



2021 Sustainability Report  
Management Approach



# IAMGOLD Sustainability Report

IAMGOLD's 2021 Health, Safety and Sustainability Report is disclosed through the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and our Management Approach report. We have included a message from our Chair, Interim President & CEO, Maryse Bélanger, as well as the 2021-2022 Targets and Achievements.

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## A Message from Chair, Interim President and Chief Executive Officer



**Maryse Bélanger**

Chair, Interim President and Chief Executive Officer

IAMGOLD is at an exciting inflection point as the company transitions towards being a leading high-margin gold producer with the development of the Côté Gold project and optimization of its operations in West Africa and the Americas.

This transformation extends to the leadership of the company, starting at the Board-level, which has seen significant renewal over the last 18 months. The reconstituted Board provides the experience, perspective and strategic insights to fulfill its responsibilities to the shareholders, stakeholders and management team to build value responsibly in the business.

While the company continues to evolve and transform, what remains steadfast is the commitment of the organization and its leadership to operate the company in a sustainable and responsible manner. This includes maintaining and augmenting our strong health and safety culture, fulfilling our commitments to our local communities and partners, and continuing to remain strong stewards of the environment.

IAMGOLD's commitment to Zero Harm is at core of the company's ethos; health and safety, environment, and community practices are the foundation upon which we operate. In 2021, the company reinforced its commitment to sustainability by introducing new ESG metrics for the purpose of evaluating short-term cash incentive awards. The ESG metrics are clearly established key performance indicators that will drive appropriate behaviour. You can view our 2021 ESG initiatives and achievements [here](#).

IAMGOLD has a long corporate history of sustainability-oriented operations and part of the organization's operational resiliency is rooted in strong sustainability practices. IAMGOLD has consistently been recognized as a top corporate citizen and we take pride in being responsible operators. The organization and its management are committed to using this strong foundation to help transform IAMGOLD into a stronger, more agile, and sustainable business. As we move forward, the company will remain open, engaged, and committed to maximizing the benefits of mining to create a brighter future for our stakeholders including contributing both to the economic and social prosperity of our host communities.

Thank you,

**Maryse Bélanger**

## 2021 Performance Highlights

### OUR PEOPLE

#### 0.76 TRIFR

(total recordable injuries frequency rate), 11% under our target

#### 0.37 DARTFR

(days away, restricted, transferred duty frequency rate), 27% under our target and a 20% improvement over 2020

### COMMUNITY ENGAGEMENT

#### \$14.62 million

total community investments (sponsorships, donations, partnerships)

#### \$500 million

operations payments to national suppliers and \$65 million to local suppliers

### ENVIRONMENTAL STEWARDSHIP

Organizational commitment to combatting climate change: reach net negative emissions and net positive biodiversity by 2050. High level roadmap and strategy to be published in late 2022.

### ESG LEADERSHIP

IAMGOLD placed 44th across all corporate sectors on the Corporate Knights (CK) **2021 Best 50 list** and placed 37th in the CK **2022 Best 50 list**. The annual ranking recognizes leading Canadian corporate citizens.

For the third consecutive year, IAMGOLD was included in the **2021 Bloomberg Gender-Equality Index** and recognized among 380 global companies that foster a more inclusive and equitable workplace.

Essakane mine was recognized by the **Mining Association of Canada with the Towards Sustainable Mining (TSM) Excellence Award** for environmental stewardship.

To support the communities in which IAMGOLD operates, the Company announced a partnership with Masai Ujiri's **Giants of Africa organization** to encourage the development of leadership, life skills and female empowerment through the power of sport in IAMGOLD host communities of Burkina Faso, Mali and Senegal. The four-year commitment will include approximately

\$1 million funding to construct and rehabilitate basketball facilities in each country, support intensive in-country basketball camps and promote youth leadership development.

In a public-private partnership with the Canadian government, One Drop Foundation, and Cowater International, Phase 1 of the Triangle d'eau project was completed, bringing potable water to 60,000 people near Essakane. IAMGOLD has secured partnerships for Phase 2 for the Triangle d'eau project which will benefit an additional 75,000 people.

Global Affairs Canada has committed to \$28 million in funding along with financial and in-kind support from Cowater, One Drop, and Burkinabe water authorities.

