

A blue-tinted photograph of a classroom. A teacher stands at a podium on the right, gesturing towards a whiteboard. A student is seated in the foreground on the left, looking towards the teacher. The scene is dimly lit, with the whiteboard being the primary light source.

# 2021 Global Reporting Initiative Index

# 2021

# 2021 Global Reporting Initiative Index



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# 2021 Global Reporting Initiative Index

IAMGOLD prepares its Health, Safety and Sustainability Report under the Global Reporting Initiative (GRI) Standards, in accordance with the core option in the following table, although we have not obtained external assurance for this report.

## GRI 101: Foundation 2016

### General Disclosures

Organizational Profile			
Disclosure	Disclosure Required		
102-1	<b>Name of the organization</b>		IAMGOLD Corporation
102-2	<b>Activities, brands, products, and services</b>	a. Description of the organization's activities	IAMGOLD is a leading mid-tier gold mining company with three operations in three continents. A solid base of strategic assets in North America, South America and West Africa is complemented by development and exploration projects, and continued assessment of acquisition opportunities.
		b. Primary brands, products, services, including an explanation of any products or services that are banned in certain markets	The organization's primary product is gold.
102-3	<b>Location of headquarters</b>	a. Location of the organization's headquarters	IAMGOLD is headquartered in Toronto, Ontario.
102-4	<b>Location of operations</b>	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	<p><b>Gold Mines:*</b> Essakane, Burkina Faso Rosebel, Suriname Westwood, Quebec, Canada</p> <p><b>Development Projects:</b> Côté Gold, Ontario, Canada Boto Gold, Senegal</p> <p><b>Exploration Projects:</b> Pitangui, Brazil Nelligan, Canada Monster Lake, Canada Loma Larga, Ecuador Camp Caiman, French Guiana Siribaya, Mali Karita, Guinea</p> <p><b>Exploration Offices:</b> Burkina Faso, Brazil, Canada, Colombia, Mali, Peru, Senegal, Suriname</p> <p>* *Represents significant operations relevant to the sustainability topics covered in this report. Please see Annual Information Form, Item III, page 52.</p>
102-5	<b>Ownership and legal form</b>	a. Nature of ownership and legal form	Annual Information Form, Item I, page 15
102-6	<b>Markets served</b>	a. Markets served, including: <ol style="list-style-type: none"> <li>Geographic locations where products and services are offered;</li> <li>Sectors served;</li> <li>Types of customers and beneficiaries</li> </ol>	Annual Information Form, Item III, page 52

## Organizational Profile (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
102-7	Scale of the organization							
	a. Total number of employees	1,628	2,493	461	35	52	184	175
	b. Net sales (for private sector organizations) or net revenues (for public sector organizations)	\$ 1,151.7 M USD net income						
	c. Total capitalization broken down in terms of debt and equity (for private sector organizations)	<b>Debt:</b> \$1,654.5 M USD <b>Equity:</b> \$2,317.1 M USD						

## Strategy

Disclosure	Disclosure Required
102-14 <b>Statement from senior decision-maker</b>	a. A statement from the most senior decision-maker of the organization (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability

See President's Message and 2021-2022 Targets & Achievements in 2021 Sustainability Report.

## Ethics and Integrity

Disclosure	Disclosure Required
102-16 <b>Values, principles, standards, and norms of behaviour</b>	a. A description of the organization's values, principles, standards, and norms of behaviour

A driving philosophy for IAMGOLD has been our commitment to Zero Harm. We believe mining in a responsible manner and being accountable for our actions is at the core of who we are and we strive to empower everyone who has a stake in our success to play their part.

**Corporate Governance** – IAMGOLD website  
**Relevant Policies** – HSS website  
**HSS Policies** – HSS website

102-17 <b>Mechanisms for advice and concerns about ethics</b>	a. A description of internal and external mechanisms for: <ol style="list-style-type: none"> <li>Seeking advice about ethical and lawful behaviour, and organizational integrity;</li> <li>Reporting concerns about unethical or unlawful behaviour, and organizational integrity</li> </ol>
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IAMGOLD conducts its business based on the principles of transparency, fairness, honesty, integrity and respect, and strives to ensure that any employee, contractor, representative or member of the public can report perceived misconduct without the risk of retaliation.

These values are reflected in the IAMGOLD Whistleblower Policy, Code of Business Conduct, Ethics and Anti-Bribery and Anti-Corruption Policy and Supplier Code of Business Conduct and Ethics

All Corporate Governance documents are publicly available on our website.

All IAMGOLD employees must complete annual training and signoff on Anti-Corruption and Bribery as well as the Business Code of Conduct and Ethics.

IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.

KPMG LLP provides auditing services to IAMGOLD to ensure that our financial reporting is in accordance with IFRS and that we have proper internal controls in place over financial reporting.

## Governance

Disclosure	Disclosure Required	
102-18 <b>Governance structure (G4-34)</b>	a. Governance structure of the organization, including committees of the highest governance body	The objective of the Sustainability Committee of the Board of Directors is to assist the Board in fulfilling its responsibilities with respect to health, safety, environment and community (HSS) matters at all projects and properties of IAMGOLD.  Sustainability Committee Charter
	b. Committees responsible for decision-making on economic, environmental, and social topics	Sustainability Committee Charter
102-20 <b>Executive-level responsibility for economic, environmental, and social topics</b>	a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics	The Senior Vice President International Affairs and Sustainability is responsible for developing and implementing policies and practices with respect to sustainability. Health and Safety is overseen by the CEO and President. The Chief Financial Officer oversees all finance-related issues. Both the Senior Vice President and the Chief Financial Officer report to IAMGOLD's CEO, and provide quarterly reports to the Sustainability Committee of the Board.
	b. Whether post holders report directly to the highest governance body	The SVP of International Affairs and Sustainability reports quarterly performance to the Sustainability Committee of the Board of Directors.
102-29 <b>Identifying and managing economic, environmental, and social impacts</b>	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities - including its role in the implementation of due diligence processes	The Sustainability Committee of the Board of Directors assists the Board and the Audit and Finance Committee in fulfilling their responsibilities under their mandates and applicable laws and regulations in respect of health, safety, environment and community matters. The committees' responsibilities are mainly limited to oversight or review of issues and management, specifically the SVP of International Affairs & Sustainability is responsible for developing and implementing policies and practices with respect to sustainability.
	b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities	Social and environmental impact assessments are done on a semi-regular basis. All sites have dedicated community relations teams to regularly interface with nearby communities to identify impacts, risks and opportunities for members. Results of these assessments are shared with the aforementioned Sustainability Committee which includes all senior executives including the SVP of International Affairs and Sustainability as well as the Board of Directors.

## Stakeholder Engagement

Disclosure	Disclosure Required							
102-40 List of stakeholder groups	a. A list of stakeholder groups engaged by the organization	IAMGOLD has thousands of stakeholders. At our projects and operations, our priority stakeholders include, but are not limited to, our employees, our host communities, civil society organizations and both local and national governments. At the corporate level, we share many of the same types of stakeholders, but we also interact regularly with shareholders and our own Board of Directors.						
102-41 Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements (use data from Disclosure 102-7 as the basis for calculating the percentage)	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
		63	98	65	100	N/A	N/A	N/A
102-42 Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage	We encourage our sites to take an inclusive approach to stakeholder identification and to cast a wide net. The identification process is an ongoing exercise in which stakeholders are directly involved. We also encourage our sites to pay extra attention to vulnerable groups that may be excluded from traditional forms of engagement. Each year we engage with thousands of local, regional and national level stakeholders in the countries where we operate.						
102-43 Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	<p>Our engagement approach is unique to every site. The frequency and intensity of our meetings depends on the local, regional and national stakeholder context. While each site has the flexibility to design its own engagement program, guidance is provided at the corporate level through various documents, which include:</p> <p><b>The Sustainability Policy</b> The Sustainability Standard (not publicly available). Community Relations Handbook (not publicly available).</p> <p>IAMGOLD has also designed its community relations program after the Mining Association of Canada's Towards Sustainable Mining Community and Indigenous Relations Protocol as well as IFC Social and Environmental Performance Standards.</p> <p>Overall, our engagement is guided by principles of honesty and transparency, and by the construction of meaningful relationships. Engagement is done on both an ad hoc and a systematic basis. We respond to incoming questions from communities, civil society, investment firms and others, but we also have management systems that set out ongoing engagement schedules, track meetings and measure the general satisfaction of our engagement. We meet with stakeholders in formal settings, like the Annual General Meeting, community open houses or in scheduled meetings with community consultation committees. We also take advantage of less formal opportunities such as individual consultations and community "walkabouts".</p>						
102-44 Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including:	Key topics and concerns have related mainly to health and safety, small-scale mining, Indigenous engagement, local procurement, renewable energy, and mine closure.						
	i. How the organization has responded to those key topics and concerns, including through its reporting	There are currently no significant concerns. Any concerns raised by stakeholders are reported through our annual HSS report.						

## Reporting Practice

Disclosure	Disclosure Required	
102-45 <b>Entities included in the consolidated financial statements</b>	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents	2021 Annual Report Annual Information Form
	b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	N/A
102-46 <b>Defining report content and topic Boundaries</b>	a. An explanation of the process for defining the report content and the topic Boundaries	<p>IAMGOLD has presented information in this report that the Company regards as material to its operations and stakeholders. Material issues are those considered to be consistent with IAMGOLD's Health and Safety Policy and its Sustainability Policy. They also take into account the issues raised by our stakeholders.</p> <p>At both the corporate and site level, IAMGOLD continually assesses what issues are material to its stakeholders. Included in this group are IAMGOLD employees, communities, governments and other impacted or interested parties.</p> <p>Our management systems, including our risk management process, identify aspects that present a material risk to an operation or the Company. These are prioritized to prevent accidents, impacts on the environment, and incidents that may involve communities or other stakeholders.</p> <p>The sustainability department within each IAMGOLD site undertakes its own materiality process in both formal and informal ways, but primarily through discussion with stakeholders, and continuous updating of risk registers, stakeholder maps, grievance registers and other consultation documents. Similar exercises are conducted at the corporate office and include strategic planning reviews of stakeholder comments to determine material issues on short-, medium- and long-term bases.</p> <p>Data has been provided on operations for which IAMGOLD is the owner-operator: Westwood, Essakane and Rosebel. The health, safety and sustainability performance of our joint venture interests in Sadiola and Yatela are covered by the AngloGold Ashanti Sustainability Report at <a href="http://anglogoldashanti.com/sustainability/reports">anglogoldashanti.com/sustainability/reports</a>.</p> <p>Information is provided where feasible for exploration offices, and we are working on closing information gaps going forward where data is not currently being tracked.</p>
	b. An explanation of how the organization has implemented the Reporting Principles for defining report content	See 102-46a.
102-47 <b>List of material topics</b>	a. A list of the material topics identified in the process for defining report content	<p>See 102-46a.</p> <p>IAMGOLD continues to work toward achieving our Zero Harm commitment. Please view our Targets &amp; Achievements page for 2022 objectives and our President's Message for an overview of 2021.</p>
102-48 <b>Restatements of information</b>	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements	Fuel use at Essakane was incorrectly identified as diesel. This has been rectified and listed as 'light fuel oil' in the environment section of the report.
102-49 <b>Changes in reporting</b>	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries	No changes. 2021 emissions data has received limited assurance from BrightSpot Climate.
102-50 <b>Reporting period</b>	a. Reporting period for the information provided	2021 calendar year

Reporting Practice (continued)

Disclosure	Disclosure Required	
102-51 <b>Date of most recent report</b>	a. If applicable, the date of the most recent previous report	Q4 2021
102-52 <b>Reporting cycle</b>	a. Reporting cycle	Annual
102-53 <b>Contact point for questions regarding the report</b>	a. The contact point for questions regarding the report or its contents	<b>Oumar Toguyeni</b> SVP, International Affairs & Sustainability T: +1 416 360 4743 Toll-Free: 1 888 464 9999 info@iamgold.com
102-54 <b>Claims of reporting in accordance with the GRI Standards</b>	The claim made by the organization, if it has prepared a report in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55 <b>GRI content index</b>	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report	102: General Disclosures 2016 201: Economic Performance 2016 202: Market Presence 2016 203: Indirect Economic Impact 2016 204: Procurement Practice 2016 205: Anti-Corruption 2016 301: Materials 2016 302: Energy 2016 303: Water & Effluents 2018 304: Biodiversity 2016 305: Emissions 2016 306: Waste 2020 307: Environmental Compliance 2016 401: Employment 2016 402: Labour/Management Relations 2018 404: Training & Education 2016 405: Diversity & Equal Opportunity 2016 406: Non-discrimination 2016 410: Security Practices 2016 411: Rights of Indigenous Peoples 2016 412: Human Rights Assessment 2016 413: Local Communities 2016 415: Public Policy
	b. For each disclosure, the content index shall include:	<a href="http://hss.iamgold.com/">http://hss.iamgold.com/</a>
	i. The number of the disclosure (for disclosures covered by the GRI Standards);	
	ii. The page number(s) or URL(s) where the information can be found, either within the report or in other published materials;	
	iii. If applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made	

Reporting Practice (continued)

Disclosure	Disclosure Required	
102-56 External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report	<p>IAMGOLD currently does not seek external assurance for its annual HSS report but we use our internal audit function (described above) as part of our processes for risk management and for managing and reporting information. IAMGOLD also complies with a number of other international standards such as Towards Sustainable Mining (TSM), Responsible Gold Mining Principles (RGMP) and the Conflict-Free Gold Standard (CFGS) which does require external assurance; much of the data reported is reviewed by external auditors.</p> <p>2021 scope 1 and scope 2 emissions data has received limited assurance from BrightSpot Climate.</p>
	<p>b. If the report has been externally assured:</p> <p>i. A reference to the external assurance report, statements, or opinions.</p>	Please see assurance report for emissions in <a href="#">Appendix A</a> .

## GRI 200: Economic Standard Series

# Economic Indicators

### Economic Performance

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Throughout uncertain economic times, the management of economic performance indicators has provided stability and security to IAMGOLD.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	Economic performance is a result of our operations and activities, along with those providing support to the organization across our supply chain.
	c. Any specific limitation regarding the topic Boundary	Disclosure of financial information is governed by internal Disclosure Policy and Standard.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	A detailed explanation of how the organization manages our economic performance is outlined in the <i>Annual Report 2021</i> (page 24)
	b. A statement of the purpose of the management approach	The management of economic performance helps the organization maintain our strong liquidity and reduce our costs.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	Please see <i>Annual Report 2021</i> (page 29)
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	<p>Please see <i>Annual Report 2021</i> (page 29)</p> <p>IAMGOLD's Internal Audit department is an appraisal function established to independently examine and evaluate systems, processes and activities of the Corporation as an assurance service to the Audit Committee of the Board. The department also provides risk management, controls assessment, investigations and other services to management.</p> <p>KPMG LLP provides auditing services to IAMGOLD to ensure that our financial reporting are in accordance with IFRS and that we have proper internal controls in place over financial reporting.</p>

## Economic Performance (continued)

Disclosure	Disclosure Required	Total	Canada	Suriname	Burkina Faso
201-1 Direct economic value generated and distributed	<b>A. Direct Economic Value Generated:</b>				
	Revenues (overall or by country — in USD millions)	1,151.7	61.6	276.2	813.9
	<b>B. Economic Value Distributed (in USD millions)</b>				
	Operating Costs (e.g., property rental, license fees, facilitation payments, royalties, payments for contract workers, training costs – overall or by country)	1,428.9	155.5	542.9	730.5
	Employee Wages and Benefits (overall or by country)	215.9	69.4	59.9	86.6
	Payments to Providers of Capital (equity shareholders – e.g., payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans – overall or by country)	36.63	36.63	-	-
	Payments to Governments	152.87	7.42	38.62	106.83
	Community Investments (overall or by country)	14.62	0.05	1.25	13.32
	<b>C. Economic Value Retained (A-B)</b>				
	Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance (in USD millions)	(697.22)	(207.40)	(366.47)	(123.35)
201-3 Defined benefit plan obligations and other retirement plans	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities	<p><b>Essakane:</b> The retirement pension is managed by a national structure, the organization and the employee contribute monthly to this structure (CNSS). A complementary retirement insurance whose participation is voluntary for the employees is managed by a private insurance (SONAR).</p> <p><b>Boto Gold Project:</b> Senegal: Social benefits and retirement are managed by 2 national entities. Employers and employees contribute monthly or quarterly to both of these entities (CSS &amp; IPRES)</p> <p><b>Exploration:</b> Senegal: Social benefits and retirement are managed by 2 national entities. Employers and employees contribute monthly or quarterly to both of these entities (CSS &amp; IPRES)</p> <p>Not applicable for Rosebel, Westwood, Côté Gold and Corporate.</p>			

