat (dissolved oxygen and temperature). The EA and Environmental Effects Review report identified the following lakes as containing cold water fish species: Attach, Bagsverd, Chester, Côté, Dividing, Lower Three Duck, Middle Three Duck, Upper Three Duck, Neville, Mesomikenda, Schist, and Weeduck. The nutrient impact assessment must identify and include all lakes exposed to changes in nutrient inputs as a consequence of watershed development and treated effluent discharge. It is the understanding of MECP Regional Technical Support that Bagsverd Lake and Three Duck Lake (Upper) are not the only lakes exposed to potential increased nutrient loading. The mine-origin nutrient impact assessment, including identification of affected lakes, should be submitted for review and feedback as part of consultation with MECP Regional Technical Support. Any changes to the lakes that will be monitoring should be documented in the Compliance Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC12.1	Provincial EA Condition 12.1 - Groundwater - The Proponent shall submit to the Environmental Compliance Approval Director a waste rock adaptive management approach proposal, prepared to the Ministry's satisfaction, which outlines the Proponent's strategy for ensuring that waste material that is potentially acid generating (based on geochemical monitoring) will ultimately be randomly distributed in the waste rock area during Construction, operations and	Y	N	N	N	Closure Plan; Permit approval or proof of the Ministry's satisfaction with the submitted information; Annual Compliance Reports; Compliance	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	closure phases of the Undertaking. The Proponent shall submit its waste rock adaptive management approach proposal with its industrial sewage Environmental Compliance Approval application and in its Closure Plan submission to the Ministry of Northern Development and Mines. MECP Clarification (April 2019): Conditions 12.1 to 12.4 remain applicable. It should be noted that any hydrogeological investigation and modelling conducted for the EA may have limited applicability to the new proposal. Project design changes include relocations of the Tailings Management Facility, mine rock and overburden stockpiles, plant site, accommodations, and waterway re-alignments. These changes alter the geographic area and the groundwater flow systems affected by the mine, as well as the potential for groundwater seepage impacts to surface waters. Collection of geological and hydrogeological field data will be required to characterize the new geographic location of the Tailings Management Facility and the new location will require the development of a new hydrogeological model (refer to Condition 12.2 and Condition 12.3).					Monitoring Program Report; ECA 4988-CE3HX5 dated June 1, 2022	
EA-PC12.2	Provincial EA Condition 12.2 - Groundwater - The Proponent shall submit a hydrogeological model sensitivity analysis with the submission of its industrial sewage Environmental Compliance Approval application to the Environmental Compliance Approval Director and Permit to Take Water application. The Proponent shall assess the model's sensitivity to	Y	N	N	N	Annual Compliance Reports; Compliance Monitoring Program Report; ECA 4988-CE3HX5 dated June 1, 2022	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	changes in the hydraulic conductivity of each model layer, both individually and across a wider range of realistic values, to demonstrate that it can accurately represent field test results. MECP Clarification (April 2019): Conditions 12.1 to 12.4 remain applicable. It should be noted that any hydrogeological investigation and modelling conducted for the EA may have limited applicability to the new proposal. Project design changes include relocations of the Tailings Management Facility, mine rock and overburden stockpiles, plant site, accommodations, and waterway re-alignments. These changes alter the geographic area and the groundwater flow systems affected by the mine, as well as the potential for groundwater seepage impacts to surface waters. Collection of geological and hydrogeological field data will be required to characterize the new geographic location of the Tailings Management Facility and the new location will require the development of a new hydrogeological model (refer to Condition 12.2 and Condition 12.3).						
EA-PC12.3	Provincial EA Condition 12.3 - Groundwater - To the satisfaction of the Ministry, the Proponent shall collect geological and hydrogeological field data and carry out modelling to adequately characterize seepage pathways from the tailings management facility, and develop: robust mitigation measures; a visual inspection program; a seepage monitoring program; a groundwater monitoring program; and a tailings management facility seepage contingency plan including an explanation of	Y	N	N	N	Annual Compliance Reports; Compliance Monitoring Program Report; ECA 4988-CE3HX5 dated June 1, 2022	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	what mechanisms will trigger the application of the seepage contingency plan. The Proponent shall submit this information to the Environmental Compliance Approval Director together with its industrial sewage works Environmental Compliance Approval application and Permit to Take Water application. MECP Clarification (April 2019): Conditions 12.1 to 12.4 remain applicable. It should be noted that any hydrogeological investigation and modelling conducted for the EA may have limited applicability to the new proposal. Project design changes include relocations of the Tailings Management Facility, mine rock and overburden stockpiles, plant site, accommodations, and waterway re-alignments. These changes alter the geographic area and the groundwater flow systems affected by the mine, as well as the potential for groundwater seepage impacts to surface waters. Collection of geological and hydrogeological field data will be required to characterize the new geographic location of the Tailings Management Facility and the new location will require the development of a new hydrogeological model (refer to Condition 12.2 and Condition 12.3).						