In 2021, IAMGOLD engaged an international consulting firm to conduct a full diagnostic of its current state, which included a first-ever diversity, equity and inclusion (DEI) employee survey, employee focus groups, executive interviews, HR programs and policy review and analysis of human capital workflow.

### ECONOMIC VALUE CREATED (USD millions)\*

	CANADA	SURINAME	BURKINA FASO	TOTAL
Revenues	61.60	276.20	813.90	1,151.70
Operating costs	155.50	542.90	730.50	1,428.90
Employee wages and benefits	69.40	59.90	86.60	215.90
Payments to providers of capital**	36.63	N/A	N/A	36.63
Payments to governments	7.42	38.62	106.83	149.58
Community investments	0.05	1.25	13.32	14.62

\*Operating sites only \*\*Relates to all of North America



## Targets & Achievements

● Achieved   ● Partially Achieved   ● Multi-year process

2021 TARGETS	AT-A-GLANCE	STATUS
Support regional governments on COVID-19-related priorities	● <sup>M</sup>	IAMGOLD has continued to work closely with regional governments to implement COVID-related directives and to advance their priorities to safeguard our host communities from COVID-19. IAMGOLD has provided direct financial and in-kind support to host countries and communities. In response to the urgent need for COVID-19 vaccinations globally, IAMGOLD contributed \$250,000 to support the ACT-A/COVAX Emergency Response in West and Central Africa. ACT-A (Access to COVID-19 Tools Accelerator) is a global collaboration to accelerate the distribution of COVID-19 vaccines, to strengthen core health systems, to assist low and middle income countries beyond the pandemic and to mitigate the public health and economic impact of COVID-19. This donation is a continuation of the Company's contributions to support host countries and local communities in response to the global COVID-19 pandemic.
Advance permitting on Côté Gold for outstanding approvals required for operations-phase development and minor approvals required to support ongoing construction activity	●	The project has received all major approvals necessary for operations-phase development. Some minor approvals remain to support ongoing construction activity.
Advance implementation of the Impact and Benefits Agreement with Mattagami First Nation and Flying Post First Nation on the Côté project	● <sup>M</sup>	IAMGOLD continues to work closely with its First Nations partners to ensure that both the letter and the spirit of the Impact and Benefits Agreement is respected.
Finalize negotiations with the Métis Nation of Ontario, Region 3 on an Impacts and Benefits agreement for the Côté Gold project	●	IAMGOLD signed an Impact and Benefits Agreement on the Côté Gold project with the Métis Nation of Ontario, Region 3 in June 2021.
Advance negotiations with the Abitibiwinni First Nation (Pikogan) on an Impacts and Benefits Agreement on the Westwood mine to support operations and potential satellite projects, such as Fayolle	●	Negotiations with the Abitibiwinni First Nation continue for an Impact and Benefits Agreement on the Westwood mine to support operations and potential satellite projects, such as Fayolle.
Finalize partnership with Giants of Africa on West Africa sports initiatives in Mali, Senegal and Burkina Faso	●	IAMGOLD finalized its partnership with Giants of Africa (GOA) in Q1 of 2021. A four year partnership, IAMGOLD committed to investing \$1 million starting in Summer 2021, aimed at encouraging the development of youth through the power of sport. The program includes: the construction of basketball courts in IAMGOLD's host countries of Burkina Faso, Senegal and Mali, multi-day basketball and life-skills camps in each region as well as two-day mentorship camps, and a women's empowerment career workshop in Senegal. Through this strategic partnership, GOA and IAMGOLD hold a shared belief that the potential of Africa's vibrant youth is endless if they are given the right tools to succeed.
Advance application for potential Phase #2 to the Triangle d'eau project with Global Affairs Canada in partnership with Cowater Sogema, One Drop and Burkinabe partner agencies and community funds	●	IAMGOLD submitted an application to Global Affairs Canada for a potential Phase 2 of the Triangle d'eau project in partnership with Cowater Sogema, One Drop and Burkinabe partner agencies and community funds. The total budget for Phase 2 is \$35 million; in 2022, IAMGOLD received confirmation that Global Affairs Canada will be contributing \$28 million towards this phase with the remaining being funded by IAMGOLD and local Burkinabe partners.
Finalize energy and emissions strategy to formalize the company's approach to tackling the climate crisis	●	IAMGOLD announced in September 2021 its comprehensive strategy to combat climate change. The organization intends to achieve net negative greenhouse gas (GHG) emissions by no later than 2050. Details of the strategy can be read <a href="#">here</a> .
Initiate implementation of new Supplier Code of Conduct in coordination with IAMGOLD's global procurement and site procurement teams	● <sup>M</sup>	IAMGOLD's global procurement and site procurement teams continues to implement the new Supplier Code of Conduct. All new suppliers are required to sign off on the Code and the teams are working towards ensuring that existing suppliers are also compliant with the Code.