## Economic Performance (continued)

Disclosure	Disclosure Required	
201-3 (cont'd) <b>Defined benefit plan obligations and other retirement plans</b> (cont'd)	d. Percentage of salary contributed by employee or employer	<p><b>Rosebel:</b> 5% employee; optional 5% on top; 5% employer *The Surinamese government passed a law in 2014 obligating every company to provide a pension plan for their employees by transferring funds into a Pension Fund managed by the government. The employee contributes 3% (2021) of the base salary and the employer matches that. This percentage is raised every year by the government and as that happens the percentage that goes to the Assuria savings plan gets lowered by the same amount (this is to prevent the employee from having a significant amount of his/her salary deducted for the public pension plan and the private pension plan).</p> <p><b>Essakane:</b> In accordance with government legal provisions, retirement depends on the social security fund (National Social Security Fund – CNSS) at the rate of: Employee share: 5.5% of the monthly salary; Employer share: 16% – the contribution for the supplementary retirement (SONAR) is voluntary for the employees and supported by the employer.</p> <p><b>Westwood:</b> Salaried Employees: Employee: 0% to 6%; Employer: 5% + 50% match of employee's contributions up to 3% (total max: 8%); Unionized Employees Employee: \$500 to \$1,250 per year for employer match (voluntary); Employer: 4% + 100% match of employee's contributions (\$500 to \$1,250)</p> <p><b>Boto Gold Project:</b> N/A</p> <p><b>Côte Gold Project:</b> Employee: 0% to 6%; Employer: 5% + 50% match of employee's contributions up to 3% (total max : 8%)</p> <p><b>Exploration &amp; Corporate:</b> Employee: 0% to 6%; Employer: 5% + 50% match of employee's contributions up to 3% (total max : 8%)</p>
	e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact	<p><b>Rosebel:</b> WAP (State sponsored retirement plan) – 100%; Assuria Savings plan – 71%</p> <p><b>Essakane:</b> For the voluntary supplementary employee retirement program, the employer participates (for registered employees), at a rate of 2.5% of base salary, with a monthly limit of 30,000 XOF.</p> <p><b>Westwood:</b> Participation is mandatory.</p> <p><b>Boto Gold Project:</b> N/A</p> <p><b>Côte Gold Project:</b> Participation is mandatory.</p> <p><b>Corporate:</b> Participation is mandatory; additional voluntary plans are also available for employee participation.</p> <p><b>Exploration:</b> N/A</p>
201-4 <b>Financial assistance received from government</b>	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: <ul style="list-style-type: none"> <li>i. Tax relief and tax credits;</li> <li>ii. Subsidies;</li> <li>iii. Investment grants, research &amp; development grants, &amp; other relevant types of grant;</li> <li>iv. Awards;</li> <li>v. Royalty holidays;</li> <li>vi. Financial assistance from Export Credit Agencies (ECAs);</li> <li>vii. Financial incentives;</li> <li>viii. Other financial benefits received or receivable from any government for any operation</li> </ul>	<p><b>Corporate:</b> 1,046,528</p> <p>Not applicable to Rosebel, Essakane, Westwood, Boto Gold Project, Côte Gold Project and Exploration.</p>
	b. Total monetary value of financial assistance received by the organization from governments during the reporting period by country	<p><b>Corporate:</b> 1,046,528</p> <p>Not applicable to Rosebel, Essakane, Westwood, Boto Gold Project, Côte Gold Project and Exploration.</p>

## Market Presence

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	IAMGOLD has a large presence in the jurisdictions we operate in. IAMGOLD is one of the largest private employers in Burkina Faso and Suriname and has a significant economic impact in those jurisdictions.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ul>	The Boundary for this topic is limited to the jurisdictions of our mining operations.
	c. Any specific limitation regarding the topic Boundary	Regional impacts of our operations are not accounted for.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	All IAMGOLD operations conduct local hiring practices in compliance with relevant labour legislation and agreements signed with the government, where applicable.
	b. A statement of the purpose of the management approach	We invest in our employees and strive to provide dynamic career paths with growth opportunities. Empowering people is an essential part of IAMGOLD's mission and culture.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of IAMGOLD Corporation and to support our culture of empowering people for extraordinary performance. The Talent Acquisition and Selection Standard sets out minimum standards to ensure that the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	IAMGOLD reviews its compensation structure on an annual basis. No significant reviews were undertaken on our hiring practices for 2021. IAMGOLD is currently reviewing the results of a Diversity, Equity and Inclusion survey. The survey will provide valuable insights into IAMGOLD's current practices and will allow for the identification of areas of improvement.

## Market Presence (continued)

Disclosure	Disclosure Required	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage	N/A - all employees at all of our sites are compensated higher than the minimum wage of the jurisdiction.
	b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage	<b>Essakane:</b> Daily workers are paid on the basis of an hourly rate. If they work 30 days, their remuneration greatly exceeds the minimum wage applied. Trainees are also paid on a monthly basis. This remuneration is far above the minimum wage applied. Employees of contractors are paid by their employer companies. These companies are required to apply the laws of the country in terms of remuneration.  Not applicable to Rosebel, Westwood, Boto Gold Project, Côté Gold Project, Corporate and Exploration.
	c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used	N/A
	d. The definition used for 'significant locations of operation'	Operating mine sites, exploration sites, and corporate head office.
202-2 Proportion of senior management hired from the local community	Is there a global policy or common practices for granting preference to local residents when hiring in significant locations of operations?	<b>Rosebel, Westwood, Boto Gold Project, Côté Gold Project, Corporate and Exploration:</b> Adhere to local country legal requirements. <b>Essakane:</b> Adhere to local country legal requirements. There are practices that give priority in the event of equal jurisdiction to residents of villages directly impacted (resettled) by mining.
	a. Percentage of senior management at significant locations of operation that are hired from the local community	<b>Rosebel: 0%</b> <b>Essakane: 0%</b> <b>Westwood: 100%</b> <b>Boto Gold Project: 0%</b> <b>Côté Gold Project: 17%</b> <b>Corporate: 0%</b> <b>Exploration: 83%</b>
	b. The definition used for 'senior management'	Senior management is defined by job grades.
	c. The organization's geographical definition of 'local'	Local is defined as from the country of operation.
d. The definition used for 'significant locations of operation'	Operating mine sites, exploration sites, and corporate head office.	

## Indirect Economic Impacts

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	IAMGOLD recognizes that in the countries where we operate, our investments contribute significantly to the local, regional and national economies, which is particularly important in developing countries like Suriname or Burkina Faso.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	Indirect economic impacts occur up to the national level in countries where IAMGOLD operates, currently being Canada, Burkina Faso and Suriname. The majority of tangible impacts occur in the latter two nations, as they are developing. IAMGOLD has provided both direct and indirect contributions to community development aspects such as education and health among others. Please refer to our <a href="#">Annual HSS report</a> on how we are advancing UN Sustainable Development Goals in our host communities.
	c. Any specific limitation regarding the topic Boundary	Regional impacts of our operations are not accounted for.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD manages indirect economic impacts by endorsing our Zero Harm commitment, which considers the health and well-being of the environment, individuals and communities. All sites must demonstrate that the investment strategy is linked to both community and company objectives. Community investment strategies must include baseline information on health, education and economic indicators; demonstration of a participatory approach to decision-making on community investment; identification of civil society, government and community partners to help deliver community development objectives; and a project evaluation procedure and measured results. A comprehensive environmental and social impact assessment (ESIA) is also conducted prior to construction at any site. All of our sites have active closure plans that take into account social impacts. Our sites also conduct needs assessment studies on a periodic basis with local communities.
	b. A statement of the purpose of the management approach	The purpose of the management of indirect economic impacts is to ensure that our contributions support sustainable development within the communities that we operate in.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	According to IAMGOLD's Sustainability Standard, each site must prepare a Community Investment Strategy as part of their Environmental and Social Management System. The Investment Strategy will outline long-term goals for community investment, a breakdown of milestones required to achieve the envisioned end state, and annual plans and projects required to achieve said milestones.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	The Community Investment Strategy will be validated by the site team on an annual basis and updated with the same frequency as the site's closure plan to ensure action plans remain relevant and appropriate for outlined goals. The achievement of target milestones is an indicator of the effectiveness of the program in place.

**Indirect Economic Impacts** (continued)

Disclosure	Disclosure Required	
203-1 <b>Infrastructure investments and services supported</b>	a. Extent of development of significant infrastructure investments and services supported	Please see 2021 Sustainability Report pages 21-24
	i. What was the extent of the development?	
	ii. What was the cost?	Please see 2021 Sustainability Report pages 21-24
	iii. What was the duration?	Please see 2021 Sustainability Report pages 21-24
<b>Infrastructure investments and services supported (cont'd)</b>	b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	Please see 2021 Sustainability Report pages 21-24
	c. Whether these investments and services are commercial, in-kind, or pro bono engagements	Please see 2021 Sustainability Report pages 21-24
203-2 <b>Significant indirect economic impacts</b>	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (e.g., changes in productivity, economic development in areas of high poverty, addressing social/environmental conditions, enhanced skills and knowledge, number of jobs supported in supply chain)	Please see 2021 Sustainability Report pages 21-24
	b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas	Please see 2021 Sustainability Report pages 21-24

## Procurement Practices

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	The procurement of certain goods and services is essential to processes within IAMGOLD operations. It also has a large impact for communities we operate in, with the potential for capacity building of local business by providing local goods and services to our operations.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ol>	Procurement occurs at all levels of IAMGOLD operations, from production at sites to activities within corporate. The impacts of procurement occur both directly with the corporation as well as through our business relationships.
	c. Any specific limitation regarding the topic Boundary	Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of company-wide local procurement practices. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive. "Competitive" refers to the total cost, delivery, and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Formalized local procurement and business development programs are being developed at sites in an effort to maximize the shared economic benefits of company-wide local procurement practices. Our company-wide policy on the purchase of goods and services encourages mine sites to give priority to local suppliers, provided they are competitive. "Competitive" refers to the total cost, delivery, and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail. A <a href="#">Supplier Code of Business Conduct and Ethics</a> was published in 2021.
	b. A statement of the purpose of the management approach	IAMGOLD is committed to providing opportunities for communities associated with our operations and to sharing in the benefits which flow from our activities. The purpose of this management system is to fulfil said commitment.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	Please refer to the <a href="#">Supplier Code of Business Conduct and Ethics</a> for more information and the 2021 Sustainability Report pages 25-26.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	Audits and verification of the effectiveness of management of this topic are conducted on a site level basis by our internal audit team as well as on suppliers by our Global Supply Chain team.

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General Disclosures

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**Economic Indicators**

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Environmental Indicators

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Social Indicators

## Anti-Corruption

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	As a corporation with global operations, it is increasingly important to ensure a comprehensive program is in place which considers a broad scope of environments, communities, and individuals and protects them from the adverse effects of corrupt behaviour.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	IAMGOLD ensures all directors, employees, contractors and representatives of the company adhere to IAMGOLD's <b>Anti-Bribery and Anti-Corruption Standard and Policy</b> including annual training and attestation.
	c. Any specific limitation regarding the topic Boundary	Limited to IAMGOLD and supplier activities.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD manages anti-corruption by ensuring all directors, employees, contractors, and representatives of the company worldwide operate in alignment with the Code of Business Conduct and Ethics. Furthermore, the corporation requires all of the aforementioned stakeholders to report violations of said Code.
	b. A statement of the purpose of the management approach	IAMGOLD is committed to mitigating corruption in every level of company activity. As outlined in our Business Conduct and Ethics Standard, the corporation aims to eradicate instances of discrimination, harassment, substance abuse, employment inequality, violations of privacy, conflicts of interest, and theft while encouraging protection of the environment, safe working conditions, fair competition, and professional relationships.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	See <b>Code of Business Conduct and Ethics</b> .
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	Audits and verification of the effectiveness of management of this topic are conducted on a site level basis. No significant changes were made in 2021.

## Anti-Corruption (continued)

Disclosure	Disclosure Required	
205-1 Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption	IAMGOLD assesses risk related to corruption for all business units through the annual enterprise risk management process.
	b. Significant risks related to corruption identified through the risk assessment	There are no significant risks related to corruption identified through the risk assessment.
205-2 Communication and training about anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region	<b>Rosebel:</b> 100% <b>Essakane:</b> 100% <b>Westwood:</b> 100% <b>Boto Gold Project:</b> - <b>Côté Gold Project:</b> - <b>Corporate:</b> 100% <b>Exploration:</b> -
	b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region	<b>Rosebel:</b> Management: 41 (100%); Non-management: 586 (30%). <b>Essakane:</b> Management: 372 (100%); Non-management: 707 (100%). <b>Westwood:</b> Management: 9 (100%); Non-management: 447 (100%). <b>Boto Gold Project:</b> Management: 7 (100%); Non-management: 28 (100%). <b>Côté Gold Project:</b> Management: 16 (100%); Non-management: 36 (100%). <b>Corporate:</b> Management: 89 (100%); Non-management: 95 (100%). <b>Exploration:</b> Management: 28 (100%); Non-management: 147 (100%).
	c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations	<b>Essakane:</b> 0% in 2021, the form was modified and received in in June 2021, which will be communicated with business partners starting 2022. <b>Rosebel, Westwood, Boto Gold Project, Côté Gold Project, Corporate and Exploration:</b> Anti-Corruption course rolled-out globally; All suppliers and contractors are aware of anti-corruption policies and procedures.
	e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	<b>Rosebel:</b> Management: 41 (100%); Non-management: 586 (30%) <b>Essakane:</b> Management: 372 (100%); Non-management: 707 (100%) <b>Westwood:</b> Management: 9 (100%); Non-management: 447 (100%) <b>Boto Gold Project:</b> Management: 7 (100%); Non-management: 28 (100%) <b>Côté Gold Project:</b> Management: 16 (100%); Non-management: 36 (100%) <b>Corporate:</b> Management: 82 (99%); Non-management: 83 (100%) <b>Exploration:</b> Management: 28 (100%); Non-management: 85 (94%)

## GRI 300: Environmental Standards Series

## Environmental Indicators

## Materials

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	<p>Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which includes explosives, tires and energy used for mining activities and the reagents used for mineral processing.</p> <p>The materials reported are significant because they are considered critical inputs to extract our final product and have the potential to result in environmental impacts if not managed appropriately. Other materials used by mining and milling activities are not considered to be significant because they generally present less risk and tend to be used in smaller quantities.</p>
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	<p>This topic boundary is limited to materials provided to IAMGOLD-managed operations and advanced exploration sites by various company suppliers.</p> <p>Mining is a primary industry. As IAMGOLD is a producer of primary raw materials (gold) with final products transported in bulk, materials used for packaging are considered insignificant.</p>
	c. Any specific limitation regarding the topic Boundary	Materials used at exploration and closed sites are not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Material inventories are tracked and updated routinely for all IAMGOLD managed operations. Recycling, reusing, and reclaiming of input materials within mining and milling operations are encouraged, where feasible. Additional opportunities for salvage are also explored.
	b. A statement of the purpose of the management approach	<p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> <li>- Optimize the use of input materials; and</li> <li>- Ensure materials are handled, stored and transported appropriately to prevent accidental release to the surrounding environment.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>Policies</li> <li>Commitments</li> <li>Goals and targets</li> <li>Responsibilities</li> <li>Resources</li> <li>Grievance mechanisms</li> <li>Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Sustainability Policy.</b></p> <p>The IAMGOLD Sustainability Policy outlines our commitment to continual improvement in environmental protection, pollution prevention, community awareness and economic performance.</p> <p>Sites are expected to meet or exceed relevant laws and regulations. All of our sites have procedures in place for the safe transport, storage, handling and disposal of cyanide and other hazardous substances. Further, continuous improvement programs have been implemented to increase efficiency in the use of explosives and fuels.</p>
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach;</li> <li>The results of the evaluation of the management approach;</li> <li>Any related adjustments to the management approach</li> </ol>	<p>Audits and verification of the effectiveness of management of this topic are conducted on a site level basis.</p> <p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. IAMGOLD underwent external assurance in 2021; the company's past and present performance against the TSM standards can be found on the <a href="#">MAC website</a>.</p>

## Materials (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
301-1	<b>Materials used by weight or volume</b>			
	a. Total weight or volume of non-renewable materials (listed below) used during the reporting period (tonnes):	35,070.51	54,068.48	6,936.88
	Cyanide	5,423.28	7,907	416.16
	Acid	1,496.4	347.33	-
	Flocculant	189.91	312	37.65
	Caustic soda	417.98	839.2	43.84
	Lime	24,176.6	12,155.87	4,705.47
	Explosives	-	21,018.28	1,028.09
	Anti scalant	10.4	2.42	33.18
	Carbon	832.5	68.35	42.02
	Compressor oil	19.31	23.39	0.65
	Cutting oil	0.07	0.16	-
	Engine oil	569.91	515.39	13.2
	Ferric sulphate (Fe <sub>2</sub> (SO <sub>4</sub> ) <sub>3</sub> )	2	-	-
	Grease	108.9	94.34	1.16
	Hydraulic oil	1,175.98	376.08	74.74
	Hydrocarbon solvent	21.74	0.25	-
	Motor/drill oil	57.92	-	-
	Sulfur dioxide (SO <sub>2</sub> )	-	-	524.76
	Transmission oil	567.61	261.68	15.96
	Other	-	10,146.75	-

## Energy

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Use of energy contributes to greenhouse gas (GHG) production and is a significant operating cost.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	This topic boundary includes energy use at IAMGOLD managed operations and exploration sites. Energy intensive activities include crushing, grinding, ventilation, pumping, transport, and drilling.
	c. Any specific limitation regarding the topic Boundary	Energy use at closed sites is not considered significant as there are no active production or mineral processing activities. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Energy use is regularly tracked and assessed to identify opportunities to improve energy efficiency and reduce GHG emissions, promote energy conservation and the use of renewable energy. Both Essakane and Rosebel partially utilize solar energy. IAMGOLD is constantly evaluating renewable energy sources for implementation at its sites to reduce the operation's carbon footprint. IAMGOLD announced in September 2021 its climate change commitment to achieve net negative GHG emissions by 2050. The organization is expected to publish a roadmap with interim targets as well as the inaugural TCFD report by end of 2022.
	b. A statement of the purpose of the management approach	As per the Towards Sustainable Mining (TSM) initiative, the purpose of management of this topic is to: <ul style="list-style-type: none"> <li>- Optimize energy use and promote use of renewable sources;</li> <li>- Comply with applicable regulatory requirements;</li> <li>- Reduce operating costs; and</li> <li>- Reduce impact on operational impact on climate.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Energy and Greenhouse Gas Emissions Management Standard.</b></p> <p>As per IAMGOLD's Energy and Greenhouse Gases Emissions Management Standard, we recognize that efficient management of energy is required to achieve our business strategy and provide benefits to our stakeholders. Further, effective energy management will directly contribute to operational cost improvements and help mitigate environmental impacts. Our key energy management objectives are to continuously improve energy performance, and support the introduction of clean and renewable energy.</p> <p>One of our priority goals is to increase both the number of sites with renewable sources of energy as well as the proportion of renewable energy for the Company's total energy requirements.</p> <p>For more information, please refer to the 2021 Sustainability Report page 30.</p>
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol>	As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. All IAMGOLD operations conducted the annual TSM self-assessment for the Energy and GHG Emissions Management Protocol. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. IAMGOLD received external assurance on its TSM performance in 2021; the organization's past and presence performance against the TSM standards can be found on the MAC <a href="#">website</a> .