EA-PC12.4	Provincial EA Condition 12.4 - Groundwater - The Proponent shall provide specific details regarding waste rock pile seepage and runoff collection, monitoring, treatment and contingencies in support of its industrial sewage works Environmental Compliance Approval application and in its Closure Plan submission to the Ministry of Northern Development and Mines.	Y	N	N	N	Closure Plan; Permit approval or proof of the Ministry's satisfaction with the submitted information;	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	MECP Clarification (April 2019): Conditions 12.1 to 12.4 remain applicable. It should be noted that any hydrogeological investigation and modelling conducted for the EA may have limited applicability to the new proposal. Project design changes include relocations of the Tailings Management Facility, mine rock and overburden stockpiles, plant site, accommodations, and waterway re-alignments. These changes alter the geographic area and the groundwater flow systems affected by the mine, as well as the potential for groundwater seepage impacts to surface waters. Collection of geological and hydrogeological field data will be required to characterize the new geographic location of the Tailings Management Facility and the new location will require the development of a new hydrogeological model (refer to Condition 12.2 and Condition 12.3).					Annual Compliance Reports; Compliance Monitoring Program Report; ECA 4988-CE3HX5 dated June 1, 2022	
EA-PC13.1	Provincial EA Condition 13.1 - Polishing Pond Discharge Pipeline Alignment - Prior to obtaining Ministry of Natural Resources and Forestry approval to construct the polishing pond discharge pipeline, the Proponent shall submit, to the satisfaction of the Timmins District Planner at the Ministry of Natural Resources and Forestry, a report that describes the polishing pond discharge pipeline's proposed alignment from the polishing pond to the effluent discharge location. MECP Clarification (April 2019): The Ministry of Natural Resources and Forestry has identified that Condition 13.1 and Condition 13.2 are no longer applicable	Y	N	N	N	Compliance Monitoring Program Report	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	because of changes to the project since the approval of the EA. However, this condition and the rationale for why it is no longer applicable should be documented in the Compliance Monitoring Program Report (refer to Condition 5)						
EA-PC13.2	Provincial EA Condition 13.2 - Polishing Pond Discharge Pipeline Alignment - The report shall, at a minimum, describe: a) The preferred pipeline alignment; b) The activity and works required for the construction of the pipeline; c) Potential impacts from the pipeline to fish and wildlife, and proposed mitigation steps; d) Details of property ownership over lands where the pipeline will be located; and, e) Best management practices acceptable to the Ministry of Natural Resources and Forestry, for the construction of the pipeline. MECP Clarification (April 2019): The Ministry of Natural Resources and Forestry has identified that Condition 13.1 and Condition 13.2 are no longer applicable because of changes to the project since the approval of the EA. However, this condition and the rationale for why it is no longer applicable should be documented in the Compliance Monitoring Program Report (refer to Condition 5)	Y	N	N	N	Compliance Monitoring Program Report	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC14.1	Provincial EA Condition 14.1 - Transmission Line Crossing at Mesomikenda Lake - Prior to obtaining the necessary approvals in order to construct the transmission line, the Proponent shall consult with staff at the Ministry of Natural Resources and Forestry's Timmins District Office about the final	Y	N	N	N	Compliance Monitoring Program Report	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	details regarding the transmission line crossing at Mesomikenda Lake. MECP Clarification (April 2019): The Ministry of Natural Resources and Forestry has identified that Condition 14.1 and Condition 14.2 are no longer applicable because of changes to the project since the approval of the EA. However, this condition and the rationale for why it is no longer applicable should be documented in the Compliance Monitoring Program Report (refer to Condition 5)						