## Our 2022 Sustainability Targets

UN SDGs	2022 TARGETS
<p><b>UN SDG 9:</b> Industry, Innovation &amp; Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <p><b>UN SDG 12:</b> Responsible Consumption &amp; Production: Ensure sustainable consumption and production patterns</p>	<p>Achieve Level A under the Mining Association of Canada (MAC) Towards Sustainable Mining framework (TSM) Tailings protocol and the TSM Water Stewardship protocol by end of 2022</p>
<p><b>UN SDG 1:</b> No Poverty: End poverty in all its forms everywhere</p> <p><b>UN SDG 3:</b> Good Health &amp; Well-being: Ensure healthy lives and promote well-being for all at all ages</p> <p><b>UN SDG 5:</b> Gender Equality: Achieve gender equality and empower all women and girls</p> <p><b>UN SDG 6:</b> Clean Water &amp; Sanitation: Ensure availability and sustainable management of water and sanitation for all</p>	<p>Secure funding for Phase 2 of the Triangle d'eau project with Global Affairs Canada in partnership with Cowater Sogema, One Drop and Burkinabe partner agencies and community funds</p>
<p><b>UN SDG 5:</b> Gender Equality: Achieve gender equality and empower all women and girls</p> <p><b>UN SDG 8:</b> Decent Work &amp; Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p><b>UN SDG 10:</b> Reduce inequality within and among countries</p>	<p>Continue implementation of Corporate Diversity, Equity and Inclusion (DEI) program including:</p> <ul style="list-style-type: none"> <li>• Advancement towards gender representation target of 20% female representation by 2030</li> <li>• Implementation DEI training for employees</li> <li>• Development of internal website to raise DEI-related awareness</li> <li>• Update health &amp; safety policy to include both physical and psychological safety and development of related awareness program to promote a safe and supportive environment</li> </ul>

UN SDGs	2022 TARGETS
<p><b>UN SDG 12:</b> Responsible Consumption &amp; Production: Ensure sustainable consumption and production patterns</p>	<p>Meet or exceed health and safety targets for 2022</p>
<p><b>UN SDG 7:</b> Affordable and Clean Energy. Ensure access to affordable, reliable, sustainable and modern energy for all</p> <p><b>UN SDG 13:</b> Climate Change. Taking urgent action to combat climate change and its impacts</p>	<p>Complete external verification of IAMGOLD's emissions</p>
<p><b>UN SDG 13:</b> Climate Change. Taking urgent action to combat climate change and its impacts</p>	<p>Publish TCFD report</p>
<p><b>UN SDG 13:</b> Climate Change. Taking urgent action to combat climate change and its impacts</p>	<p>Publish a high-level roadmap on how IAMGOLD intends to achieve compliance with global targets (net negative emissions, net positive biodiversity)</p>
<p><b>UN SDG 15:</b> Life on Land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>Conclude an initial investment in a nature-based solution that delivers positive biodiversity impact and carbon offsets</p>