## Energy (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project
302-1 Energy consumption within the organization	a. Total fuel consumption from non-renewable sources (listed below) during the reporting period in GJ or appropriate unit:					
	Diesel	2,716,804.35	8,701.92	114,592.48	93,985.62	656,084.82
	Gasoline	1,052.87	148.15	2,812.23	-	36,229.35
	Propane	4,206.65	-	-	-	20,367.08
	Natural Gas	-	-	51,969.19	-	-
	Heavy Fuel Oil	-	2,307,433.82	-	-	-
	Light Fuel Oil	-	2,000,249.16	-	-	-
	Acetylene	113.99	202.27	-	-	-
	Kerosene	-	18,876.51	-	-	-
	ANFO	-	-	327.75	-	-
	Emulsion ANFO	-	74,974.23	3,476.20	-	9,776.81
	Total	2,722,177.87	5,103,714.91	173,177.84	93,985.62	722,458.07
	b. Total fuel consumption from renewable sources (listed below) during the reporting period in GJ or appropriate unit:					
	Solar	20,202.07	86,962.46	-	-	-
c. In joules, watt-hours or multiples, the total:						
Electricity consumption (GJ)	806,749.2	2,244.88	439,976.49	-	9,817.17	
d. Total energy consumption within the organization, in joules or multiples	3,549,129.14	5,192,922.26	613,154.33	93,985.62	732,275.24	
302-3 Energy intensity	a. Energy intensity ratio for the organization					
	GJ/thousand tonnes of moved ore and waste	70.3	73.66	209.29	-	-
	GJ/thousand tonnes of treated ore	358.97	401.06	635.62	-	-
	GJ/thousand tonnes of mined ore	593.95	324.25	596.94	-	-
	GJ/tonnes of gold production	666,503.12	378,532.23	613,031.72	-	-
	GJ/distance travelled (thousand km)	1,287.75	1,678.99	-	-	-
	GJ/Full-Time Equivalent (FTE) Employees	2,180.05	2,083.00	1,330.05	2,685.3	14,082.22
	GJ/thousand USD revenue (\$)	12.85	6.38	9.96	-	-
	b. Organization-specific metric (the denominator) chosen to calculate the ratio					
	Thousand tonnes of moved ore and waste	50,486.97	70,495.54	2,929.72	0	-
	Thousand tonnes of treated ore	9,887.01	12,948.15	964.66	-	-
	Thousand tonnes of mined ore	5,975.45	16,015.19	1,027.16	-	-
	Tonnes of gold production	5.33	13.72	1	-	-
	Distance travelled (thousand km)	2,756.07	3,092.89	-	-	-
Full-Time Equivalent (FTE) Employees	1,628	2,493	461	35	52	
Thousand USD revenue (\$)	276,237.3	813,897.5	61,569.4	-	-	
302-4 Reduction of energy consumption	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples (kWh)	No significant energy reduction programs implemented in 2021.				

## Water

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Water is a key resource for the gold extraction process and is shared by our host communities. We must be responsible water stewards in our operations.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	This topic boundary includes water use at IAMGOLD managed operations and advanced exploration sites on a catchment level basis, as available.
	c. Any specific limitation regarding the topic Boundary	Water use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD is committed to water stewardship. Water quality and quantity is regularly monitored, including water treated and discharged as applicable. Every operation is expected to maintain a water management plan and associated water balance.
	b. A statement of the purpose of the management approach	The purpose of management of this topic is to: <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements;</li> <li>- Efficiently manage water resources; and</li> <li>- Recycle and reuse water for mineral processing, where possible.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Water Management Standard.</b></p> <p>As per our Water Management Standard, we recognize the importance of environmentally sustainable and socially equitable water use. We are dedicated to employing efficient water management and water conservation practices to ensure access to clean water for all users, now and in the future. Water management strategies will address all aspects of the operation, including closure planning, reclamation, tailings management, discharge water quality, potable water and groundwater quality.</p> <p>For more information, please refer to the 2021 Sustainability Report page 31</p>
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol>	<p>As a MAC member, IAMGOLD has endorsed the TSM Water Stewardship Protocol.</p> <p>IAMGOLD received external verification on the organization's TSM performance. Past and present TSM performance reports can be access on the <a href="#">MAC website</a>.</p>

**Water** (continued)

Disclosure	Disclosure Required	
<p><b>303-1 Interactions with water as a shared resource</b></p>	<p>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff)</p>	<p>IAMGOLD's operations are designed to minimize our impact on waterways and to employ efficient water management and water conservation practices to ensure access to clean water for all users, now and in the future. IAMGOLD has endorsed and implemented the MAC TSM Water Stewardship Protocol. Where possible, IAMGOLD has tried to limit impact of our operations on waterways by reusing and recycling water as well as limiting water withdrawn from surface water sources such as wetlands, rivers, lakes and oceans. Our Essakane operation for example is a zero discharge site.</p>
	<p>b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used</p>	<p>Water quality and quantity is regularly monitored, including water treated and discharged as applicable. Every operation is expected to maintain a water management plan and associated water balance.</p>
	<p>c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts</p>	<p>IAMGOLD has a robust community engagement program and stakeholder engagement plan in place to ensure feedback from the local community can be received and considered. Sites hold frequent meetings to discuss issues of importance as well as to provide updates on any significant site activities. A formal grievance mechanism is also in place for dealing with complaints and concerns of external stakeholders.</p>
	<p>d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress</p>	<p>IAMGOLD is in the process of setting water-related goals and targets but they are not currently part of the organization's management approach.</p>

## Water (continued)

Disclosure	Disclosure Required						
303-2 Management of water discharge-related impacts	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:	<b>Rosebel:</b> Effluent discharge must meet the End-of-Pipe discharge limits which are based upon the World Bank IFC EHS Limits for the discharge of process waste water to Surface water (World Bank Group - IFC EHS Guidelines, 2007). In addition to meeting the World Bank - IFC EHS Limits, RGM has identified ETS end-of-pipe target discharge objectives for total cyanide.					
	i. how standards for facilities operating in locations with no local discharge requirements were determined	<b>Essakane:</b> Essakane: DECREE N° 2015 - 1205 / PRES-TRANS / PM / MERH / MEF / MARHASA / MS /MRA / MICA / MME / MIDT / MATD of October 28, 2015 on standards and conditions for discharging wastewater sets the minimum standards.					
	ii. any internally developed water quality standards or guidelines	<b>Westwood:</b> Municipal sanitation certificate and Metal and Diamond Mining Effluent Regulations (Federal).					None
	iii. any sector-specific standards considered						None
	iv. whether the profile of the receiving waterbody was considered						None
303-3 Water withdrawal	a. & c. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources:	<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Boto Gold Project</b>	<b>Côté Gold Project</b>	<b>Total</b>
		20,122.8	8,666.7	5,059.6	43.8	7,073.2	40,966
	i. Surface water (total)	-	5,520.3	4,513	23.5	7,041.5	17,098.3
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	-	5,520.3	4,513	23.5	7,041.5	17,098.3
	ii. Groundwater	1,641.6	893.5	546.6	20.3	17.1	3,119.1
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	1,641.6	893.5	546.6	20.3	17.1	3,119.1
	iii. Precipitation	18,480.7	2,252.9	-	-	-	20,733.6
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	18,480.7	2,252.9	-	-	-	20,733.6
	v. Third-party water	0.5	0	-	-	14.5	15
- Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	0.5	0	-	-	14.5	15	

## Water (continued)

Disclosure	Disclosure Required						
<b>303-3 Water (cont'd) withdrawal (cont'd)</b>	b. & c. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources	-	8,666.7	-	-	-	8,666.7
	i. Surface water	-	5,520.3	-	-	-	5,520.3
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	-	5,520.3	-	-	-	5,520.3
	ii. Groundwater	-	893.5	-	-	-	893.5
	- Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	-	893.5	-	-	-	893.5
	v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.	-	0	-	-	-	0
	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	<p><b>Rosebel:</b> Total sum of water withdrawal is the sum of: 1) Rainfall data of 2021 in megaliters, sum of ore moisture of 2021 in megaliters and the groundwater well readings 2021 in megaliters and the third party water consumption.</p> <p><b>Essakane:</b> Certain pipes have water meters and flow meters - readings from these meters are captured in the data above.</p> <p>For other water flows, data is estimated. Precipitation and evaporation are taken into account for the overall estimate.</p> <p><b>Westwood:</b> Municipal sanitation certificate and Metal and Diamond Mining Effluent Regulations (Federal).</p>					

## Water (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côte Gold Project	Total	
303-4 Water discharged	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination:	3,330.5	0	3,117.2	N/A	N/A	6,447.7	
	i. Surface water	3,330.5	0	3,117.2	-	-	6,447.7	
	b. A breakdown of total water discharge to all areas in megaliters by the following categories:	3,330.5	0	3,117.2	-	-	6,447.7	
	i. Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	-	0	0	-	-	0	
	ii. Other water (>1,000 mg/L Total Dissolved Solids)	-	0	0	-	-	0	
	c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:	-	0	-	-	-	0	
	i. Freshwater ( $\leq$ 1,000 mg/L Total Dissolved Solids)	-	0	-	-	-	0	
	ii. Other water (>1,000 mg/L Total Dissolved Solids)	-	0	-	-	-	0	
	d. Priority substances of concern for which discharges are treated	<b>Rosebel:</b> .Suspended Solids, Metals, pH, Ammonia, Cyanide <b>Essakane:</b> N/A <b>Westwood:</b> Suspended Solids, Metals, pH						
	i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used	<b>Rosebel:</b> .The priority substances of concern were defined in the ESIA of Rosebel Gold Mines, 2012. <b>Essakane:</b> N/A <b>Westwood:</b> Municipal sanitation certificate and Metal and Diamond Mining Effluent Regulations (Federal).						
	ii. the approach for setting discharge limits for priority substances of concern	<b>Rosebel:</b> .Effluent discharge must meet the End-of-Pipe discharge limits which are based upon the World Bank IFC EHS Limits for the discharge of process waste water to Surface water (World Bank Group – IFC EHS Guidelines, 2007). In addition to meeting the World Bank – IFC EHS Limits, RGM has identified ETS end-of-pipe target discharge objectives for total cyanide. <b>Essakane:</b> N/A <b>Westwood:</b> Municipal sanitation certificate and Metal and Diamond Mining Effluent Regulations (Federal).						

## Water (continued)

Disclosure	Disclosure Required						
303-4 Water discharged (cont'd)	iii. number of incidents of non-compliance with discharge limits	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Total
		-	0	-	-	-	0
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	<p><b>Rosebel:</b> Water discharge from Treated water storage pond to the environment is reported in the ETP Summary.</p> <p><b>Essakane:</b> N/A</p> <p><b>Westwood:</b> -</p> <p><b>Boto Gold Project:</b> -</p> <p><b>Côté Gold Project:</b> -</p> <p><b>Total:</b> N/A. Water discharge from Treated water storage pond to the environment is reported in the ETP Summary.</p>					
303-5 Water consumption	a. Total water consumption from all areas in megaliters	16,791.7	8,666.7	1,942.4	43.8	7,058.7	34,503.3
	b. Total water consumption from all areas with water stress in megaliters	-	8,666.7	-	-	-	8,666.7
	- If water storage has been identified as having a significant water-related impact	No	No	-	-	-	-
	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	Total water withdrawal - total water discharged = water consumption					
	Recycled	9,398.2	10,764	9,07.3	-	-	21,069.5
	Used	26,190.4	19,430.7	2,849.7	43.8	7,073.2	55,587.8
	Efficiency: Percent recycled	36%	55%	32%	-	-	38%
Intensity: Amount consumed per 1,000 ounces produced	109.0	21.0	55.5	N/A	N/A	57.4	

## Biodiversity

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	IAMGOLD seeks to minimize the impact of our mining activities on the environment and biodiversity from exploration to closure. We recognize that sustaining healthy ecosystems is fundamental to achieving our Zero Harm vision.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	This topic boundary is limited to biodiversity aspects related to IAMGOLD managed operations and advanced exploration sites.
	c. Any specific limitation regarding the topic Boundary	Exploration sites are expected to comply with PDAC e3Plus. Biodiversity aspects of closed legacy sites are not currently available. Additionally, joint venture projects where IAMGOLD is not the operator are not included.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	<p>IAMGOLD recognizes that protecting biodiversity and sustaining healthy ecosystems are fundamental for the responsible environmental management of our operations. All sites and business development opportunities are expected to integrate biodiversity management and conservation to demonstrate our due diligence and ensure the reclamation of disturbed ecosystems.</p> <p>Biodiversity baseline studies are conducted for development projects as part of Environment and Social Impact Assessments (ESIAs). Environmental effects monitoring (EEM) studies are conducted throughout mining operations. Biodiversity considerations are taken into account during mine closure planning and reclamation activities.</p> <p>There are hunting restrictions on the concession area of our operating mines, which has led to positive biodiversity impacts.</p> <p>As part of IAMGOLD's comprehensive plan against climate change, the organization has committed to achieving net positive biodiversity in addition to achieving net negative emissions by 2050. <a href="#">Read the announcement here</a>. A comprehensive roadmap will be published in late 2022.</p>
	b. A statement of the purpose of the management approach	<p>The purpose of management of this topic is to:</p> <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements; and</li> <li>- Sustain healthy ecosystems to the extent possible in areas disturbed by our mining activities.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Sustainability Policy</b></p> <p><b>Biodiversity Management Policy</b></p> <p>Our Sustainability and Biodiversity policies state that we are committed to integrating biodiversity management and conservation at all stages of our activities, from exploration to mine closure, using the resources and skills necessary to minimize impacts on biodiversity from our activities.</p> <p>Impacts to aquatic and terrestrial species and measures to avoid or reduce impacts are considered early in the project planning process. Recent environmental assessment (EA) reports, such as the EA report for the Côté Gold Project, are available on our website for review. <a href="http://www.iamgold.com/cotegold">www.iamgold.com/cotegold</a></p> <p>For more information on our management approach, please see the 2021 Sustainability Report, page 32</p>

## Biodiversity (continued)

Disclosure	Disclosure Required			
103-3	<p><b>Evaluation of the management approach</b></p> <p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <p>i. The mechanisms for evaluating the effectiveness of the management approach;</p> <p>ii. The results of the evaluation of the management approach;</p> <p>iii. Any related adjustments to the management approach</p>	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols; IAMGOLD received external verification of the organization's TSM performance in 2021. The results of the external verification have been reviewed to identify areas of improvement.</p> <p>All IAMGOLD operations conduct the annual TSM self-assessment for the <b>Biodiversity Conservation Management Protocol</b>.</p> <p>Annual results are available in the <b>TSM Progress Reports</b>.</p> <p>Additionally, environmental and social impact assessments (ESIA) are guided by IFC Performance Standards.</p>		
304-1	<p><b>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</b></p> <p>a. For each operational site owned, leased or managed in, or adjacent to, any protected areas and areas of high biodiversity value outside protected areas, the following information:</p> <p>i. Geographic location</p> <p>ii. Subsurface and underground land that may be owned, leased, or managed by the organization (km<sup>2</sup>)</p> <p>iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas</p> <p>iv. Type of operation (office, manufacturing or production, or extractive)</p> <p>v. Size of operational site in km<sup>2</sup></p>	<p><b>Rosebel</b></p>	<p><b>Essakane</b></p>	<p><b>Westwood</b></p>
		<p>Brokopondo &amp; Sipaliwini District, Suriname</p>	<p>Oudalan, Sahel region, north east of Burkina Faso</p>	<p>Rouyn-Noranda, Québec</p>
		<p>219.8</p>	<p>100</p>	<p>-</p>
		<p>The Brinckheuel Nature Reserve is located 3 km west of the Concession across the Mindrineti River on the west bank. The Brownsberg Nature Park is located approximately 10 to 15 km southeast of the RGM Concession Area. The Mine Site is extended in the Saramacca Concession (Saramacca Satellite Mine Project), which is located 25 km southwest from RGM.</p>	<p>The mining concession is located inside the 1,600,000-hectare Sahel Partial Faunal Reserve. Mining is permitted in this area. It is a designated zone primarily because of temporary lakes (Mare d'Oursi, Mare de Yomboli, Mare de Kissi) which are of importance for migratory birds. The Mare d'Oursi Wetlands are located 67 km from site.</p>	<p>The Fayolle project is located near Parc Aiguebelle (SÉPAQ - Société des établissements de plein air du Québec). The project is not in operation at the moment.</p>
		<p>Extractive</p>	<p>Extractive</p>	<p>Extractive</p>
		<p>46</p>	<p>16.6</p>	<p>28</p>