EA-PC14.2	Provincial EA Condition 14.2 - Transmission Line Crossing at Mesomikenda Lake - The Proponent shall then prepare a report, to the satisfaction of the Ministry of Natural Resources and Forestry, that at a minimum will describe: a) The final location of the transmission line crossing at Mesomikenda Lake; b) The activity and works required for the construction of the transmission line crossing at Mesomikenda Lake; c) Potential impacts to fish and wildlife from the construction of the transmission line crossing at Mesomikenda Lake, and proposed mitigation steps; d) Details of property ownership over lands where the transmission line crossing will be located; and, e) Best management practices, acceptable to the Ministry of Natural Resources and Forestry, for the construction of the transmission line crossing at Mesomikenda Lake. MECP Clarification (April 2019): The Ministry of Natural Resources and Forestry has identified that Condition 14.1 and Condition 14.2 are no longer applicable because of changes to the project since the approval of	Y	N	N	N	Compliance Monitoring Program Report	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	the EA. However, this condition and the rationale for why it is no longer applicable should be documented in the Compliance Monitoring Program Report (refer to Condition 5)						
EA-PC15	Provincial EA Condition 15 - The Proponent shall provide copies of the reports referenced in Conditions 13 and 14, plus its applications for Permits to Take Water and Environmental Compliance Approvals, to the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment process, when it submits those materials to the Ministry of Natural Resources and Forestry and the Ministry, respectively. MECP Clarification (April 2019): This condition requires the proponent to provide copies of reports and applications for Permits to Take Water and Environmental Compliance Approvals to Aboriginal communities. It would be good practice for the proponent to provide these reports and applications to communities in advance of providing them to the MECP, in order to incorporate comments or concerns from communities. The MECP's expectation is that if reporting for permits and approvals is required, then the proponent will share these reports with communities. The proponent should continue to engage these communities through the current phases of the project, in the absence of any consultation plan (refer to Condition 9). Any changes to types of reports/applications that will be provided to Aboriginal communities should be documented in the Compliance	Y	N	N	N	Compliance Monitoring Program Report; Indigenous Consultation Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete.</i> Applications for ECAs and PTTWs were shared with Indigenous communities notified of the Undertaking during the EA process, according to each community's stated preference as expressed to IAMGOLD during consultation on the draft plan. IAMGOLD's process for sharing this information, and an outline of how IAMGOLD will engage Indigenous communities throughout all phases of the Project is included in the Indigenous Consultation Plan (accepted by the MECP on April 1, 2020). All application documents and approvals received are housed on SharePoint sites specifically designed to facilitate ongoing community access to the documents. Plain language overviews of permit applications are provided to Indigenous communities when they are notified about the availability of an application on SharePoint as required.

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Monitoring Program (refer to Condition 5). Rationale and justification for these changes should be provided in the Compliance Monitoring Program.						
EA-PC19.1	Provincial EA Condition 19.1 - Review of the Environmental Assessment - If, within 5 years of the date on this Notice of Approval, the Proponent has not submitted its applications for Environmental Compliance Approvals and Permits to Take Water to the relevant Ministry Directors, then the Proponent shall engage with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment process in order to conduct a review of the Environmental Assessment to determine if there have been any changes in the uses of lands and resources around the Site for traditional purposes by the Aboriginal Communities who were notified of the Undertaking during the environmental Assessment process.	Y	N	N	N	Project Schedule	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC19.2	Provincial EA Condition 19.2 - Review of the Environmental Assessment - The Proponent shall prepare a report that sets out the findings of its review and includes a record of consultation with Aboriginal communities that participated in it, and submit it no later than 90 days after the 5 year anniversary of the date of this Notice of Approval to the Director who will confirm whether the Proponent has complied with Condition 19.1, and to the Aboriginal Communities who were notified of the Undertaking during the Environmental Assessment process. This review report shall detail any changes in the uses of lands and resources around the Site for	Y	N	N	N	Project Schedule	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	traditional purposes, and shall state whether and how the Environmental Assessment's effects analysis, anticipated impacts, and associated mitigation measures remain comprehensive and effective in light of these evolving land uses.						