## Sustainability Performance Data – Five-year Review

	2021	2020	2019	2018	2017
Attributable Gold Production – including joint ventures (oz)	<b>601,000</b>	653,000	762,000	882,000	882,000
<b>Workforce</b>					
Employees (full-time equivalent)	<b>5,025</b>	5,205	3,905	3,810	3,716
Male (% of workforce)	<b>88%</b>	86%	88%	87%	88%
Female (% of workforce)	<b>12%</b>	14%	12%	13%	12%
Board Gender Diversity	<b>43%</b>	29%	13%	14%	14%
Senior Management Gender Diversity	<b>17%</b>	17%	17%	17%	17%
<b>Turnover Rate</b>					
Total Number of Employees Joining the Organization	<b>324</b>	556	397	708	597
Total Number of Employees Leaving the Organization	<b>340</b>	277	421	577	555
<b>Safety</b>					
Lost-time Injury Frequency Rate (per 200,000 work hours)	<b>0.17</b>	0.26	0.26	0.24	0.29
Fatal Injuries	<b>0</b>	0	1	0	1
Total Recordable Injury Frequency Rate (per 200,000 work hours)	<b>0.76</b>	0.95	0.87	1.13	1.43
<b>Energy &amp; Emissions</b>					
<b>Power (GJ)</b>					
Total Energy Consumption	<b>10,181,467</b>	7,818,719	7,827,760	8,115,663	8,201,337
Total Direct Energy Consumption	<b>8,922,679</b>	6,582,948	6,372,558	5,242,958	6,606,518
Total Indirect Energy Consumption	<b>1,258,788</b>	1,235,771	1,455,201	2,872,705	1,594,819
Total Electricity Used	<b>1,365,953</b>	1,349,554	1,452,320	2,791,859	1,571,085
Total Renewable Energy: Solar	<b>107,165</b>	113,783	98,199	80,846	23,734
% from Renewable Energy	<b>8%</b>	8%	7%	3%	2%

n/a = not available



	2021	2020	2019	2018	2017
<i>Air Emissions (in metric tonnes of CO<sub>2</sub>)</i>					
Scope 1 Direct GHG Emissions	596,549	477,761	495,965	507,241	512,587
Scope 2 Indirect GHG Emissions	512	491	581	379	982
Scope 3 Other Indirect GHG Emissions	567,965	n/a	59,702	5,503	5,398
<b>Water (m<sup>3</sup>)</b>					
Total Water Withdrawal	40,966,000	30,438,000	28,613,424	138,959,918	14,532,826
Total Water Discharge	6,448,000	4,764,000	6,513,219	7,257,796	6,704,711
Total Water Consumption	34,518,000	25,408,000	28,597,991	146,217,714	21,237,537
<i>Water withdrawal by source</i>					
Surface water	17,098,000	6,088,000	3,636,062	603,761	6,910,239
Ground water	3,119,000	2,842,000	3,248,448	2,435,738	1,211,804
Precipitation	20,734,000	19,682,000	21,720,721	135,911,669	6,400,882
Utility and/or external water suppliers	15,000	0	8,194	7,750	9,901
Recycled Water (% of water consumed)	61%	n/a	50%	9%	58%
Total Water Used	55,588,000	49,731,000	42,907,583	153,535,758	34,426,247
<b>Waste (aggregate data, in tonnes)</b>					
Total weight of hazardous waste	10,492	52,122	2,586	5,077	8,407
Total weight of non-hazardous waste	6,253	8,711	3,242	3,879	3,845
Total amount of tailings, including sludges	24,621,680	23,690,809	26,869,575	26,959,637	25,366,984

n/a = not available



## About this Report

**IAMGOLD is committed to maintaining our culture of accountable mining through high standards of environmental, social and governance (ESG) practices. This is the 15th year that IAMGOLD has publicly reported on the sustainability topics that are most material to our stakeholders and to our business.**

The 2021 Sustainability Report presents IAMGOLD's ESG performance and addresses the issues and impacts related to our activities for the 2021 calendar year.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, Core Option, with additional mining industry specific indicators from the Sustainability Accounting Standards Board (SASB) Metals and Mining disclosures and metrics. This report also meets the required disclosures for the Local Procurement Reporting Mechanism (LPRM). Throughout our report, we highlight the contributions IAMGOLD is making in our host communities to advance the global United Nations Sustainable Development Goals (UN SDGs). The inaugural TCFD report will be published in Q3 2022.

IAMGOLD currently does not seek external assurance for its annual Sustainability Report (with the exception of emissions data) as IAMGOLD has committed to 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 do require external assurance. IAMGOLD did seek external assurance on the 2021 Greenhouse Gas Emissions inventory under the Greenhouse Gas Protocol (view the assurance report [here](#)).

We welcome your feedback as it is a key element of our reporting process, helping to address issues that matter most to our stakeholders. The contact point for this report is SVP, International Affairs & Sustainability, Oumar Toguyeni. Please direct your feedback at [www.iamgold.com/contact-us/](http://www.iamgold.com/contact-us/).