## Biodiversity (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-1 (cont'd)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (cont'd)	<p>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem)</p> <p>The ecosystem found on and near RGM is part of the savannas of Suriname and Guyana, which are a widespread ecosystem in the region. Globally, this is a relatively unique ecosystem and one of high biodiversity. An external wildlife survey was started in 2011 and continued in the first quarter of 2012, 2014 and 2017. The next external wildlife survey is scheduled for 2023. An internal Wildlife Project was conducted in 2021 at RGM Site: A Bird Survey and a Camera Trap Survey on Medium to Large-sized Terrestrial Mammals within the proposed TSF3 Expansion Area. For the Saramacca Satellite Mine Project, a study was conducted by in-house specialists to evaluate if culverts underneath the Saramacca haul road function as corridor. The 2021 internal Wildlife Survey Reports include several species that are internationally considered as Vulnerable or Near Threatened.</p>	<p>The Sahel region has a very high vulnerability to desertification. Several species of trees, shrubs and grasses are declining in the region. Forests and steppes located along the Gorouol River and the Feildegasse River are an important habitat for migrating birds, mammals and reptiles.</p>	-
	vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	<p>The Ocelot, Margay and Jaguar are in App. I (CITES, 2021). IUCN Red List species on or around the site: Vulnerable [VU]: Giant Anteater (<i>Myrmecophaga tridactyla</i>), Channel-billed Toucan (<i>Ramphastos vitellinus</i>), White-throated Toucan (<i>Ramphastos tucanus</i>), Black Curassow (<i>Crax Allector</i>). Near Threatened [NT]: Jaguar (<i>Panthera onca</i>), Margay (<i>Leopardus wiedii</i>), Neotropical Otter (<i>Lontra longicaudis</i>), Caica Parrot (<i>Pionopsitta caica</i>), Mealy Parrot (<i>Amazona farinosa</i>), Blue-cheeked Amazon (<i>Amazona dufresniana</i>).</p>	<p>IUCN Red List species on or around the site:</p> <p>Vulnerable [VU]: White-headed Vulture (<i>Trigonoceps occipitalis</i>)</p> <p>Near Threatened [NT]: Rüppells Vulture (<i>Gyps rueppellii</i>), Bateleur (<i>Terathopius ecaudatus</i>)</p>	-

## Biodiversity (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-2 Significant impacts of activities, products, and services on biodiversity	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:	Primary impacts to biodiversity: habitat loss, conversion and degradation; direct and indirect mortality of individuals; habitat fragmentation and related edge effects; disturbance and displacement from habitat loss; increased human activity (poaching, operating machinery, and vehicles); noise and light; and increased human hunting pressure from increased human access and human population influx.	Site operations take up a lot of space so land use is very important as it leads to a disturbance in the local flora and fauna ecosystems. Atmospheric emissions and mining activities represent disturbance to the local habitat.	Land use and air emissions that lead to disruption of local ecosystems of flora and fauna.
	i. Construction or use of manufacturing plants, mines, and transport infrastructure	Direct impact on biodiversity due to habitat loss associated with vegetation clearing and land use for construction of the mineral processing plant, ancillary facilities, transport infrastructure and mining activities.	Reduction of species habitat, land used, soil degradation, vegetation degradation during the preparation of the Falagountou East Pit, the extension of the waste rock dumps, and the expansion of basins.	Reduction of species habitat, soil and environmental degradation.
	ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources)	No measurements on pollution level are available to assess the impact on biodiversity.	No pollution measurement available.  In 2017, work was conducted in the tailings storage facility (TSF) to control the risk of infiltration and to mitigate potential adverse effects to biodiversity.	An Environmental Effects Monitoring Report is required under the Metal and Diamond Mining Effluent Regulations under the Fisheries Act of Canada. This report documents the impacts of mining activities on fish in the Bousquet River. The Doyon site has reached its 7th lifecycle analysis in order to ensure strict monitoring of the potential risks of introducing substances that are not naturally present in the fish habitat.
	iii. Introduction of invasive species, pests, and pathogens	Our progressive reclamation program makes use of non-native plant material for revegetation. This plant material was introduced as seeds of foreign grass species. Young shrubs of non-native species have been planted too. To date, no invasive character of these introduced species have been observed.	No invasive species, pests, and pathogens introduced.  All species used for rehabilitation require validation of the Centre Nationale des Semences Forestières.	None

## Biodiversity (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-2 Significant impacts of activities, products, and services on biodiversity (cont'd)	iv. Reduction of species	The 2017 external Wildlife Monitoring Survey concluded that populations of the Jaguar, Armadillos, Tayra and Collared Peccaries seem to be decreasing in numbers. The upcoming external Wildlife Monitoring Survey is scheduled for 2023.	N/A	None
	v. Habitat conversion	All the habitats of the disturbed and cleared areas have been converted to open land area.	N/A	None
	vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level)	All the habitats of the disturbed and cleared areas have been converted to open land area and therefore their existing ecological function and processes changed. No data available on specific changes.	N/A	-
	b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected	No carrying capacity studies conducted on specific species affected.	18 woody species; Herbaceous plants are not inventoried; No data on the micro-level fauna; No significant impact on the macro-level fauna.	-
	ii. Extent of areas impacted	No data available on extent of areas impacted.	27.81 ha	-
	iii. Duration of impacts	Permanent	Permanent for all	-
	iv. Reversibility or irreversibility of the impacts	Irreversible	Irreversible for all	-

## Biodiversity (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
304-3 Habitats protected or restored	a. Size and location of all habitat areas protected or restored (km <sup>2</sup> and location)	N/A	La Mare d'Oursi, a 450 km <sup>2</sup> Ramsar site and designated ornithological sanctuary, is 67 km from the Essakane site.	-
	i. Whether the success of restorative measures approved by independent external professionals (yes/no)	N/A	Yes	-
	b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures (yes/no)	N/A	No	-
	c. Status of each area based on its condition at the close of the reporting period	N/A	Protected area	-
	d. Report standards, methodologies, and assumptions used	N/A	Annual inventory carried out for the success rate by site and by species	-
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:	146	3	-
	i. Critically endangered	0	0	-
	ii. Endangered	0	0	-
	iii. Vulnerable	4: Giant Anteater ( <i>Myrmecophaga tridactyla</i> ), Channel-billed Toucan ( <i>Ramphastos vitellinus</i> ), White-throated Toucan ( <i>Ramphastos tucanus</i> ), Black Curassow ( <i>Crax Allector</i> )	1: (White-headed Vulture ( <i>Trigonoceps occipitalis</i> ))	-
	iv. Near threatened	6: Jaguar ( <i>Panthera onca</i> ), Margay ( <i>Leopardus wiedii</i> ), Neotropical Otter ( <i>Lontra longicaudis</i> ), Caica Parrot ( <i>Pionopsitta caica</i> ), Mealy Parrot ( <i>Amazona farinosa</i> ), Blue-cheeked Amazon ( <i>Amazona dufresniana</i> )	2: Rüppell's Vulture ( <i>Gyps rueppellii</i> ), Bateleur ( <i>Terathopius ecaudatus</i> )	-
	v. Least concern	136: 122 Bird species, 12 Medium to Large-sized Terrestrial Mammal species & 2 Aquatic Mammal species	0	-

## Biodiversity (continued)

Disclosure	Disclosure Required				
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
		Total land disturbed and not yet rehabilitated (in hectares) as of January 1	4,487	2,052.1	935
		Total amount of land newly disturbed within the reporting period (in hectares)	113	69.9	-
		Total land rehabilitated, including previous years	0	11.3	-
		Total amount of land newly rehabilitated within the reporting period to the agreed end use (in hectares)	0	5	-
	Total land disturbed and not yet rehabilitated (in hectares) as of December 31	4,600	2,110.7	935	
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>
		Does this site require a biodiversity management plan?	Yes. (TSM Biodiversity Conservation Management Framework, IAMGOLD Biodiversity Management Policy, Sustainability Standard, Environmental Impact Assessment (2002), Environmental Social Impact Assessment (Saramacca Satellite Mine Project, 2018))	Yes. (Environmental Impact Assessment, TSM Biodiversity Conservation Management Framework, IAMGOLD Biodiversity Management Policy and Sustainability Standard)	Yes (TSM Biodiversity Conservation Management Framework, IAMGOLD Biodiversity Management Policy, and Sustainability Standard)
		Is there a biodiversity plan currently in place?	Yes	Yes	Yes
	Percentage of total sites with biodiversity plans in place	100%	100%	100%	

## Emissions

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	<p>Emissions from development, mining production and mineral processing activities have the potential to affect air quality.</p> <p>In particular, we recognize that greenhouse gas emissions contribute to the global issue of climate change.</p> <p>Effective energy management will help control our environmental impacts by reducing the overall greenhouse gases and other significant emissions produced in addition to directly influencing operational costs.</p>
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ol>	This topic boundary is limited to IAMGOLD managed operations and advanced exploration sites.
	c. Any specific limitation regarding the topic Boundary	Energy use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities – hence, emissions are also considered non-material. Additionally, joint venture projects where IAMGOLD is not the operator are not included. Scope 3 is calculated to the extent possible with available data.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	<p>GHG emissions are regularly tracked and assessed to identify opportunities to improve energy efficiency and reduce GHG emissions, promote energy conservation and the use of renewable energy.</p> <p>IAMGOLD has committed to publishing a defined action plan by 2022 to achieve net negative emissions by 2050. <a href="#">Read about the organizational commitment here.</a></p> <p>IAMGOLD's scope 1 and 2 emissions received external assurance. Read our assurance report in the 2021 Sustainability report.</p>
	b. A statement of the purpose of the management approach	<p>The purpose of management is to:</p> <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements;</li> <li>- Quantify our impact by monitoring air quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities, and</li> <li>- Reduce emissions that contribute to climate change.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p><b>Energy and Greenhouse Gas Emissions Management Standard</b></p> <p>Consistent with IAMGOLD's Energy and Greenhouse Gases Emissions Management Standard, signed by the CEO, one of our key management objectives is to reduce our emissions of greenhouse gases and resulting impacts on the environment.</p> <p>Projects in Canada are typically subject to provincial air quality guidelines and approvals which seek to protect local receivers that surround the project.</p>
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> <li>i. the mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. the results of the evaluation of the management approach;</li> <li>iii. any related adjustments to the management approach.</li> </ol>	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. IAMGOLD received external verification of its TSM performance in 2021.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the <b>Energy and GHG Emissions Management Protocol</b>.</p> <p>Annual results are available in the <b>TSM Progress Reports</b>.</p>

## Emissions (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
305-1 Direct (Scope 1) GHG emissions	a. Total direct emissions of greenhouse gases (in metric tonnes of CO <sub>2</sub> equivalent) from:	201,001.64	384,522.88	11,024.51
	Energy - Power Plant	-	209,848.56	-
	Energy - Treatment Plant	2,048.41	6,000.95	37.98
	Energy - Extraction	198,702.58	129,231.16	10,800.36
	Energy - Support Activities	250.65	3,803.96	-
	Company-Owned Vehicles - Operations	-	-	186.17
	Company-Owned Vehicles - Support Activities	-	35,639.84	-
	305-2 Energy indirect (Scope 2) GHG emissions	a. Total location-based energy indirect (Scope 2) GHG emissions from the generation of electricity, heating, cooling, and steaming which was consumed by the organization (in metric tons of CO <sub>2</sub> )	0	350.45
b. If applicable, total market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent		0	350.45	161.68
305-3 Other indirect (Scope 3) GHG emissions	a. Total other indirect (Scope 3) GHG emissions that are a consequence of an organization's activities, but occur from sources not owned or controlled by the organization (in metric tons of CO <sub>2</sub> )	215,595	313,249	39,121
305-4 GHG emissions intensity	a. GHG emissions intensity ratio for the organization			
	i. Total GHG emissions (in tonnes of CO <sub>2</sub> e)	201,001.64	384,873.33	11,174.81
	ii. GHG intensity - Mill (kg CO <sub>2</sub> e/tonne milled)	20.33	29.7	11.6
	iii. GHG intensity - Mine (kg CO <sub>2</sub> e/tonne moved)	3.98	5.5	3.8
	b. Organization-specific metric (the denominator) chosen to calculate the ratio			
	i. Thousand tonnes of treated (milled) ore	9,887.01	12,948.15	964.66
	ii. Thousand tonnes of moved ore and waste	50,486.97	70,495.54	2,929.72
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3):	Scope 1 and 2 (location)		

**Emissions (continued)**

Disclosure	Disclosure Required			
	d. Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all (Scope 1)	<b>Rosebel:</b> CO <sub>2</sub> , CO <sub>2</sub> e, CH <sub>4</sub> , N <sub>2</sub> O, HFC-143a. <b>Essakane:</b> CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC-134a, R404a, R407c, R410a. <b>Westwood:</b> CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, CO <sub>2</sub> e.		
<b>305-5</b>	<b>Reduction of GHG emissions</b>		<b>Rosebel</b>	<b>Essakane</b>
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent	No new GHG reduction initiatives implemented in 2021.		<b>Westwood</b>
<b>305-7</b>	<b>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</b>	a. Significant air emissions, in kilograms, for each of the following:	0	6,812,017
		i. NOx	0	4,076,293
		ii. SOx	0	2510,581
		iv. Volatile organic compounds (VOC)	-	-
		vi. Particulate matter (PM)	-	-
				59,476
	b. Report source of the emission factors used	Various including: - National Inventory Report. Greenhouse Gas Sources and Sinks in Canada: 1990-2017 - IPCC Guidelines for National Greenhouse Gas Inventories - Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2014 - Australian Greenhouse National Pollutant Emission Estimation - EPA GHG Emissions Factor Hub Please contact the organization for a comprehensive list.		
	c. Report standards, methodologies, assumptions, and/or calculation tools used	Calculated in in alignment with guidance provided by the GHG Protocol.		

## Effluents and Waste

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	<p>Guided by our vision of Zero Harm, we closely monitor waste and tailings produced as well as the quality of final effluent during mining operations and post-closure.</p> <p>Waste management includes waste rock, tailings, and other waste streams (hazardous and non-hazardous waste).</p>
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	<p>This topic boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.</p>
	c. Any specific limitation regarding the topic Boundary	<p>Effluents and waste from joint venture projects where IAMGOLD is not the operator are not included.</p> <p>Judgment of subject matter experts is relied upon to define what is considered significant.</p>
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	<p>Deposition plans are required for waste rock and tailings. Water and sediment quality monitoring is routinely conducted. Standard operating procedures are developed and maintained for material processes such as management of hazardous waste at our operating sites and spill response.</p>
	b. A statement of the purpose of the management approach	<p>The purpose of management is to:</p> <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements;</li> <li>- Ensure waste streams are handled, stored and transported appropriately to prevent accidental release to the surrounding environment;</li> <li>- Quantify our impact by monitoring water quality to ensure effectiveness of any mitigation measures implemented to prevent any adverse effects as a result of our mining activities; and</li> <li>- Ensure protection of the receiving environment.</li> </ul> <p>IAMGOLD is also planning on implementing independent tailings review boards for each of our operating sites.</p>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p>Our internal Sustainability Standard outlines the minimum requirements for waste management.</p> <p><b>Tailings Management Standard</b></p> <p>As per our tailings management standard, we locate, design, construct, operate and close tailings facilities in compliance with the Mining Association of Canada's (MAC) TSM Tailings Protocol, and with our commitment to stakeholders in mind. We ensure that all structures are stable, and all solids and water are managed within their designated areas.</p> <p>An accidental spill or release can be hazardous to our employees and other stakeholders, and can also contaminate the environment if not responded in a quick and effective manner.</p> <p>We aim to prevent material spills and have spill response procedures to respond appropriately and minimize impacts to the receiving environment.</p> <p>To learn more about our tailings management, please see the 2021 Sustainability Report, pages 33-34.</p>

## Effluents and Waste (continued)

Disclosure	Disclosure Required	
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach;</li> <li>The results of the evaluation of the management approach;</li> <li>Any related adjustments to the management approach</li> </ol>	<p>As a member of the Mining Association of Canada (MAC), IAMGOLD adheres to the Towards Sustainable Mining (TSM) protocols at all our sites. Every three years, it is required that an external verification is conducted to verify level of adherence with the TSM protocols. IAMGOLD received external assurance of the organization's TSM performance in 2021. The results of the external assurance have been reviewed to identify areas of improvement.</p> <p>All IAMGOLD operations conducted the annual TSM self-assessment for the Tailings Management Protocol and Crisis Management and Communications Planning Protocol.</p> <p>Annual results are available in the <a href="#">TSM Progress Reports</a>.</p>
306-1 <b>Waste generation and significant waste-related impacts</b>	<p>a. For the organization's significant actual and potential waste-related impacts, a description of:</p> <p>inputs, activities, and outputs that lead or could lead to these impacts:</p> <p>ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain:</p>	<p>The process of extraction and refinement of ore are the main sources of waste including tailings, chemicals, etc. The improper disposal of waste can lead to significant adverse environmental impacts and as such IAMGOLD has processes in place to handle both hazardous and non-hazardous waste in safe manner.</p> <p>These impacts relate to waste generated in the organization's own activities as IAMGOLD is primarily a gold producer.</p>

## Environmental Compliance

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	As per our Sustainability Policy, we are committed to establishing site operating standards and procedures to enable practices that meet or exceed relevant laws and regulations, IAMGOLD's environmental and social impact statements, environmental and social management and closure plans, and international protocols of which IAMGOLD is a signatory. We are vigilant about compliance and ensure any non-compliance is remediated swiftly.  Sustainability Policy
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	This topic boundary includes all IAMGOLD managed sites.
	c. Any specific limitation regarding the topic Boundary	Joint venture projects where IAMGOLD is not the operator are not included.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Sites are expected to meet or exceed relevant environmental laws and regulations.
	b. A statement of the purpose of the management approach	The purpose of management is to: <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements; and</li> <li>- Promote accountability and transparency.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p>Sustainability Policy</p> <p>Tailings Management Standard</p> <p>It is essential to address feedback and concerns in an accessible and timely manner in order to continuously improve. As stated in our Sustainability Policy, we are committed to practicing good corporate governance, transparency, fair dealing and reporting annually on our performance.</p> <p>This commitment is complemented by our tailings management standard, which states that consultations with communities of interest are organized to take into account their concerns relating to tailings facility management.</p> <p>We are committed to avoiding and/or minimizing, to an extent that is technically feasible and fiscally reasonable, any negative impacts from our mining activities.</p>
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	<p>As per IAMGOLD Sustainability Standard, a community and stakeholder engagement plan is required for all of our sites to ensure feedback can be received and considered.</p> <p>A formal grievance mechanism is in place for dealing with complaints and/or concerns from external stakeholders. Stakeholders are well informed of the grievance mechanism which is easily accessible. The Company reports back to communities periodically with the outcomes of the grievances filed. Senior management reviews the engagement system and results annually.</p>

**Environmental Compliance** (continued)

Disclosure		Disclosure Required		
307-1	Non-compliance with environmental laws and regulations	Rosebel	Essakane	Westwood
	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:	No	No	No
	b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient	-	The site identified 3 issues and self-reported to the government. An action plan is in place to rectify the situation.	2 non-conformities were identified but no fines or sanctions were issued for exceeding the pH in the final effluent. The non-conformities were self-declared to the relevant provincial and federal departments. An action plan has been put in place to rectify the situation.