EA-PC19.3	Provincial EA Condition 19.3 - Review of the Environmental Assessment - If the review report identifies uses of lands and resources around the Site for traditional purposes that were not considered in the Environmental Assessment, the review report will describe those changes and explain how impacts from the Undertaking on those practices will be mitigated.	Y	N	N	N	Project Schedule	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC20.1	Provincial EA Condition 20.1 - Duration of Approval - If, within 10 years of the date on this Notice of Approval, the Proponent has not started Construction, the Proponent shall prepare a further report in consultation with the Aboriginal Communities that were notified of the Undertaking during the Environmental Assessment, and submit it to the Director, that shall detail any changes in the uses of lands and resources around the Site for traditional purposes, and shall state whether and how to show that the Environmental Assessment's effects analysis, anticipated impacts, and associated mitigation measures remain comprehensive and effective in light of these evolving land uses. If this further report identifies uses of lands and resources around the Site for traditional purposes that were not considered in the Environmental Assessment, the report must describe those changes and explain how impacts from the Undertaking on those practices will be	Y	N	N	N	Project Schedule	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	mitigated. The further report shall also include a detailed description of: the consultation undertaken with the Aboriginal communities that were notified of the Undertaking during the Environmental Assessment in preparation of the report; the Undertaking's progress to that point in time; the reasons why Construction has not yet commenced; and a forecast of the likelihood that Construction will commence within the following five years.						
EA-PC20.2	Provincial EA Condition 20.2 - Duration of Approval - No later than 90 days after the 10-year anniversary of this Notice of Approval, the Proponent shall submit this further report to the Director who will confirm whether the Proponent has complied with Condition 20.1.	Y	N	N	N	Project Schedule	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC20.3	Provincial EA Condition 20.3 - Duration of Approval - If Site Construction has not commenced within 15 years of the date of this Notice of Approval, the Approval will expire.	Y	N	N	N	Project Schedule	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-PC21.1	Provincial EA Condition 21.1 - Notice of Construction - 60 days prior to the start of Construction, or at such other time as may be stipulated in writing by the Director, the Proponent shall provide notification to the Director of the Proponent's intention to proceed with Construction of the Undertaking. If, since the date of the Notice of Approval shown below, significant changes have occurred to applicable regulatory regimes or to the existing environment around the Site and those changes could affect the Undertaking or result in any new potential adverse environmental effects from it, the Proponent shall include a description of those changes in	Y	N	N	N	Notice of Construction	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	its notice of Construction. The Proponent shall provide the notice of Construction to: the Director; the Regional Director of the Ministry; Northeast Regional Director of the Ministry of Natural Resources and Forestry; the Timmins Office Regional Supervisor of the Ministry of Northern Development and Mines; and any other relevant agencies that the Proponent or the Director determine may have an interest in any changes described in the notice of Construction.						
EA-MT16	EER Mitigation Commitment 16 - Construction blasting noise at the receptors. - Mitigation: Charge size of construction blasting outside of the open pit boundary will be such that the objectives of NPC-119 will be achieved. - Commitment: Minimum separation distance of 1.25 km between blast location and nearest receptor to be maintained. If blast size exceeds 250 kg per delay and/or if the minimum separation is less than 1.25 km, IAMGOLD will prepare a blast noise study to achieve objectives of NPC 119. - Standard: NPC-119 noise limit of 120 dBL.	N	Y	N	N	Noise and Vibration Management Plan	<i>Archived commitment. Compliance achieved during the construction phase.</i>
EA-MT17	EER Mitigation Commitment 17 - Construction blasting vibration at the receptors. - Mitigation: Charge size of construction blasting outside of the open pit boundary will be such that the objectives of NPC-119 will be achieved. - Commitment: Minimum separation distance of 1.25 km between blast location and nearest receptor to be maintained. If blast size exceeds 250 kg per delay and/or if the minimum separation is less than 1.25 km, IAMGOLD will prepare a blast noise study to achieve	N	Y	N	N	Noise and Vibration Management Plan	<i>Archived commitment. Compliance achieved during the construction phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	objectives of NPC 119. - Standard: NPC-119 vibration (PPV) limit of 10 mm/s.						