All monetary amounts are expressed in USD unless otherwise indicated.

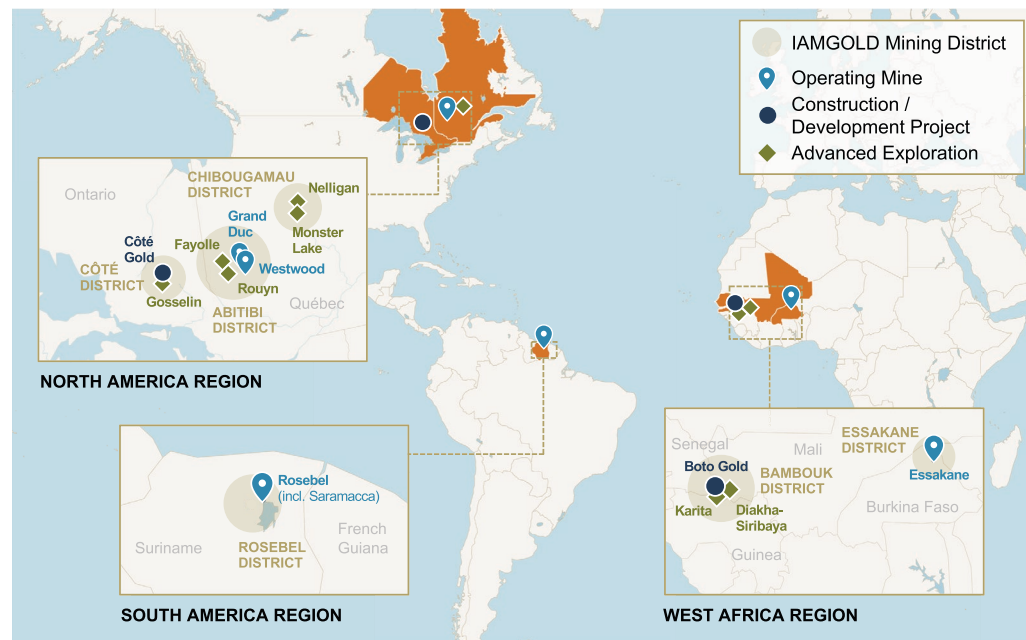


## Corporate Profile

**IAMGOLD is a mid-tier gold mining company headquartered in Toronto and operating in three regions globally: North America, South America and West Africa.**

Within these regions, IAMGOLD is developing high-potential mining districts that encompass operating mines, construction, development, and exploration projects. Our operating mines include Westwood in Canada, Rosebel in Suriname, and Essakane in Burkina Faso. We expect to bring our fourth mine, Côté in Canada, into commercial production by mid-2023. All of IAMGOLD's production is in countries within the top-100-rated countries based on Transparency International's Corruption Perceptions Index.

This solid base of strategic assets is complemented by the Boto Gold development project in Senegal, as well as greenfield and brownfield exploration projects in various countries located in the Americas and West Africa.