## GRI 400: Social Standards Series

# Social Indicators

### Employment

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Spanning cultures, languages and functional disciplines, IAMGOLD is a global community where thousands of employees pursue shared objectives and embrace shared values.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ol>	This topic boundary includes all IAMGOLD managed sites.
	c. Any specific limitation regarding the topic Boundary	This is specific to employees and contractors hired directly by IAMGOLD.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Attracting, recruiting and selecting the right talent is of critical importance to the continued success of IAMGOLD Corporation and to support our culture of empowering people for extraordinary performance. The Talent Acquisition and Selection Standard sets out minimum standards to ensure that the best and most qualified talent is recruited for all available employment opportunities, and that the recruitment process is free from bias and discrimination.
	b. A statement of the purpose of the management approach	The Talent Acquisition and Selection Standard defines the minimum requirements the Company, managers, employees and Human Resources (HR) designates are required to follow to attract qualified talent, and select and recruit candidates for employment. At IAMGOLD, people are our greatest asset: our employees' engagement and satisfaction are critical to our success. The corporation is committed to maintaining a challenging working environment in which ability and performance are recognized, free from any form of discrimination on the basis of personal relationships or contrary to law.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	At IAMGOLD, the expansive topic of employment is comprehensively managed via the implementation of categorized policies, standards, codes, and plans which communicate the minimum expectations of the organization in a fashion conducive to compliance. The Corporate Human Resources department manages the process for new employee hires in support of the business strategy. New employees are covered by the policies and practices outlined in the Employee Handbook.  Diversity, equity and inclusion (DEI) are important topics – across all geographies, time zones, departments, workplaces and levels in IAMGOLD. The organization strives to be a diverse, equitable and inclusive workplace, where people can come to work and feel comfortable, engaged and accepted. As part of our business strategy, we want to improve as a company and as an industry player in these important areas and as such we are currently reviewing the results of a DEI survey conducted in 2021. To learn more about management approach, please see the 2021 Sustainability Report, page 17.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	Employees are required to undergo annual performance reviews with their managers overseen by the HR department. Exit interviews are also conducted to gather information. No significant changes to the HR function were made in 2021.

## Employment (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côte Gold Project	Corporate	Exploration
401-1 New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region:							
	i. Under 30 years old (A)	43	31	24	5	9	5	3
	ii. 30-50 years old (B)	64	37	26	10	15	27	5
	iii. Over 50 years old (C)	9	0	5	0	4	12	0
	iv. Total number of employees joining the organization (= A+B+C)	116	68	55	15	28	44	8
	v. Male new hires	100	57	41	14	21	23	6
	vi. Female new hires	16	11	14	1	7	11	2
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region:							
	i. Under 30 years old (A)	8	0	52	0	7	2	8
	ii. 30-50 years old (B)	42	29	119	4	3	18	12
	iii. Over 50 years old (C)	29	21	25	1	3	15	2
	iv. Total number of employees leaving employment (= A+B+C)	79	50	196	5	13	35	22
	v. Male turnover	68	46	177	3	8	17	14
	vi. Female turnover	11	4	19	2	5	18	8
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:	Rosebel	Essakane	Westwood	Boto Gold Project	Côte Gold Project	Corporate	Exploration
	i. Life Insurance	Yes	Yes	Yes	-	-	-	-
	ii. Health Care	Yes	Yes	Yes	N/A	Yes	Yes	N/A
	iii. Disability and Invalidity Coverage	Yes	Yes	Yes	N/A	Yes	Yes	N/A
	iv. Parental Leave	Yes	Yes	Yes	N/A	Yes	Yes	Yes
	v. Retirement Provision	Yes	Yes	Yes	N/A	Yes	Yes	N/A
	vi. Stock Ownership	Yes	Yes	Yes	N/A	Yes	Yes	N/A
	vii. Others	Yes	Yes	Yes	N/A	Yes	Yes	N/A
	b. The definition used for 'significant locations of operation'	Operating mine sites, exploration sites, and corporate head office						

## Employment (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côte Gold Project	Corporate	Exploration
401-3 Parental leave	a. Total number of employees that were entitled to parental leave, by gender							
	Male	1,459	2,203	407	31	38	107	141
	Female	153	290	49	4	14	77	34
	b. Total number of employees that took parental leave, by gender							
	Male	59	33	19	0	0	5	1
	Female	8	22	6	0	0	3	3
	c. Total number of employees that returned to work in the reporting period after parental leave ended by gender							
	Male	59	33	17	-	0	4	1
	Female	8	22	0	-	0	1	2
	d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender							
	Male	59	33	17	-	0	4	1
	Female	8	22	0	-	0	1	2
	e. Return to work and retention rates of employees that took parental leave, by gender							
	Male RTW Rate	100%	100%	100%	-	-	100%	100%
	Male Retention Rate	100%	100%	100%	-	-	100%	100%
Female RTW Rate	100%	100%	100%	-	-	100%	100%	
Female Retention Rate	100%	100%	100%	-	-	100%	100%	

## Labour/Management Relations

Disclosure	Disclosure Required								
103-1	<b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Labour laws and regulations vary widely across the globe. With global operations, it is important for IAMGOLD to ensure compliance with local codes.						
		b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	IAMGOLD strives to ensure that all our operations are in compliance with local labour codes as well as the International Labour Organization's core labor standards.						
		c. Any specific limitation regarding the topic Boundary	Reporting on this topic is limited to jurisdictions IAMGOLD operates in.						
103-2	<b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	All IAMGOLD operations follow the local labour codes and ensure compliance with national legislation, where applicable as well as the International Labour Organization's core labor standard. Working conditions and other negotiated benefits are also outlined in collective agreements.						
		b. A statement of the purpose of the management approach	It is important to ensure that organized labour rights are accommodated by IAMGOLD.						
		c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>Policies</li> <li>Commitments</li> <li>Goals and targets</li> <li>Responsibilities</li> <li>Resources</li> <li>Grievance mechanisms</li> <li>Specific actions, such as processes, projects, programs and initiatives</li> </ol>	See above						
103-3	<b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach;</li> <li>The results of the evaluation of the management approach;</li> <li>Any related adjustments to the management approach</li> </ol> </li> </ol>	No external or internal audit or verification activities occurred in 2021.						
402-1	<b>Minimum notice periods regarding operational changes</b>		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Boto Gold Project</b>	<b>Côté Gold Project</b>	<b>Corporate</b>	<b>Exploration</b>
		a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	2-3 weeks	4 weeks	2 weeks	Depends on the local legislation; between 2 weeks – 4 weeks	2 weeks	N/A	Depends on the local legislation; between 2 weeks – 4 weeks
	b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	Yes	No	Yes	N/A	N/A	N/A	N/A	

## Labour/Management Relations (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	0	0	0	-	-	-	-

## Occupational Health and Safety

Disclosure	Disclosure Required	
103-1	<p><b>Explanation of the material topic and its Boundary</b></p> <p>a. An explanation of why the topic is material</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol> <p>c. Any specific limitation regarding the topic Boundary</p>	<p>Any material risks related to Occupational Health and Safety can have serious consequences to IAMGOLD's stakeholders, both internally (IMG employees and contractors) and externally (host communities, governments, shareholders), if not managed effectively.</p> <p>Health and Safety (H&amp;S) impacts can occur at any point in IAMGOLD operations, in all locations.</p> <p>The H&amp;S function is decentralized to the sites and functions. Corporate H&amp;S manages our global H&amp;S Performance, but each site is responsible for managing its local H&amp;S Performance in accordance with IMG's Standards and Procedures. Financial resources are allocated at the corporate level to support the sites and H&amp;S professionals are situated at each of our sites.</p>

## Occupational Health and Safety (continued)

Disclosure	Disclosure Required	
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	The Health and Safety Program takes a risk-based approach, guided by our vision of Zero Harm. All of our material health and safety (H&S) risks are documented in risk registers for each of our sites and various departmental functions, which are then consolidated to create the overall company-wide risk register by the Chief Operating Officer. Once risks are identified, prevention and mitigation controls are put in place to manage these risks if they cannot first be eliminated. Audits and inspections are performed to ensure the maintenance and performance of these controls.  All of our site H&S management systems are also designed to be aligned with the Mining Association of Canada's TSM Health & Safety protocol.
	b. A statement of the purpose of the management approach	IAMGOLD has a vision to lead the mining industry in providing a secure, healthy and injury-free work environment. Our people are empowered and committed to embracing the Zero Harm vision.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	<p>H&amp;S Performance monthly report and statistics (leading and lagging indicators): A systematic performance reporting process used by every site at IAMGOLD.</p> <p>Significant Incident Report (SIR) Procedure and reporting, which include sharing of lessons learned.</p> <p>Mind Body Achievement (MBA) Program: A behaviour-based program to reduce, report and eliminate at-risk situations and conditions and to encourage and improve safety leadership among workers.</p> <p>IAMTRAVELLING: A safe travel initiative to inform and protect our business travellers and expatriates travelling abroad.</p> <p>TSM: The Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) program, which monitors health and safety initiatives, as well as crisis management and emergency response plans.</p> <p>OHSAS 18001: Two sites out of three are OHSAS certified.</p> <p>Enterprise Risk Management: An initiative to identify and manage our internal H&amp;S risks.</p> <p>Employee Assistance Program (EAP): An HR-managed initiative which provides professional health and well-being support to IMG employees and their families, such as psychological, nutritional and financial guidance.</p> <p>To learn more about our H&amp;S management approach, see our 2021 Sustainability Report, page 14.</p>
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach.</li> </ul> </li> </ul>	Compliance with company-wide H&S objectives is measured against a set of key performance indicators (KPIs), including both lagging and leading indicators, that are reviewed with the general managers and the COO on a monthly basis in order to apply lessons learned and continuously improve. The leading indicators provide insight into how to achieve our objectives, and the lagging indicators show where our systems have failed and where we can improve.
403-1 <b>Occupational health and safety management system</b>	a. A statement of whether an occupational health and safety management system has been implemented, including whether: <ul style="list-style-type: none"> <li>i. the system has been implemented because of legal requirements and, if so, a list of the requirements</li> </ul>	<p><b>Rosebel:</b> A management system is in place but it is not a legal requirement.</p> <p><b>Essakane:</b> Yes, a health and safety management system is in place and there is a legal requirement. The labour code of Burkina Faso, GE16-law 23-94 code of public health, GE4-Convention N° 174 concerning the prevention of major industrial accidents, GE20-Joint Order N° 010_2013 medical visits etc.</p> <p><b>Westwood:</b> The health and safety management system is currently under review but it is not legally mandated.</p> <p><b>Toronto Office:</b> At Corporate level (Toronto and Longueuil offices) no specific H&amp;S management system has been implemented; Ontario's Ministry of Labour regulations are followed.</p> <p><b>Boto Gold Project:</b> A health and safety management system is in place based on ISO 45001 standard.</p> <p><b>Côté Gold Project:</b> The project is managed by Wood. They are the EPCM contractor who manages Health and Safety. They have a very detailed Health and Safety Management System that is in place at the project.</p>

## Occupational Health and Safety (continued)

Disclosure	Disclosure Required
	<p>ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines</p>
	<p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered</p>

Both Essakane and Rosebel mines have H&S systems in place that are in conformance with ISO 45001 and are externally audited. Westwood's H&S system is aligned with OSP 45001 but isn't externally audited. All three sites also implement the TSM Safety & Health protocol.

Our two development sites, Côté & Boto have H&S management systems in place that align with international best practices. The Corporate office implements Ontario's Internal Responsibility System framework and uses ISO 45001 as a guide.

The H&S system applies to to all employees and contractors and covers all of their activities.

## Occupational Health and Safety (continued)

Disclosure	Disclosure Required	
403-4 Worker participation, consultation, and communication on occupational health and safety	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers	<p><b>Rosebel:</b> Worker participation and consultation are encouraged through ALERT (a behavior based safety program) through 1-1 interactions and reflex meetings. In addition, townhall meetings and awareness sessions on different risks are held to get worker's feedback.</p> <p><b>Essakane:</b> There is a procedure that governs the participation and consultation of workers through their representatives. The purpose of this procedure is to provide a description of the methodology used by site for the consultation and participation of workers in the design, deployment, evaluation and continuous improvement of the Occupational Health and Safety Management System.</p> <p><b>Westwood:</b> Relevant safety information is shared with employees at the start of shift meetings and during monthly health and safety meetings as well as through various postings.</p> <p><b>Toronto Office:</b> The Joint Health and Safety Committee in consultation with the Corporate Health and Safety department manage Health and Safety at Corporate level. Employees are exhorted to engage with the JHSC to raise an issue or submit a proposal to improve the H&amp;S culture. Communication of relevant OHS information is regularly done by the Corporate H&amp;S department.</p> <p><b>Boto Gold Project:</b> OHS awareness sessions take place daily for all project employees through the MBA program. Weekly and monthly OHS meetings are held for all project employees and managers.</p> <p><b>Côté Gold Project:</b> Wood has provided the health &amp; safety management system and associated programs to all contractors. A site Joint Health and Safety Committee has been established and provides all workers with a forum to participate in H&amp;S matters and to bring forward concerns and recommendations for improving H&amp;S.</p>
	b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees	<p><b>Rosebel:</b> No formal joint management-worker health and safety committees.</p> <p><b>Essakane:</b> There are three categories of Health and Safety Committee:</p> <ul style="list-style-type: none"> <li>• The Executive Health and Safety Committee</li> <li>• Four departmental health and safety committees</li> <li>• Six local health and safety committees</li> </ul> <p>The local health and safety committees report to the department health and safety committee which report up to the Executive Health and Safety Committee.</p> <p><b>Westwood:</b> Monthly joint meeting. 2 co-chairs (unionized and employer). 17 official members.</p> <p><b>Toronto Office:</b> The Joint Health and Safety Committee (and its equivalent in Longueuil's office) is the formal committee acting as the liaison between workers and management to discuss and evaluate Health and Safety related topics/issues. The JHSC meets quarterly (or in-between quarter if their intervention is warranted) reporting their findings and recommendations to the SVP CA HSS &amp; People for consideration and applied when possible. All Corporate employees are represented by the JHSC.</p> <p><b>Boto Gold Project:</b> The health and safety committee is not yet in place at this stage of the project. Our main subcontractor has set up a H&amp;S committee and meetings are regularly held.</p> <p><b>Côté Gold Project:</b> The Joint Health &amp; Safety Committee (JHSC) meets once per month. The committee is made up of management and worker participation. The Committee participates in regular workplace inspections, investigations, work refusals, procedure reviews, worker sub-committees. All recommendations made by the JHSC are considered and applied when possible.</p>
403-5 Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	<p>Training programs are developed at sites following general guidelines from Corporate based on Canadian regulations and focusing on High Hazard Activities (such as working at heights, confined space, energy control, etc.), Personal Protective Equipment program, work permit system, fit to work / fit for duty, Workplace Hazardous Materials Information System (WHMIS 2015 or GHS), etc.</p>

Occupational Health and Safety (continued)