EA-MT18	EER Mitigation Commitment 18 - Construction noise at the receptors. - Mitigation: 1 km setback distances to be kept at the Project site between the construction location and the receptors. - Commitment: 1 km setback distances to be maintained between the construction location and the receptors. If construction occurs closer to the receptors (e.g., waterways, road realignments), IAMGOLD to prepare a construction noise study for the particular activity. - Standard: N/A	N	Y	N	N	Noise and Vibration Management Plan	<i>Archived commitment. Compliance achieved during the construction phase.</i>
EA-MT19	EER Mitigation Commitment 19 - Construction Equipment Noise Limits. - Mitigation: Construction equipment not to exceed noise levels specified in NPC-115 and NPC-118 - Commitment: Ensure equipment used for construction meet the guideline limits. - Standard: Achieve objectives of NPC 115 and NPC 118 construction equipment noise limits.	N	Y	N	N	Noise and Vibration Management Plan	<i>Archived commitment. Compliance achieved during the construction phase.</i>
EA-MT23	EER Mitigation Commitment 23 - Inflows to open pit. - Mitigation: Surface water realignments. - Commitment: Surface water realignments to minimize risks associated with surface water features in close proximity to an open pit. - Standard: Lakes and Rivers Improvement Act.	Y	N	N	N	Applicable Permits / Approvals under the Lakes and Rivers Improvement Act	<i>Archived commitment. Compliance achieved during the construction phase.</i>
EA-MT27	EER Mitigation Commitment 27 - Watercourse realignment. - Mitigation: Engineered facilities to manage surface	Y	N	N	N	Water Environmental Monitoring Plan;	<i>Archived commitment. Compliance achieved during the construction phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	water flows. - Commitment: Engineered realignment channels will be constructed to convey the range of flows that can be reasonably expected over the projected life of mine or life of realignment feature as applicable. - Standard: Ontario Water Resources Act Environmental Compliance Approval, Metal Mining Effluent Regulations.					Fisheries Act Authorization, LRIA permits and ECA 3273-CPVH9L	
EA-MT29	EER Mitigation Commitment 29 - Realignment of surface water flows. - Mitigation: Realignment channels and dams. - Commitment: Realignment channels and dams will be designed to convey the range of flows and water levels reasonably expected over the Project life. Realignment dams will be constructed to allow excavation of the open pit and construction of the TMF. - Standard: Lakes and Rivers Improvement Act, (LRIA), Fisheries Act, Canadian Navigable Waters Act.	Y	Y	N	N	Water Environmental Monitoring Plan; Applicable Permits / Approvals / Authorizations under the Fisheries Act, Lakes and Rivers Improvement Act (LRIA), Navigable Waters Act and Ontario Water Resources Act.	<i>Archived commitment. Compliance achieved during the construction phase.</i>
EA-MT30	EER Mitigation Commitment 30 - Realignment of surface water flows. - Mitigation: Realignment channels and dams. - Commitment: Realignment channels and dams will be designed to convey the range of flows and water levels reasonably expected over the Project life. Realignment dams will be constructed to allow excavation of the open pit and construction of the TMF. - Standard: Lakes and Rivers Improvement Act, (LRIA), Fisheries Act, Canadian Navigable Waters Act.	Y	Y	N	N	Water Environmental Monitoring Plan; Applicable Permits / Approvals / Authorizations under the Fisheries Act, Lakes and Rivers Improvement Act (LRIA), Navigable Waters Act and	<i>Archived commitment. Compliance achieved during the construction phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
						Ontario Water Resources Act.	
EA-MT40	EER Mitigation Commitment 40 - Adverse effects to wetlands. - Mitigation: Where practical, avoid placement structures in waterbodies along the transmission line ROW, and to the extent practicable, in low-lying areas (difficult for some portions of the existing Shining Tree ROW). - Commitment: Where practical, avoid placement structures in waterbodies along the transmission line ROW, and to the extent practicable, in low-lying areas. - Standard: n/a	Y	Y	N	N	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Archived commitment. Compliance achieved for the reporting period; ROW clearing and transmission line construction completed in 2022.</i>
EA-MT51	EER Mitigation Commitment 51 - Construction and operation of the transmission line can result in bird and bat strikes and increase mortality of migratory and non-migratory bird and bat species. - Mitigation: Reduce the risk of mortality to birds and bats. - Commitment: Use bird/bat deterrents / deflectors on transmission lines in high use areas (e.g., waterfowl movement corridors). - Standard: Ontario Endangered Species Act.	N	Y	Y	Y	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Archived. Transmission line construction complete.</i>