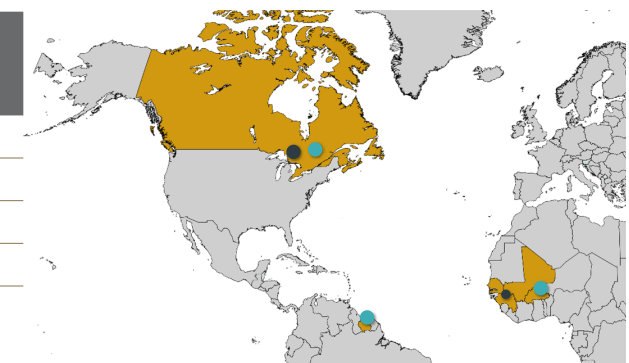
## Operations

**Solid Base of Operating Assets: Burkina Faso, Canada, and Suriname**

	<b>ESSAKANE</b> BURKINA FASO, WEST AFRICA (90% OWNERSHIP)	<b>ROSEBEL</b> SURINAME, SOUTH AMERICA (95% RGM   66.5% SARAMACCA*)	<b>WESTWOOD</b> QUEBEC, CANADA (100% OWNERSHIP)
<b>Start-up</b>	2010	2004	2014
<b>Mine Type</b>	Open Pit	Open Pit	Underground / Open Pit
<b>Mine Life</b>	~2027 <sup>1</sup>	~2033, with Saramacca <sup>3</sup>	~2033 <sup>4</sup>
<b>'21 Production<sup>1,2,3</sup></b>	412,000 ounces	154,000 ounces	35,000 ounces
<b>2022 AISC</b>	\$1,074/oz	\$1,859/oz	\$2,600/oz
<b>P&amp;P Reserves<sup>2</sup></b>	3.0Moz @ 0.9 g/t	4.1Moz @ 1.0 g/t	0.6Moz @ 4.9 g/t
<b>M&amp;I Resources<sup>2,4</sup></b>	3.8Moz @ 0.9 g/t	8.6Moz @ 1.0 g/t	1.6Moz @ 7.0 g/t

1. Heap leach project under assessment.
  2. On an attributable basis. Resources are inclusive of reserves.
  3. Based on 2018 NI 43-101; IAMGOLD expects to provide an updated R&R estimate before year end 2021.
  4. Subject to underground mine assessment
- \* 70/30 UJV (IAMGOLD / Staatsolie) and 95% Rosebel ownership (70% x 95% = 66.5%)

	<b>CÔTÉ GOLD</b> ONTARIO, CANADA (64.75% OWNERSHIP)
<b>Start-up</b>	H2 2023
<b>Mine Type</b>	Open Pit
<b>Mine Life</b>	~2041+
<b>Years 1-5<sup>(100% basis)</sup></b>	489,000 ounces
<b>Life-of-Mine<sup>(100% basis)</sup></b>	367,000 oz \$802/oz AISC





# Governance and Standards

We seek to govern our activities based on our values of accountability, transparency, respect and diversity.

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## Our Governance Structure

Governance of sustainability starts with the Sustainability Committee of the Board of Directors, which oversees Health, Safety and Sustainability (HSS) policies, legal and regulatory compliance, systems and plans, performance and effectiveness.

### Zero Harm Vision

Zero Harm is the vision that guides all operations and activities undertaken by IAMGOLD. It is our commitment to continually strive to reach the highest standards in human health and safety, minimize our impact on the environment, and work co-operatively with our host communities.

The Senior Vice President of 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.

Social and environmental impact assessments have been completed for all operations. Results of these assessments, along with ongoing tracking of risks and performance, and compliance results from external initiatives such as Towards Sustainable Mining and the Responsible Gold Mining Principles, are shared with the Sustainability Committee.



## Materiality

The information presented in this report is organized around issues that have been identified as material to IAMGOLD. At both the Corporate and site level, IAMGOLD continually assesses issues that are material to its stakeholders, which include employees, communities, governments and other impacted or interested parties. 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 regular 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 basis. In addition, 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.

The following sustainability issues have been identified as material for this 2021 report:

- human rights and security

- worker health, safety and wellness

- diversity, equity and inclusion

- employee engagement

- stakeholder engagement

- Indigenous relations

- community development

- local employment

- local procurement

- artisanal and small-scale mining

- energy and climate

- water stewardship

- biodiversity

- tailings and waste management; and

- mine closure and reclamation.

## Our Sustainability Commitments

IAMGOLD is committed to respecting the natural environment, building strong community partnerships and leaving a positive legacy. Zero Harm is both a goal and a journey. Expectations have evolved in the global mining industry: companies once needed to obtain the legal “right to operate”; now, the focus is on maintaining the “privilege to operate” in host countries and communities. From IAMGOLD’s perspective, strong environmental, social and corporate governance practices have always been part of the way we do business.

### Ethics

IAMGOLD conducts its business with transparency, fairness, honesty, integrity and respect. Our goal is to ensure that any employee, contractor, representative or member of the public can report perceived misconduct without risk of retaliation.

Our corporate policies and codes of conduct reflect these values and aspirations, particularly our **Whistleblower Policy, Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy**, and the **Supplier Code of Business Conduct and Ethics**. All corporate governance documents can be found on our **website**.

We ensure the highest levels of employee responsibility by requiring that all IAMGOLD employees and directors complete annual training and signoff on the Anti-Bribery and Anti-Corruption Policy and the Code of Business Conduct and Ethics.