Disclosure	Disclosure Required	
<p>403-6 Promotion of worker health</p>	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided</p>	<p><b>Rosebel:</b> On site through access to the clinic. Next to clinic visits the following was done: A. Awareness of the workforce on (mostly done in 1-on-1 session due to Covid-19, less group awareness sessions): 1. "Preventing chronic Diseases; 2. Healthy life style (eg. weight, smoking, alcohol); 3. Prevention of contagious diseases; 4. Personal Hygiene. B. Stringent medical monitoring of Covid-19 high risk groups such as employees with diabetes, high blood pressure, kidney disease, liver disease, cancer, etc. C. Kitchen procedures regarding improvement kitchen standards, food safety and hygiene and quality of food were reviewed; D. Increased amount of engagement sessions with kitchen leadership.</p> <p><b>Essakane:</b> There is an on-site clinic with health staff including occupational health physicians, nurses and anesthetists. The following services are provided: general medical consultations and care and vaccination.</p> <p><b>Westwood:</b> Company doctor is available on call or at the site twice a month or more if necessary. A nurse is available on site 5 days a week.</p> <p><b>Toronto Office:</b> Corporate employees have access to a wide range of health and wellness resources, including mental health, family relationships, etc. through third party managed Employee &amp; Family Assistance Programs (EFAP) and medical insurance. Scope of access ranges from personal finance advisory, family or individual counseling, stress management, healthy eating, medical services (medical equipment, hearing aids, optometry, diagnostics, etc.) and paramedical services (Physiotherapy, acupuncture, chiropractor, etc.).</p> <p><b>Boto Gold Project:</b> All workers have access to project medical facilities. Awareness is often raised during morning OHS meetings and through memos or internal information.</p> <p><b>Côté Gold Project:</b> The site has 24/7 coverage with physician assistants, as well as access to a Director of Medical Services for consultations and follow-up.</p>
	<p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs</p>	<p><b>Rosebel:</b> Every RGM employee can visit without referral the RGM EAP (Employee Assistance Program). And through medical insurance, employees can get medical consultations with general medical practitioner and specialist, visits to preventive health care at Stichting Lobi, physical therapist, dietician, and psychologist.</p> <p><b>Essakane:</b> Mental and physical wellness awareness campaigns are held regularly. A healthy menu is available in the cafeteria as well as a gym for employees.</p> <p><b>Westwood:</b> Chest x-rays are taken every 3 years for all workers exposed to silica. Blood lead levels taken annually for all refinery employees. Physical examination at the time of hiring for all new employees based on their job.</p> <p><b>Toronto Office:</b> Corporate employees have access to a wide range of health and wellness resources, including mental health, family relationships, etc. through third party managed Employee &amp; Family Assistance Programs (EFAP) and medical insurance. Scope of access ranges from personal finance advisory, family or individual counseling, stress management, healthy eating, medical services (medical equipment, hearing aids, optometry, diagnostics, etc.) and paramedical services (Physiotherapy, acupuncture, chiropractor, etc.).</p> <p><b>Boto Gold Project:</b> Regular memos are sent on mental and physical well-being as well as verbal communication during health and safety meetings.</p> <p><b>Côté Gold Project:</b> N/A</p>
<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks</p>	<p>At our sites subcontractors and contractors are subject to the same rules as IAMGOLD employees, and therefore included in our H&amp;S initiatives. We maintain close communication with our contractors and work to ensure they manage themselves and their subcontractors according to IMG standards.</p>

## Occupational Health and Safety (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Boto Gold Project	Côté Gold Project	
403-8 Workers covered by an occupational health and safety management system	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:							
	i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system							
	Number:	2,255	3,909	625	N/A	6,896	N/A	
	Percentage	43.0%	100.0%	100.0%	N/A	100.0%	N/A	
	ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited							
	Number	0	3,909	0	N/A	0	N/A	
	Percentage	0.0%	100.0%	0.0%	N/A	0.0%	N/A	
	iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party							
	Number:	0	3,909	0	N/A	0	N/A	
	Percentage	0%	100.0%	0.0%	N/A	0.0%	N/A	
	b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	<b>Essakane:</b> No exclusions Not Applicable to Boto, Rosebel, Westwood, Côté, or Corporate.						
	c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	<b>Essakane:</b> ISO 45001						

## Occupational Health and Safety (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Boto Gold Project
403-9 Work-related injuries	b. For all employees:					
	i. The number of fatalities as a result of work-related injury:	0	0	0	-	0
	The rate of fatalities as a result of work-related injury:	0	0	0	-	0
	ii. The number of high-consequence work-related injuries (excluding fatalities)	15	2	9	-	0
	The rate of high-consequence work-related injuries (excluding fatalities)	10.84	0.07	2.09	-	0
	iii. The number of recordable work-related injuries	40	4	12	-	1
	The rate of recordable work-related injuries	10.84	0.15	2.84	-	2.4
	iv. The main types of work-related injury	Injuries related to slips and falls, pinch injuries, mobile interaction, fatigue and hazardous energy release	Fracture, contusion	Injuries related to slips and falls and manual load lifting	-	N/A
	v. The number of hours worked	7,463,538	5,496,632	844,558	-	81,185
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:					
	i. The number of fatalities as a result of work-related injury	0	0	0	-	0
	The rate of fatalities as a result of work-related injury	0	0	0	-	0
	ii. The number of high-consequence work-related injuries (excluding fatalities)	3	6	1	-	1
	The rate of high-consequence work-related injuries (excluding fatalities)	10.84	0.17	0.82	-	0.16
	iii. The number of recordable work-related injuries	27	11	1	-	2
	The rate of recordable work-related injuries	0.72	0.45	0.82	-	0.33
	iv. The main types of work-related injury	Injuries related to slips and falls, pinch injuries, mobile interaction, fatigue and hazardous energy release	Fracture, contusion	Injuries related to slips and falls	-	N/A
	v. The number of hours worked	3,601,117	4,845,976	243,994	-	1,179,145

**Occupational Health and Safety** (continued)

Disclosure	Disclosure Required					
403-9 Work-related (cont'd) injuries (cont'd)	c. The work-related hazards that pose a risk of high-consequence injury, including:	<b>Rosebel:</b> Hazards related to IMG Golden Rules. <b>Essakane:</b> Mobile equipment, confined spaces, work at height, manual handling, hazardous materials, explosives, lifting, energy sources, working with flammable materials (hot work). <b>Westwood:</b> Seismicity and ground collapse, handling and lifting of loads, falling from the same level. <b>Boto Gold Project:</b> Mechanical condition of vehicles, weak skills and experience of workers, very little perception of danger, worker/population cohabitation on the site, thermal stress (heat).				
	i. how these hazards have been determined	Through a combination of risk assessments, safety analysis of tasks, incident investigations and workplace inspections.				
	ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period	<b>Rosebel:</b> Hazardous energy releases, mobile equipment interaction, fatigue, slips and falls. <b>Essakane:</b> Mobile equipment, machine tools, working at height, mechanical handling. <b>Westwood:</b> Struck by workplace objects. <b>Boto Gold Project:</b> Speed, poor vehicle/machine condition, dust.				
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	<b>Rosebel:</b> Through significant risk control programs. <b>Essakane:</b> Training, implementation of machine safety program, standardization of low voltage electrical installations, purchase of work platforms, improved management of subcontractors. <b>Westwood:</b> Procedure review, employee training and equipment modification. <b>Boto Gold Project:</b> Road resurfacing, presence of speed bumps, reinforcement of signage, establishment of speed control with a speedometer, wearing of seat belts and availability of inspection sheet before starting. Initial inspection of non-regulated construction machinery. Driver training.				
	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	<b>Rosebel:</b> Through training/awareness sessions, increased work floor presences and inspections. <b>Essakane:</b> Evaluation of the HSE performance of subcontractors, improvement of the management of lifting accessories, critical controls on work at height, confined spaces, explosives and hot work. <b>Westwood:</b> Seismicity management: dynamic field support, revision of the field control program, continuous employee training, secure equipment. <b>Boto Gold Project:</b> Have a stock of personal protective equipment at the worksites, monitoring compliance with the wearing of mandatory PPE.				
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		<b>Rosebel</b>	<b>Essakane</b>	<b>Westwood</b>	<b>Corporate</b>
		200,000 hours worked	200,000 hours worked	200,000 hours worked	-	200,000 hours worked
f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded		-	None	None	None	None

## Occupational Health and Safety

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Corporate	Boto Gold Project	
403-10 Work-related ill health	a. For all employees:						
	i. The number of fatalities as a result of work-related ill health	0	0	0	-	0	
	ii. The number of cases of recordable work-related ill health	1	0	23	-	0	
	iii. The main types of work-related ill health	Heat overexposure	None	Raynaud's phenomenon	-	0	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	0	0	0	-	0	
	i. The number of fatalities as a result of work-related ill health	0	0	0	-	0	
	ii. The number of cases of recordable work-related ill health	0	0	0	-	0	
	iii. The main types of work-related ill health	NA	N/A	NA	-	0	
	c. The work-related hazards that pose a risk of ill health, including:	<p><b>Rosebel:</b> NCD, noise overexposure, heat overexposure, silica overexposure, lead exposure, welding fumes and heavy particulates exposure, radiation exposure, biological pathogens exposure (inclusive Covid-19), incorrect posture/poor ergonomics resulting in musculoskeletal complaints.</p> <p><b>Essakane:</b> The risk of dust containing arsenic at the level of the following workstations:</p> <ul style="list-style-type: none"> <li>• Finished coal incinerator operator</li> <li>• Crusher operator</li> <li>• Gold Room activities such as smelting</li> <li>• Mechanical preparation in the laboratory</li> <li>• Driller</li> <li>• Pit and crusher activities also involve risks of exposure to silica</li> <li>• Lead in the metallurgy laboratory</li> <li>• Welders are exposed to welding fumes</li> </ul> <p><b>Westwood:</b> Vibrations, noise, dust (silica), contaminants (total organic carbon).</p> <p><b>Boto Gold Project:</b> Dust and fumes, noise, musculoskeletal injuries, dermatitis.</p>					
	i. How these hazards have been determined	<p><b>Rosebel:</b> Through risk assessments, through pre-employment medical screening, non-communicable diseases (NCD) data, analysis of clinic visits data, OH-monitoring.</p> <p><b>Essakane:</b> There is an industrial hygiene program and special medical surveillance of exposed employees.</p> <p><b>Westwood:</b> Air and noise monitoring, training and information sessions on various dangers present at site.</p> <p><b>Boto Gold Project:</b> H&amp;S risk register, risk analysis, incident investigation, and safety inspection.</p>					
	ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period	<p><b>Rosebel:</b> NCD, noise overexposure, heat overexposure, Covid-19.</p> <p><b>Essakane:</b> None</p> <p><b>Westwood:</b> Noise and vibrations.</p> <p><b>Boto Gold Project:</b> None</p>					
	iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	<p><b>Rosebel:</b> OH monitoring, case management, Covid-19 Management, awareness sessions on OH risks, kitchen inspections, food handlers screening, awareness on NCD/ food safety.</p> <p><b>Essakane:</b> Dust suppression by watering, installation of extractor hood.</p> <p><b>Westwood:</b> Equipment operated remotely or tele-operated, cabin closed on mobile equipment.</p> <p><b>Boto Gold Project:</b> Dust suppression by watering and utilizing dust masks in work areas with the presence of dust.</p>					
	d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded	No workers have been excluded from operating mines, Corporate office or exploration.					

## Training and Education

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Training and education is material for IAMGOLD's operations because in a dynamic and evolving technical industry, it is important for IAMGOLD to work with qualified and competent individuals.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	Training and education opportunities are available for IAMGOLD employees.
	c. Any specific limitation regarding the topic Boundary	See above.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD provides on-the-job training and support for career development through action learning, special projects, job rotation, professional memberships and conferences.
	b. A statement of the purpose of the management approach	IAMGOLD is committed to providing the necessary support, education and training to ensure effective performance and maintenance of necessary professional licences and designations among all employees.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<p>Annual performance evaluations are managed through our Performance Management Process, which includes objective setting as well as mid-year and year-end reviews. Employees and their managers jointly determine individual performance objectives that support achieving business priorities. Tracking performance goals holds individuals accountable for their growth and development as effective members of the IAMGOLD team. No significant changes to this process were made in 2021.</p> <p>In 2022, IAMGOLD launched a new e-learning platform. The organization partnered with Skillssoft, a global leader in the digital learning space, to roll out the platform, known internally as Learning Edge. This digital platform offers access to learning content aligned to individual personal development goals and interests, as well as topics identified by IAMGOLD for organization-wide learning.</p> <p>For more information, please see the 2021 Sustainability Report page 16</p>
103-3 <b>Evaluation of the management approach</b>	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization evaluates the management approach, including:</p> <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol>	See 103-2 (c).

## Training and Education (continued)

Disclosure	Disclosure Required							
404-1 Average hours of training per year per employee		Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:							
	i. Gender							
	Male	-	23.36	-	-	-	-	-
	Female	-	14.01	-	-	-	-	-
	Gender not tracked	31.7	-	-	-	8-20 hours annually	-	-
	ii. Employee category							
	Management	-	7.05	-	-	-	-	-
Non-management	-	26.06	-	-	-	-	-	
Employee category not tracked	31.7	-	-	-	8-20 hours annually	-	-	
404-2 Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills	<p><b>Rosebel:</b> The company provides a range of safety, technical, leadership and operational training. The mine operations, mine maintenance and mill department have training departments that provide specialized training to enhance the skills of the employees.</p> <p><b>Essakane:</b> Leadership, management, technical, IT and language training.</p> <p><b>Westwood:</b> N/A, programs under review.</p> <p><b>Boto Gold Project:</b> The company provides a range of safety, technical, leadership and operational training.</p> <p><b>Côté Gold Project and Corporate:</b> Leadership training courses available via e-Learning. Training portal available on company intranet site that includes additional soft skills training and development (webinars, articles, podcasts, etc.).</p> <p><b>Corporate:</b> Leadership training courses available via e-Learning. Training portal available on company intranet site that includes additional soft skills training and development (webinars, articles, podcasts, etc.).</p> <p><b>Exploration:</b> The internal training courses are mostly regarding Governance/Compliance, such as Cyber Security Awareness Course, Code of Conduct and Business Ethics and Anti-Bribery &amp; Anti-Corruption.</p>						
	i. Internal training courses							
	ii. Funding support for external training or education	Funding support is provided to operating mines, Corporate and exploration.						
iii. The provision of sabbatical periods with guaranteed return to employment	Provisions of sabbatical periods for operating mines, Corporate and exploration are reviewed on a case by case basis.							

## Training and Education (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côte Gold Project	Corporate	Exploration
404-2 Programs for upgrading employee skills and transition assistance programs (cont'd)	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:							
	i. Pre-retirement planning for intended retiree	No	No	No	No	Yes	Yes	No
	ii. Retraining for those intending to continue working	No	No	No	No	No	No	No
	iii. Severance pay	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	iv. Job placement services	No	No	Yes	No	Yes	Yes	Yes
	v. Assistance (e.g., training, counselling) on transitioning to a non-working life	No	Yes	Yes	No	Yes	Yes	No
404-3 Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:							
	Male	34.68%	100.00%	74.00%	100.00%	78.00%	100.00%	100.00%
	Female	69.87%	100.00%	26.00%	100.00%	22.00%	100.00%	100.00%
	Management	100.00%	100.00%	100.00%	100.00%	22.00%	100.00%	100.00%
	Non-management	30.00%	100.00%	100.00%	100.00%	73.00%	100.00%	100.00%

## Diversity and Equal Opportunity

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Diversity, equity and inclusion are important topics – across all geographies, time zones, departments, workplaces and levels in IAMGOLD. The organization strives to be a diverse, equitable and inclusive workplace, where people can come to work and feel comfortable, engaged and accepted.  IAMGOLD is committed to diversity and equal opportunity and aims to facilitate employment opportunities based on ability and experience.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	IAMGOLD is committed to diversity and equal opportunity at all our operations.
	c. Any specific limitation regarding the topic Boundary	This topic boundary includes all IAMGOLD managed operations. Exploration and closed sites are included, where applicable.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD's Code of Business Conduct and Ethics embodies our commitment to respect the right of all employees to fair treatment, equal opportunity and a working environment free from discrimination or harassment of any sort. Our internal diversity policy codifies the importance of a diverse workforce where the rights and differences among our employees are maintained and respected. At IAMGOLD, each employee is responsible for maintaining a work environment that is free from discrimination and harassment. The policy also provides specific guidelines that outline the organization's commitment to increasing diversity of our leadership management team and the Board of Directors.
	b. A statement of the purpose of the management approach	See 103-2(a).
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>Policies</li> <li>Commitments</li> <li>Goals and targets</li> <li>Responsibilities</li> <li>Resources</li> <li>Grievance mechanisms</li> <li>Specific actions, such as processes, projects, programs and initiatives</li> </ol>	In 2021, Diversity, Equity and Inclusion (DEI) principles, targets and measurable objectives were defined globally. There was noted advancement as IAMGOLD conducted a full diagnostic of its current state; and with strong leadership support, the organization established a formalized DEI structure within a designated function, including regular updates to the Board, set site-specific action plans that consider the local norms and customs, and an over-arching global goal of making inclusion a part of its culture. DEI-specific metrics are embedded within the enterprise-wide short-term incentive program as a performance driver for 2022, including the establishment of annual gender representative targets to achieve a minimum of 20% female representation by 2030. Success in 2021 was focused on building a strong foundation for the further advancement of IAMGOLD's DEI journey. Read more about IAMGOLD's DEI journey in the 2021 Sustainability Report, page 17.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach;</li> <li>The results of the evaluation of the management approach;</li> <li>Any related adjustments to the management approach</li> </ol> </li> </ol>	As part of IAMGOLD's commitment to diversity and equal opportunity, we regularly measure and monitor the effectiveness of our efforts to create and promote a fair hiring process and a diverse workforce. Annually, all employees are required to complete an online training module on the Code of Business Conduct. As part of our business strategy, we want to improve as a company and as an industry player in these important areas. The organization is reporting annually on its efforts to improve DEI initiatives across the organization. Please see 103-2(c).