EA-MT55	EER Mitigation Commitment 55 - Adverse effects to vegetation communities due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Time removal of transmission line infrastructure to minimize the potential for ground disturbance and soil erosion by equipment and vehicles and to reduce the necessity for creation of additional	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	permanent access roads. Retain existing low-lying vegetation ground cover thereby minimizing vegetation clearing and allowing for the maintenance of root masses and ground vegetation that will reduce the potential for erosion and encourage continued vegetation growth beyond closure. Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production and thereby limit the zone of influence. Encourage natural revegetation and recolonization of the ROW as part of the reclamation process. - Commitment: Remove transmission line infrastructure in the winter and minimize disturbance to vegetation during closure activities. Minimize the speed of service vehicles along Project roads and along the transmission line ROW to lessen dust production. - Standard: n/a						
EA-MT56	EER Mitigation Commitment 56 - Adverse effects to ungulates (Moose) and furbearers (Wolves, Bears, Marten) due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where other alternatives exist. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by	N	N	N	Y	Design / Engineering records; Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Project personnel will be permitted while working or residing on-site. Enforce speed limits along proposed access roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Utilize existing infrastructure for access and minimize construction of new roads. Include wildlife awareness information in regular safety and environmental inductions. - Standard: n/a						
EA-MT57	EER Mitigation Commitment 57 - Adverse effects to bats due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Project personnel will be advised not to interfere or harass wildlife. - Commitment: n/a - Standard: Ontario Endangered Species Act.	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT58	EER Mitigation Commitment 58 - Adverse effects to migratory birds, raptors and avian SAR due to activities associated with the removal of the transmission line wires and poles. - Mitigation: Utilize existing infrastructure for access and minimize construction of new roads and other corridors where alternatives exist. Include wildlife awareness information in regular safety and environmental inductions. Project personnel will be advised not to interfere or harass or feed wildlife. Project personnel will be made aware of seasonal changes in local large	N	N	N	Y	Terrestrial Biodiversity Management and Monitoring Plan	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	mammal behaviour or presence. Project personnel will be required to handle food and food wastes in a responsible manner. No hunting by Project personnel will be permitted while working or residing on-site. Enforce speed limits along Project roads to reduce the potential for collisions with wildlife. Signs warning drivers of the possibility of wildlife encounters will be posted in areas of high wildlife activity. - Commitment: Utilize existing infrastructure for access. Include wildlife awareness information in regular safety and environmental inductions. - Standard: Canadian Migratory Birds Convention Act, Canadian Species at Risk Act, Ontario Endangered Species Act.						
EA-MT64	EER Mitigation Commitment 64 - Blasting in the open pit during construction may affect spawning success and limit habitat utilization by some fish in water bodies adjacent to the open pit. However, the area affected is primarily profundal habitat and is of limited value for fish spawning thus any effects are expected to be minimal. - Mitigation: The spawning habitat within the water bodies affected will be included in the Fisheries Act Authorization for the site as a loss of habitat and will be addressed through the compensation plan. - Commitment: Spawning habitat in Clam Lake within 238.5 m from open pit will be included in the Fisheries Act Authorization and ensuing compensation plan. - Standard: DFO guideline - Wright D-G., and Hopky G-E., 1998. Guidelines for the Use of Explosives in or Near Canadian Fisheries Waters.	Y	N	N	N	Permit / Approvals	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	Fisheries Act Section 35. No loss of productive habitat related to commercial, aboriginal, or recreational fisheries.						