#### ANALYST CORNER

Corporate Governance - **IAMGOLD website**

Relevant Policies - **HSS website**

HSS Policies - **HSS website**

### Responsible Gold Mining Principles (RGMP)

Organizations like the World Gold Council (WGC) offer guidance, research and practical tools that are both recognized and valued by the entire gold mining sector. In 2019, WGC launched the RGMPs, which established a set of required practices for its members across all ESG aspects of gold mining. IAMGOLD has begun the process of ensuring that its policies and practices comply with the RGMPs, and will be seeking external assurance of compliance by 2023.

Please view our Year 2 RGMP implementation report with assurance **here**.



### Towards Sustainable Mining (TSM)

As IAMGOLD is an active member of the Mining Association of Canada (MAC), the organization is required to implement the TSM standard at all Canada operations. TSM is a globally recognized sustainability program that supports mining companies in the management of key environmental and social risks.

We are committed to the TSM standard and have adopted TSM at all of our operations globally. This requires our operating facilities to conduct annual self-assessments to evaluate their performances against the TSM Protocols. A verification service provider conducts a third-party validation every three years. IAMGOLD received external assurance on our 2021 TSM performance. Our past and present performance against the TSM standards can be found on the **MAC website**.

IAMGOLD has also aligned its management compensation metrics with TSM performance and a 2022 organizational ESG objective is to achieve Level A under the TSM Tailings Protocol and the TSM Water Stewardship Protocol by end of 2022.

## Human Rights and Security



It is part of IAMGOLD's culture and a core Corporate commitment that the human rights of all stakeholders be respected. At all of our operations, we work to ensure that all employees and contractors adhere to human rights principles. It's a stipulation of our procurement policy, too.

We conduct our operations which respects internationally recognized human rights as set forth in the United Nations Declaration of Human Rights and the four fundamentals of the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Our **Human Rights Policy** describes the specific commitments the company makes to manage this issue. The policy applies to all operations and at all stages of project development. IAMGOLD's **Sustainability Policy** also addresses human rights, respect and dignity, and our Sustainability Standard directs that the policy be implemented consistently across all sites using best practices.

Our Community Relations teams has ongoing dialogues with local communities to promote trust and transparency. All IAMGOLD operations have grievance mechanisms in place to ensure any issues that have been identified are resolved in a timely manner.

Safety and security are of the utmost importance to us, so IAMGOLD employs trained security personnel where required. Key features of the Voluntary Principles on Security and Human Rights (VPSHR) have been implemented through our Global Security Policy and Corporate Security and Human Rights Management Standard, which ensures that all security personnel and contractors adhere to the VSPHRs. The Standard provides guidance for IAMGOLD site management and security personnel regarding the recognition and protection of human rights in line with VPSHR, including procedures such as the Use of Force, Apprehension, Arrests, Detention and the contracting of Private and Public Security Forces and other security-related challenges.

Specific provisions to address and respect child rights form part of our corporate standard and contracts with private security providers. IAMGOLD has also adopted the UNICEF Child Rights Assessment as part of our security policy and procedure. IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. A third-party training supplier also provides VPSHR-awareness training to key management and superintendent personnel.

An annual audit is conducted to address the highest priority security risks. The audit ensures that our security procedures comply with Corporate