## Diversity and Equal Opportunity (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
405-1 Diversity of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:							
	i. Gender							
	Male	N/A	86	67	N/A	N/A	71	N/A
	Female	N/A	14	33	N/A	N/A	29	N/A
	ii. Age group:							
	Under 30 years old	N/A	0	0	N/A	N/A	N/A	N/A
	30–50 years old	N/A	80	8	N/A	N/A	14	N/A
	Over 50 years old	N/A	20	2	N/A	N/A	86	N/A
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	represented by governance bodies at the Corporate level	-	-	represented by governance bodies at the Corporate level	represented by governance bodies at the Corporate level	represented by governance bodies at the Corporate level	represented by governance bodies at the Corporate level
	b. Percentage of employees per employee category in each of the following diversity categories:							
	i. Gender							
	Male	91	89	89	85	78	58	81
	Female	9	11	11	15	22	42	19
	ii. Age group:							
	Under 30 years old	7	0	16	17	15	5	11
	30–50 years old	62	80	57	71	62	66	64
	Over 50 years old	12	20	27	12	24	29	25
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	N/A	-	-	-	-	-	-	

## Diversity and Equal Opportunity (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
405-2 Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category							
	Administrative/Technical – Female	N/A	\$49,483	\$67,068	N/A	\$50,360	\$68,405	\$18,483
	Professional/Supervisor – Female	\$94,670	\$53,938	\$86,318	\$79,801	\$84,510	\$101,764	\$34,099
	Managers/Directors – Female	\$76,295	\$92,222	\$134,552	\$96,949	\$152,325	\$154,299	\$158,277
	Administrative/Technical – Male	\$126,935	\$59,909	\$80,107	\$21,068	\$92,194	\$72,092	\$16,544
	Professional/Supervisor – Male	\$121,108	\$64,120	\$104,784	\$54,972	\$107,472	\$99,891	\$45,390
	Managers/Directors – Male	\$140,850	\$127,943	\$169,483	\$124,004	\$170,436	\$184,692	\$106,962
	b. The definition used for 'significant locations of operation'	Operating mine sites, exploration sites, and corporate head office.						

## Non-Discrimination

Disclosure	Disclosure Required	
<b>103-1</b> <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	All employees, contractors and representatives are entitled to work in an environment free from discrimination, harassment and violence in which all individuals are treated with respect and dignity.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ul>	IAMGOLD strives to ensure that IAMGOLD Corporation employees, contractors, and representatives are required to follow the minimum requirements to prevent and address harassment, discrimination, and violence in the workplace. IAMGOLD's <b>Discrimination, Harassment, &amp; Violence Standard</b> applies to all employees, contractors and representatives worldwide, including joint ventures, and to all activities that occur while on Company premises or while engaging in Company business activities or social events.
	c. Any specific limitation regarding the topic Boundary	IAMGOLD's Discrimination, Harassment, & Violence Standard applies to all employees, contractors and representatives worldwide, including joint ventures, and to all activities that occur while on Company premises or while engaging in Company business activities or social events.

## Non-Discrimination (continued)

Disclosure	Disclosure Required							
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Any employee, contractor or representative whose behaviour constitutes discrimination, harassment or violence will be subject to disciplinary action, including, without limitation, termination for cause, and further legal action. Discrimination is defined as any action, policy or differential treatment (either intentional or unintentional) having an adverse impact on an individual on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, pregnancy, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or other unmeritorious consideration.						
	b. A statement of the purpose of the management approach	IAMGOLD does not tolerate any form of discrimination, harassment or violence.						
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	Discrimination, Harassment & Violence in the Workplace Standard						
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information:	There is a workplace violence program that accompanies this standard. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.						
	a. An explanation of how the organization evaluates the management approach, including: <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach.</li> </ol>	<p>The Company, as the employer, will ensure this standard and the supporting program are implemented and maintained. All workers and supervisors will receive appropriate information and instruction on the contents of the standard and program.</p> <p>Supervisors are required to adhere to this standard and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves. Every worker must work in compliance with this.</p>						
406-1 <b>Incidents of discrimination and corrective actions taken</b>	a. Total number of incidents of discrimination during the reporting period (i.e., on grounds of race, sex, religion, political opinion, national extraction or social origin as defined by the ILO, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period)	Rosebel	Essakane	Westwood	Boto Gold Project	Côté Gold Project	Corporate	Exploration
		0	0	0	0	0	0	0
	b. Status of the incidents and actions taken with reference to the following:	N/A	N/A	N/A	N/A	1	N/A	N/A
	i. Incidents reviewed by the organization							
	ii. Remediation plans being implemented	N/A	N/A	N/A	N/A	0	N/A	N/A
iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
iv. Incidents no longer subject to action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

## Security Practices

Disclosure	Disclosure Required								
103-1	<b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	IAMGOLD employs trained security personnel wherever required, as safety and security are of the utmost importance to the organization.						
		b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>Where the impacts occur;</li> <li>The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	All security employees and contractors are required to adhere to the Voluntary Principles on Security and Human Rights (VPSHR).						
		c. Any specific limitation regarding the topic Boundary	Where IAMGOLD works with public security forces, it relies on public security provider to implement and enforce VPSHR.						
103-2	<b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. Training incorporates the Voluntary Principles on Security and Human Rights (VPSHR). IAMGOLD is also committed to addressing child rights in their Corporate Security and Human Rights Management Standard and Guidelines. Training for security personnel includes specific provisions for addressing and respecting child rights.						
		b. A statement of the purpose of the management approach	It is imperative IAMGOLD's security personnel including contractors follow VPSHR and that they act in an ethical manner.						
		c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>Policies</li> <li>Commitments</li> <li>Goals and targets</li> <li>Responsibilities</li> <li>Resources</li> <li>Grievance mechanisms</li> <li>Specific actions, such as processes, projects, programs and initiatives</li> </ol>	IAMGOLD has the following policies that apply to organizational security practice: <p><b>Human Rights Policy</b></p> Corporate Security & Human Rights Management Standard Exploration Security Standard Global Security Policy Security Management Standard For more information, please see the 2021 Sustainability Report, page 12.						
103-3	<b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>The mechanisms for evaluating the effectiveness of the management approach;</li> <li>The results of the evaluation of the management approach;</li> <li>Any related adjustments to the management approach</li> </ol> </li> </ol>	Our Corporate Security and Human Rights Management Standard and Guidelines ensures that an annual audit is conducted that addresses the highest priority security risks. These audits ensure that our security procedures are compliant with corporate strategy, standards, relevant legislation and regulations.  IAMGOLD also conducts an annual inspection of private security provider training records to ensure compliance with foundational and refresher VPSHR training. Training is provided to key management and superintendent on VPSHR awareness by a third party.  No significant changes were made in 2021.						
410-1	<b>Security personnel trained in human rights policies or procedures</b>	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	Rosebel	Essakane	Westwood	Boto Gold Project	Côte Gold Project	Corporate	Exploration
		b. Whether training requirements also apply to third-party organizations providing security personnel	100	100	N/A	N/A	N/A	N/A	N/A
			Yes	Yes	N/A	N/A	Yes	N/A	Yes

## Rights of Indigenous Peoples

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	The respect of the rights of Indigenous Peoples is paramount to IAMGOLD, especially with activities that could affect these communities.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ul>	IAMGOLD strives to ensure that employees and contractors respect the rights of Indigenous Peoples.
	c. Any specific limitation regarding the topic Boundary	Limited to IAMGOLD's operated sites.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the Sustainability Committee. This structure ensures that IAMGOLD's vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Standard, which gives detailed guidance on best practices for community relations and development.
	b. A statement of the purpose of the management approach	When it comes to our host communities, IAMGOLD has an objective to go beyond our Zero Harm initiative and provide tangible betterment to communities. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.  These guiding principles are applied through a commitment to respect cultural heritage and traditions of local and indigenous communities as well as engaging with Indigenous communities in a manner that respects the principle of self-determination and aim to achieve Indigenous People's rights to Free, Prior, and Informed Consent.
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, World Gold Council's Responsible Gold Mining Principles (RGMP) and the Voluntary Principles on Security and Human Rights (VPSHR).  <b>IAMGOLD Sustainability Policy</b> <b>Indigenous Engagement Policy</b>  For more information, please see the 2021 Sustainability Report, page 20.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:                             <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach.</li> </ul> </li> </ul>	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2021.

## Rights of Indigenous Peoples (continued)

Disclosure	Disclosure Required	
411-1 Incidents of violations involving rights of Indigenous Peoples	a. Total number of identified incidents of violations involving the rights of Indigenous Peoples during the reporting period	None
	b. For incidents identified, provide details of status of the incidents and actions taken with reference to the following:	N/A
	i. Incidents reviewed by the organization	
	ii. Remediation plans being implemented	N/A
	iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes	N/A
	iv. Incidents no longer subject to action	N/A
MM5 Whether site operations are taking place in or adjacent to Indigenous Peoples' territories	Whether site operations are taking place in or adjacent to Indigenous Peoples' territories	<p><b>Rosebel:</b> The RGM Gross Rosebel concession overlaps with the Maroon village - Nieuw Koffiekamp. This village is situated at approximately 1 km distance from the nearest pit - Royal Hill.</p> <p><b>Essakane:</b> While there are no nationally recognized Indigenous communities in or near the site, IAMGOLD performed relocation of two villages (RAP 1 and RAP 2). Replacement houses were built and a fund was created to support livelihood programs. These measures were put in place as a result of a negotiation process with local communities.</p> <p><b>Westwood:</b> The mine site is on Indigenous Peoples' territory.</p> <p><b>Boto Gold Project:</b> 41 people affected have signed compensation agreements.</p> <p><b>Côté Gold Project:</b> The Côté Gold Project is located on Treaty 9 Territory, on the traditional lands of Mattagami First Nation and Flying Post First Nation and the traditional harvesting area of the Métis Nation of Ontario - Region 3.</p>
	Whether there are any formal agreements in place with Indigenous Peoples' communities	<p><b>Rosebel:</b> As part of livelihood considerations 2 small scale mining protocols are in place: Roma East protocol jan 2021 and the East Tailings Road protocol may 2021 (both pending official extension, although parties are in alignment that extension is advisable).</p> <p><b>Essakane:</b> No formal agreements are in place except those related to RAP 1 and RAP 2.</p> <p><b>Westwood:</b> Agreement pending signature.</p> <p><b>Boto Gold Project:</b> There's a formal agreement in place with those affected and each one has signed an individual compensation agreement.</p> <p><b>Côté Gold Project:</b> IAMGOLD signed an Impact Benefit Agreement with Mattagami First Nation and Flying Post First Nation on April 30, 2019. IAMGOLD signed an Impact Benefit Agreement with the Métis Nation of Ontario - Region 3 on May 31, 2021. An exploration agreement is in place with Mattagami First Nation, Flying Post First Nation and Brunswick House First Nation.</p>

## Human Rights Assessment

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	IAMGOLD is committed to establishing an organizational culture which respects internationally recognized human rights as set forth in the United Nations Declaration of Human Rights and the four fundamental principles and rights at work enshrined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	IAMGOLD strives to ensure that all employees and contractors adhere to human rights principles including as part of our procurement policy.
	c. Any specific limitation regarding the topic Boundary	Limited to IAMGOLD-operated sites.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD has a <a href="#">Sustainability Policy</a> as well as a <a href="#">Human Rights Policy</a> that incorporates human rights. The Company's Sustainability Standard provides specific direction to implement the policy consistently, using best practices across all sites.
	b. A statement of the purpose of the management approach	The purpose of the management approach is to ensure that the human rights of all stakeholders within IAMGOLD operations are respected.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	<a href="#">Human Rights Policy</a> <a href="#">Sustainability Policy</a>
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with local communities to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner.  No significant changes were made in 2021.

## Human Rights Assessment (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
412-1	Operations that have been subject to human rights reviews or impact assessments	None	The Minister of Environment, Green Economy and Climate Change carries out regular evaluations of our site which includes human rights review.	No human rights review was done at Westwood for the reporting year.
412-2	Employee training on human rights policies or procedures	None, training schedule heavily impacted by covid-19 pandemic with site access and gathering limitations.	In 2021, 258 people from the departments of private security personnel (163), public defense and security forces (67) and subcontractor in charge of personnel transport (28) benefited from a 4-hour training session on the human rights procedures and policies.  52 members of the department in charge of security benefited from additional specific training on respect for human rights.	None
		None, same as the above.	100% of employees are trained on multiculturalism, ethics and respect for the code of ethics involving prescriptions on respect for human rights both within staff and with regard to communities.  The training on human rights took into account the personnel of the private security company (Techno security), the Public Defense and Security Forces in charge of the protection of the mining site, and the drivers of the transport company (Transcordec).	None
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Child & forced labour as well as Health & Safety terms are added as an annex to all contracts.	N/A	None
		An agreement that moved the company into a position of ownership in another entity or another capital investment that was material to financial accounts.		

## Local Communities

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	The respect of local communities is paramount to IAMGOLD.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. where the impacts occur;</li> <li>ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ol>	IAMGOLD strives to ensure that all employees and contractors respect local communities and strive to ensure our activities have minimal impact on the communities.
	c. Any specific limitation regarding the topic Boundary	Limited to IAMGOLD mines and exploration sites.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	Governance of relations with communities impacted by our operations is informed by IAMGOLD's vision of Zero Harm, and is ultimately overseen by the Board of Directors as part of the Safety, Environment and Reserves Committee. This structure ensures that IAMGOLD's vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Standard, which gives detailed guidance on best practices for community relations and development.
	b. A statement of the purpose of the management approach	When it comes to our host communities, IAMGOLD has an objective to go beyond our Zero Harm initiative and provide tangible betterment to communities. Our goals are to build capacity, foster economic growth, contribute wherever possible to health, education, sport and culture, and to work in partnership with local communities.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR). All of our sites, including exploration, have grievance mechanisms in place. For more information, please see the 2021 Sustainability Report pages 19-24.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach.</li> </ol> </li> </ol>	IAMGOLD ensures dedicated community relations teams have ongoing dialogue with local communities to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. Details of grievances are published annually through this report. No significant changes were made in 2021.

## Local Communities (continued)

Disclosure	Disclosure Required	
413-1 Operations with local community engagement, impact assessments, and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:	<p><b>Rosebel:</b> Local Market Survey done to understand current capacity of communities and inform RGM Social Performance program.</p> <p><b>Essakane:</b> For 2021, no impact study has been carried out, but development program implementation reports exist. For previous years, studies have been carried out: See the study by the DREP (Regional Directorate for the Economy and Planning) on the improvement of livelihood conditions, Specific socio-economic evaluation studies of PCRs 2 and RAP 1, INSUCO study, Agricultural evaluation study of producers surrounding the mine.</p> <p><b>Westwood:</b> No assessments. Local communities are engaged on an as needed basis. The mine is not located near an urban centre.</p> <p><b>Boto Gold Project:</b> A comprehensive social impacts assessment was done during the development of the initial ESIA. Another social impact assessment was completed during the development of the ESIA for the Saraya-Boto road in 2020. In 2021, an update of the socio-economic baseline was completed for the project in parallel to the socio-economic survey that was done as part of the development of the relocation action plan for Kouliminde.</p> <p><b>Côté Gold Project:</b> A socio-economic impact assessment was completed as part of the federal and provincial environmental assessment processes. One of the management strategies IAMGOLD committed to was collaborative development of a socio-economic management and monitoring plans with its Indigenous partners (Mattagami First Nation and Flying Post First Nation) and the local community of Gogama. As part of the Impact Benefit Agreement with Mattagami First Nation and Flying Post First Nation, IAMGOLD funded community specific socio-economic studies in 2021 to establish new baseline data against which to monitor. These studies were completed in July 2021.</p>
	i. Social impact assessments, including gender impact assessments, based on participatory processes	
	ii. Environmental impact assessments and ongoing monitoring	<p><b>Rosebel:</b> ESIA's were completed and approved for both Rosebel and Saramacca. Dust, noise, and water quality are regularly monitored.</p> <p><b>Essakane:</b> Measurement of dust and noise in the villages surrounding the mine, analysis of groundwater in the villages bordering the mine, measurement of sound vibrations in the villages bordering the mine.</p> <p><b>Westwood:</b> Environmental monitoring is done in accordance with federal and provincial regulation.</p> <p><b>Boto Gold Project:</b> Boto's initial ESIA was approved in 2018. A baseline update of that study was done in 2021. An environmental impact assessment was completed and approved in 2020 for the construction of the road Saraya-Boto. Current environmental monitoring covers air quality and dust emission, noise emission, water, waste and hazardous material, bush clearing and topsoil stripping.</p> <p><b>Côté Gold Project:</b> Yes, as part of the Environmental Assessment process for the provincial and federal government. Ongoing monitoring commitments made through permitting applications. Full-time Environmental Monitors were hired from each of Mattagami First Nation and Flying Post First Nation in 2020 to participate in environmental monitoring activities at site.</p>
	iii. Public disclosure of results of environmental and social impact assessments	<p><b>Rosebel:</b> None</p> <p><b>Essakane:</b> Regular meetings are held with the mayors, authorities, community leaders and the resettlement monitoring committee 1 (CSR1) to report on the progress of recommendations for closing RAP 1. Meetings with the permanent committees on nuisances and on employment are held regularly. Activity reports are submitted to the Ministry of Mines as required.</p> <p><b>Westwood:</b> Monitoring results are available to the public upon request.</p> <p><b>Boto Gold Project:</b> As per the environmental code in Senegal, Boto's ESIA went through an extensive consultation process including public hearing meetings. The road's environmental analysis went through the official process of public consultation and presentation to the regional environmental committee. Kouliminde RAP was developed in constant collaboration with communities through consultation and discussions within the Negotiations Forum, official body created by the Prefet of Saraya. Kouliminde RAP was approved by Negotiations Forum and the impacted communities.</p> <p><b>Côté Gold Project:</b> Yes, the complete Environmental Assessment process document is available on the corporate website. Public disclosure also through quarterly newsletters and public open houses or community meetings.</p>
iv. Local community development programs based on local communities' needs	For more information, please see pages 19–24 of the 2021 Sustainability Report.	