EA-MT66	EER Mitigation Commitment 66 - Dams will be removed and the open pit reconnected to Upper Three Duck Lakes through an outlet channel. Until these habitats are established some reduction in fish access to habitat or the quality of habitats may occur. Once established a net increase in fish habitat will be provided. - Mitigation: Time construction of water realignments to allow for vegetation growth for one or more growing seasons prior to commissioning of watercourse realignments or conduct planting of aquatic vegetation immediately following commissioning of channel realignments to promote the establishment of vegetation within the newly constructed habitats. - Commitment: Construct habitat/realignments during the winter so that growth can occur over the spring and summer period and water can inundate new habitat areas to allow for vegetation growth or conduct planting of aquatic vegetation in newly constructed habitats immediately following commissioning. Planting of aquatic vegetation during this time will promote more rapid establishment of habitat. - Standard: Section 35 Fisheries Act authorization.	N	N	N	Y	Aquatic Management and Monitoring Plan; Design / Engineering records	<i>Not currently applicable. Requirement triggered at the start of the Closure phase.</i>
EA-MT67	EER Mitigation Commitment 67 - Other Recreational Use – access limitations along transmission line alignment. - Mitigation: Consult with local snowmobile clubs and organizations, particularly when construction timing and transmission line engineering / pole placement is better known, to minimize potential conflicts.	Y	Y	N	N	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Archived commitment. This commitment was fulfilled during construction phase.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	- Commitment: Consult with local snowmobile clubs and organizations, as applicable, to minimize potential conflicts with snowmobilers during construction of the transmission line. - Standard: n/a						
EA-MT70	EER Mitigation Commitment 70 - Incompatibility with Ontario Ministry of the Environment and Climate Change's Land-Use Policy (D-Series Guidelines). - Mitigation: Incorporate the MOECC D-series guidelines (MOE, 1995). - Commitment: Develop minimum 300 metre setbacks from provincially or municipally designated sensitive recreation uses, any building or associated amenity area not associated with industrial use where humans or the natural environment may be adversely affected by air emissions from the Class III Industrial facilities (excludes transmission line) such as campgrounds, residences, as per the MOECC D-Series Guidelines (MOE, 1995). - Standard: MOECC D-Series Guidelines.	Y	Y	Y	Y	Socio-economic Management and Monitoring Plan; Records of Engagement	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-MT71	EER Mitigation Commitment 71 - Maintain access to forestry resources. - Mitigation: Re-route the Chester Access Road south of the Project site. - Commitment: Discuss alignment with the Forestry Management Area holders and EACOM for re-routing the Chester Access Road south of the Project site. - Standard: n/a	Y	Y	N	N	Socio-economic Management and Monitoring Plan	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>
EA-MT72	EER Mitigation Commitment 72 - Maintain access to cottage on Schist Lake. - Mitigation: Provide road alternate access to cottages	N	Y	Y	Y	Design / Engineering Records;	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 Reporting Period).</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
	north of Schist Lake. - Commitment: IAMGOLD will provide alternative road access to the cottages north of Schist Lake. - Standard: n/a					Socio-economic Management and Monitoring Plan	
EA-MT73	EER Mitigation Commitment 73 - Hunting – loss of Bear Management Area (BMA). - Mitigation: The Ministry of Natural Resources and Forestry (MNRF) has advised that the affected BMA holder can apply to obtain licenses to additional BMAs in the Timmins District to augment the loss of access to the northern portion of the affected BMA. - Commitment: Discuss potential Project effects with MNRF and the affected BMA holders. - Standard: n/a	N	Y	Y	Y	Socio-economic Management and Monitoring Plan	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2020 and 2021 Reporting Periods).</i>
EA-MT80	EER Mitigation Commitment 80 - Fishing (traditional) – in-water works along transmission line alignment. - Mitigation: Design or time construction activities so there are limited or no in-water works required. - Commitment: In-water works are limited during construction of the transmission line alignment. - Standard: n/a	N	Y	N	N	Aquatic Management and Monitoring Plan; Applicable Permits and Approvals under the <i>Lakes and Rivers Improvement Act</i> (LRIA)	<i>Archived commitment. Compliance tracking complete – documented in Annual Report (2022 Reporting Period).</i>
EA-MT123	EER Mitigation Commitment 123 - Exposure of potential marine archaeological resources or values. - Mitigation: Monitor the dewatering of Côté Lake, as per previous requirements of MTCS. - Commitment: A licensed archaeologist and First Nation monitor is required to monitor the dewatering event. - Standard: n/a (as requested by the MOECC and agreed to by MTCS)	N	Y	N	N	Archaeology and Heritage Management Plan; Records of monitoring	<i>Archived commitment. Côté Lake dewatering complete.</i>

Mitigation Commitments List		Implementation Schedule				Tracking Compliance	
Tracking No.	Commitment	Design / Planning	Construction	Operations	Closure	Documentary Compliance Proof / Evidence to be Maintained on File	Compliance Status
EA-MT127	EA Mitigation Commitment 127 Environment Canada [now ECCC] recommends that the proponent incorporate the regulations and code of practice, stated in previous column into their Best Management Plan for dust, GHG emission plan, Engine Maintenance Program and other mitigation actions. EC requests that they then submit the Best Management Plan or other mitigation plan documents for review to EC and other regulatory agencies prior to commencing work for the construction phase.	Y	N	N	N	Air Quality Monitoring Plan; Permits / Approvals	<i>Archived commitment.</i>