## Local Communities (continued)

Disclosure	Disclosure Required	
413-1 Operations with local community engagement, impact assessments, and development programs (cont'd)	v. Stakeholder engagement plans based on stakeholder mapping	<p><b>Rosebel:</b> Stakeholder engagement done as per stakeholders identified for the RGM and Pikin Saramacca project. Although in person engagement was limited due to COVID-19, alternative methods of communication (phone calls and WhatsApp) were in place to ensure communities were engaged. Meetings were held with key stakeholders, the Traditional Authority committee, the Small-Scale Mining Multi-Stakeholder Committee and the District Commissioner's Office.</p> <p><b>Essakane:</b> Essakane has a comprehensive engagement plan in place that is updated annually based on community programs in place and the needs of various stakeholders.</p> <p><b>Westwood:</b> Yes, stakeholder engagement plans are updated regularly to accommodate changes in stakeholder groups.</p> <p><b>Boto Gold Project:</b> The stakeholders participated fully in the development plans, either through:</p> <ul style="list-style-type: none"> <li>regular meetings with site team</li> <li>the local development plans of the local authorities</li> <li>the studies conducted by external consultants.</li> </ul> <p>A stakeholder mapping was done at the start of the project and is updated on an annual basis. The results are available in the project's database. Boto's stakeholders engagement activities are based on those results. For Kouliminde RAP, the stakeholder engagement process is structured by RAP best practices as well as the process established by local authorities.</p> <p><b>Côté Gold Project:</b> An Indigenous Consultation Plan and Community Communications Plan are published on the Company's website and have been communicated through the quarterly newsletter. The plans were developed based on previous plans which were developed as part of the provincial and federal environmental assessment processes. The final Community Communications Plan was shared with Gogama. When developing the Indigenous Consultation Plan, IAMGOLD sought feedback from all Indigenous communities identified by the province in the environmental approval conditions. The draft and final version of this plan was shared with each Indigenous community. These plans were reviewed and updated in 2021.</p>
	vi. Broad-based local community consultation committees and processes that include vulnerable groups	<p><b>Rosebel:</b> No specific engagement was done with specific groups, due to Covid-19 limitations. Initiatives were focus on being inclusive, and some had targeted focus. Heavy equipment training focused on young women and men, while the cloth mask initiatives focused on women only.</p> <p><b>Essakane:</b> Meeting with the members of the resettlement monitoring committee. Periodic meetings with the members of the standing committees on nuisances and employment of the communities of Falagountou and Gorom-Gorom. Bi-monthly meeting with the village councils.</p> <p><b>Westwood:</b> Quarterly meetings are held with the Municipality of Preissac. A monitoring committee was set up in 2019 and periodic meetings have taken place with the Pikogan First Nation.</p> <p><b>Boto Gold Project:</b> It is planned to officially create Boto's consultation committee in 2022. Vulnerable groups were included in the various ESIA processes and baseline study updates.</p> <p><b>Côté Gold Project:</b> Two Socio-Economic Management and Monitoring Committees were established in 2019 as part of the development of the Socio-Economic Management and Monitoring Plan (SEMMP) for Mattagami and Flying Post First Nations and the SEMMP for Gogama. An Environmental Management Committee is also in place (since 2018) as per the Impact Benefit Agreement and is comprised of representation from Mattagami First Nation, Flying Post First Nation and IAMGOLD. An IBA Implementation Committee was established with Metis Nation of Ontario, Region 3 in 2021 and its mandate is to address IBA and environment-related matters.</p>
	vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	<p><b>Rosebel:</b> The primary councils and representation of the community throughout 2021 were the consultation committee and the traditional authority in engagement of community support and impacts. The SSM multi stakeholder platform is a key entity to drive conversations and initiatives around SSM.</p> <p><b>Essakane:</b> Health, safety and environment committee</p> <p><b>Westwood:</b> Health and Safety Committee</p> <p><b>Boto Gold Project:</b> Not applicable at the moment for Boto.</p> <p><b>Côté Gold Project:</b> A First Nations Employee Advisory Committee will be established in operations as per the Impact Benefit Agreement signed with Mattagami First Nation and Flying Post First Nation.</p>
	viii. Formal local community grievance processes	<p><b>Rosebel:</b> Yes, there is a grievance mechanism in place at RGM, to process and resolve arising issues.</p> <p><b>Essakane:</b> There is a grievance mechanism in place with dedicated complaints management and procedures.</p> <p><b>Westwood:</b> We have an approved grievance mechanism through which all complaints are processed and managed.</p> <p><b>Boto Gold Project:</b> There is a grievance mechanism system in place.</p> <p><b>Côté Gold Project:</b> A plan titled "Management of Community Grievances" is available on the Corporate website and has been shared with all Indigenous communities identified in the federal and provincial conditions of approval as well as the local community of Gogama.</p>

Local Communities (continued)

Disclosure	Disclosure Required	
413-2 Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: <ul style="list-style-type: none"> <li>i. The location of the operations</li> </ul>	<p><b>Rosebel:</b> The operation is located in Brokoondo, the related communities have expanded to Sipaliwini with the Pikin Saramacca project coming online.</p> <p><b>Essakane:</b> Essakane is located in northeastern Burkina Faso. It straddles the boundary of the Oudalan and Seno provinces in the Sahel region. It is situated 42 km east of the nearest largest town, Gorom-Gorom, the provincial capital of Oudalan.</p> <p><b>Westwood:</b> Preissac, Cadillac</p> <p><b>Boto Gold Project:</b> Boto-5, Kouliminde village, Guemedji populations</p> <p><b>Côté Gold Project:</b> Chester and Yeo Townships, approximately 20 kilometres (km) southwest of Gogama and 40 km southwest of Mattagami First Nation.</p>
	ii. If yes, describe the significant actual and potential negative impacts of operations	<p><b>Rosebel:</b> The key impacts are: dust, noise and vibration, contamination of water, soil and air, limited access to hunting, fishing and lumber areas within the concession, loss of biodiversity and habitat, travel distance impacts.</p> <p><b>Essakane:</b> Presence of waste on the fields after the survey activities: set up of a team of day labourers for the collection of any waste.</p> <p><b>Westwood:</b> Seismic events; communities are concerned about the structural damage to houses in connection with seismic events. Breakage of dams could also pose a risk to communities.</p> <p><b>Boto Gold Project:</b> The only communities potentially negatively impacted by the project is the village of Kouliminde, which falls within the safety perimeter defined for Boto-5 mining area. To mitigate this impact, decision was made to relocate the village. Following best practices, IFC standards and Senegalese law, Kouliminde RAP was officially approved by communities and local authorities in 2021 after completion of socio-economic surveys and comprehensive inventories. The relocation is expected to happen at the end of 2022. The population of Guemedji who owns agricultural lands around Boto mine perimeter will also be impacted by the future operations, losing access to their fields. All compensations were paid in 2021.</p> <p><b>Côté Gold Project:</b> Access to hunting, trapping and bait harvesting within the Project boundaries has been impacted. As agreed to with the local Indigenous communities, access to the site for ceremonial or other land use purposes may be granted where it is safe to do so. In 2021, IAMGOLD signed access agreements with the two trapline licence holders whose trapline areas are overprinted by the Project boundary.</p>
MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Number of significant disputes relating to land or resource use of local communities and Indigenous Peoples associated with current, planned or proposed future operations	<p><b>Rosebel:</b> 1</p> <p>None for the other sites.</p>
	Describe the nature of these disputes	<p><b>Rosebel:</b> Community employee barricaded the road at intersection of NKK Road and Road to Brownsveg in response to RGM decision to stop daily commute of community employees in an effort to mitigate the spread of Covid-19 between its operations and communities. Communities argued that keeping workers and mine site would disrupt their customary beliefs and norms.</p>
	Status of the disputes relating to land use, customary rights of local communities and Indigenous Peoples	<p><b>Rosebel:</b> The issue is resolved, RGM management has reevaluated and other controls are put into place to safeguard both communities and the operation.</p>
	Definition of Significant Dispute	<p>We define disputes on a scale from 1-5, with level 4 or higher being classified as a "significant" dispute. A level 4 dispute is one which would result in protest, arrests, and/or human rights allegations, while a level 5 dispute would be one which would result in an international court hearing or extreme levels of protest resulting in severe injuries or death.</p>

## Local Communities (continued)

Disclosure	Disclosure Required	
MM7 <b>The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes</b>	What actions were taken to resolve disputes related to land use and customary rights of local communities and Indigenous Peoples?	<p><b>Rosebel:</b> Engagements were done with key stakeholders ranging from the District commissioners office, Traditional Authority Committees and others and a line of communication was established on changing operational requirements.</p> <p><b>Essakane:</b> Payment of harvest compensation and the implementation of community projects.</p> <p><b>Westwood:</b> N/A</p> <p><b>Boto Gold Project:</b> All complaints were resolved in collaboration with the Departmental Expenditure Survey and Evaluation Commission which oversaw the whole process to ensure land use rights are respected. When a grievance is submitted, a team composed of the aforementioned commission, the complainant and IAMGOLD personnel meet to resolve the issue.</p> <p><b>Côté Gold Project:</b> N/A</p>
	Were grievance procedures used?	<b>Boto Gold Project:</b> Yes, 67 complaints were registered, all were addressed and closed.
	What was the outcome of the procedures used?	All complaints received at sites were addressed and closed.

## Artisanal Small-Scale Mining

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Artisanal and small-scale mining can be difficult to avoid in areas where public regulation on the matter is minimal or does not exist. IAMGOLD recognizes the negative impacts of these activities and makes efforts to reduce them at our sites.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	This topic is limited to where we have operating sites.
	c. Any specific limitation regarding the topic Boundary	Please see 103-1(b).
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD strives to ensure that our operations coexist and operate in harmony with small-scale miners including providing small-scale miners with training on safe methods and safe handling of chemicals. We have a number of agreements in place with small-scale miners globally.
	b. A statement of the purpose of the management approach	The purpose of the approach is to ensure that proper health and safety practices are followed and that the impact to the environment is minimal.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR).  For more information, please see the 2021 Sustainability Report, page 27.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach.</li> </ol> </li> </ol>	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have grievance mechanisms in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2021.

## Artisanal Small-Scale Mining (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
<b>MM8</b> Number (and percentage) of company operating sites with artisanal and small-scale mining (ASM) taking place on, or adjacent to, the site; describe the associated risks and the actions taken to manage and mitigate these risks.	Identify where ASM takes place on, or adjacent to, the Company's sites, or where it presents risks to the Company's operations	Controlled SSM: There are two locations on the Company's concession where there are ASM activities going on guided by multistakeholder agreements. One in the Roma east Pit and one is currently in the preparation phase for the East Tailing Resources (ETR) area. Uncontrolled: pit intrusion by illegal miners interrupting operations of RGM, numbers range up to 100 illegal miners at a maximum.	The artisanal gold mining sites are located on varying distances between 2 to more than 30 km from the mining site. Relations with the representatives of the artisanal miners are good and this constitutes an opportunity for the optimal implementation of our mining or exploration activities. Negotiations are still being carried out with them, in particular through their association so that they free up space for geological survey work. No ASM is present in pits during exploration activities. The Governor of the Sahel region had issued an order on the closure of artisanal gold sites in the territorial jurisdictions of the provinces Oudalan and Yagha from January 15 to April 14, 2021. This has led to a frequent movement of these gold miners to the province of Séno, near the mine site.	No ASM present at site.
	Report the number of ASM operations that take place on, or adjacent to, the site and describe the situation	Two controlled SSM operation and uncontrolled influx of pit intruders in southern pits: Royal hill & Mayo.	No artisanal mining on the site, but we have over 10 artisanal gold mining sites around the operation.	-
	Identify the nature of the risks (answer yes or no to the topics below and provide a brief description, including actions taken to manage and mitigate these risks):	For risks and mitigation measures, please see the 2021 Sustainability Report, page 27.		

## Resettlement

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	Due to the nature of mining, production activities inherently require land use and alteration. IAMGOLD is committed to resettling our sites in a manner that is both safe and sustainable for the environment and local communities.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ol>	IAMGOLD strives to limit resettlement of communities where possible.
	c. Any specific limitation regarding the topic Boundary	Please see 103-1(b).
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD's Sustainability Standard outlines the necessity of a closure plan as a portion of each site's required Environmental and Social Impact Assessment. The closure plan must outline the site's proposed strategy for transitioning the site to a stable condition upon cessation of commercial mining activity and will be developed at the direction of the Corporate Health, Safety, and Sustainability team in coordination with site management and Operations.
	b. A statement of the purpose of the management approach	The purpose of the management approach is to ensure that each site has a comprehensive plan in place for the resettlement of the mining concession that satisfies all requirements of the organization's Closure Standard.
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR). Specifically, our resettlement policy uses IFC guidelines Standard 5 and has comprehensive community engagement guidelines to ensure a participative process for all stakeholders involved. Audits are done post-resettlement to identify and rectify any issues raised by the community.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	IAMGOLD ensures our dedicated Community Relations team has ongoing dialogue with the local community to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner. No significant changes were made in 2021.

## Resettlement (continued)

Disclosure	Disclosure Required	Rosebel	Essakane	Westwood
MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Did any community resettlement occur?	No	Not in 2021.	No
	For each resettlement, please provide the following information:	N/A	N/A	N/A
	i. The number of households involved in the resettlement program	N/A	N/A	N/A
	If the number is available, how many individuals were involved?	N/A	N/A	N/A
	ii. What consultation processes and measures were put in place to re-establish the affected community?			
	iii. What was the process to mitigate any impacts of relocation?	N/A	N/A	N/A
iv. What were the outcomes in terms of livelihoods, including sustainable land use?	N/A	N/A	N/A	
v. Were there significant disputes related to resettlement and the processes employed to resolve outstanding issues? If yes, describe	N/A		Deterioration of the houses built during the first resettlement (RAP 1). A demolition and reconstruction program is underway to provide resettled residents with durable homes.	N/A

## Closure Planning

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	An economic mining deposit is considered to be finite and active operations will ultimately come to an end. IAMGOLD is committed to responsible mine closure.  Upon closure, some mining components will remain and may permanently alter the pre-existing landforms. These are primarily the tailings management facilities, mine rock piles, and any open pits and/or underground workings. Reclamation efforts are guided towards a suitable end land use as per agreed-upon closure criteria such as physical, chemical and biological stability.
	b. The Boundary for the material topic, which includes a description of: <ol style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.</li> </ol>	This topic boundary includes all IAMGOLD managed operations. Closure plans for advanced exploration and development projects, and closed sites are expected to meet or exceed relevant laws and regulations.
	c. Any specific limitation regarding the topic Boundary	Joint venture projects where IAMGOLD is not the operator are not included.
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	IAMGOLD's Sustainability Standard outlines the necessity of a closure plan as a portion of each site's required Environmental and Social Impact Assessment. The closure plan must outline the site's proposed strategy for transitioning the site to a stable condition upon cessation of commercial mining activity and will be developed at the direction of the Corporate Health, Safety, and Sustainability team in coordination with site management and Operations.  Closure plans are required at all IAMGOLD operations. Mine closure plans are updated routinely throughout the Life-of-Mine (LOM). Mine closure plans are updated every 5 years for operating sites or as management regulated. Progressive reclamation is strongly encouraged, where feasible. IAMGOLD also regularly engages with community members on closure plans to ensure their input is considered and integrated.
	b. A statement of the purpose of the management approach	The purpose of management is to: <ul style="list-style-type: none"> <li>- Comply with applicable regulatory requirements,</li> <li>- Adequately prepare for a transition from operations into closure to ensure consideration of environmental and social aspects and sufficient funding is secured, and</li> <li>- Implement reclamation activities and monitor for effectiveness.</li> </ul>
	c. A description of the following, if the management approach includes that component: <ol style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ol>	IAMGOLD is developing an internal Closure Standard that elaborates on the closure requirements outlined in the IAMGOLD Sustainability Standard.  For more details, please see the 2021 Sustainability Report, page 35.
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ol style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ol style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ol> </li> </ol>	As a member of the Mining Association of Canada (MAC), IAMGOLD has endorsed the TSM Mine Closure Framework.

## Public Policy

Disclosure	Disclosure Required	
103-1 <b>Explanation of the material topic and its Boundary</b>	a. An explanation of why the topic is material	As with our host communities, IAMGOLD strives to ensure we have strong relationships through ongoing dialogue with host governments to promote trust and transparency.
	b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> <li>i. Where the impacts occur;</li> <li>ii. The organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships</li> </ul>	This topic is limited to our operations and activities.
	c. Any specific limitation regarding the topic Boundary	Please see 103-1(b).
103-2 <b>The management approach and its components</b>	a. An explanation of how the organization manages the topic	As a matter of both principle and policy, IAMGOLD does not make contributions to political parties, politicians or affiliated institutions.  Please see our <a href="#">Anti-Bribery and Anti-Corruption Policy and Standard</a> .
	b. A statement of the purpose of the management approach	Please see 103-2(a).
	c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> <li>i. Policies</li> <li>ii. Commitments</li> <li>iii. Goals and targets</li> <li>iv. Responsibilities</li> <li>v. Resources</li> <li>vi. Grievance mechanisms</li> <li>vii. Specific actions, such as processes, projects, programs and initiatives</li> </ul>	Please see 103-2(a).
103-3 <b>Evaluation of the management approach</b>	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> <li>a. An explanation of how the organization evaluates the management approach, including:               <ul style="list-style-type: none"> <li>i. The mechanisms for evaluating the effectiveness of the management approach;</li> <li>ii. The results of the evaluation of the management approach;</li> <li>iii. Any related adjustments to the management approach</li> </ul> </li> </ul>	No review of management approach for 2021.