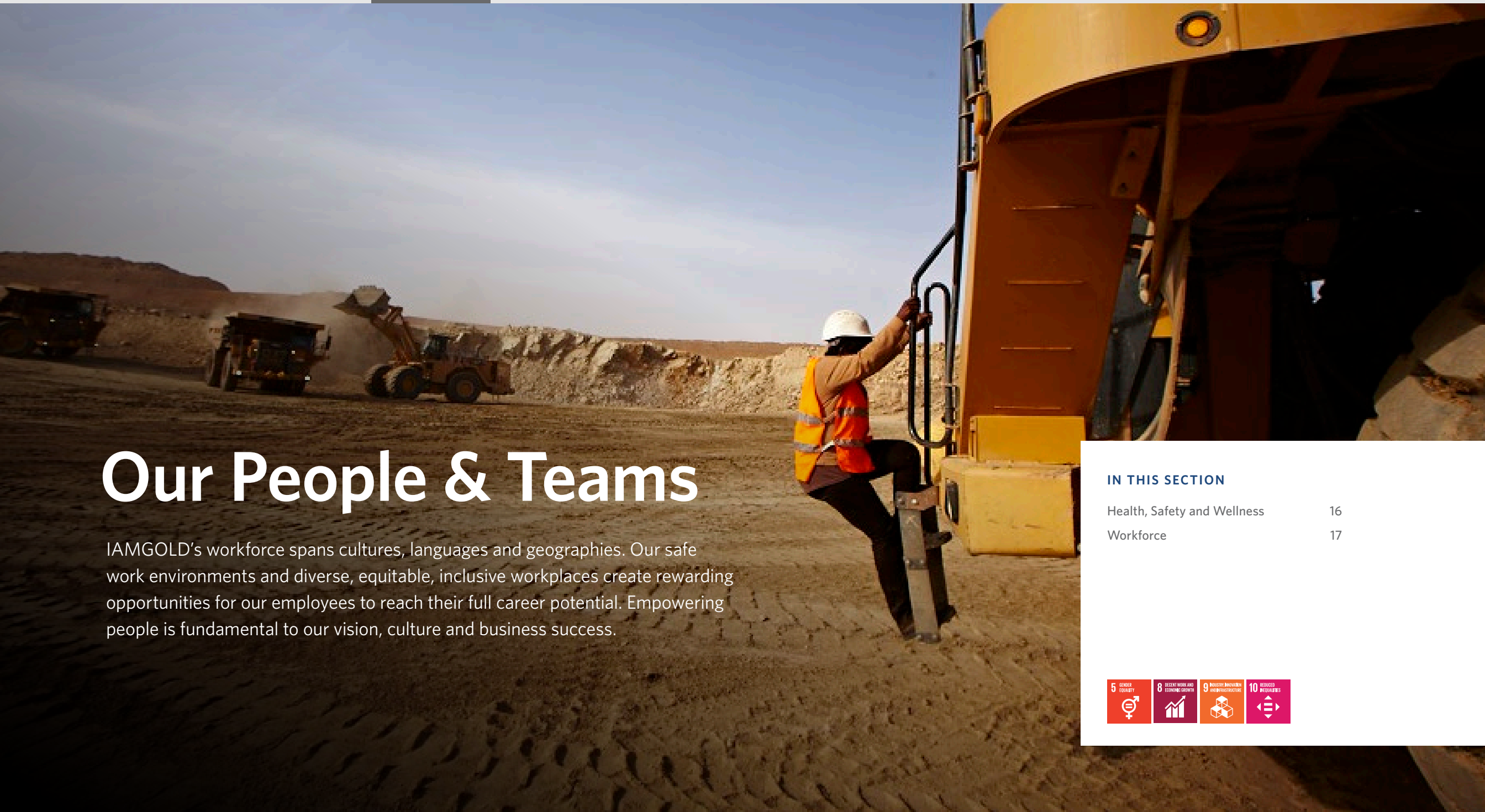
policy, standards, relevant legislation and regulations, and that the required foundational and refresher VPSHR training is being conducted. For details on alignment of our security practices to VPSHR, please see [here](#).

### Security Providers:

At Rosebel in Suriname, human rights considerations are included in contracts and security personnel are trained on IAMGOLD's human rights and security policies and standards. Training requirements extend to third-party organizations providing security personnel. As Rosebel faces significant security and safety risks related to intrusions into open pits, it has a Memorandum of Understanding (MOU) with the Government of Suriname that addresses the deployment of public security at the mine. This MOU includes a requirement that all public security are trained on the VPSHR and outlines processes for investigating any complaints that are received.

At Essakane in Burkina Faso, our security team has received human rights training. All contracts in place with private and public security providers have compliance clauses on VPSHR and Health and Safety Policy. IAMGOLD conducts regular monitoring to ensure that Essakane's private security providers have not been accused of human rights abuses or breaches of humanitarian law in Burkina Faso. For public security forces deployed in Essakane, IAMGOLD relies on the Burkinabe government to conduct screening of individuals and to enforce compliance with VPSHRs and Health & Safety Policy as part of the Protocol Agreement.

As a member of the World Gold Council (WGC), IAMGOLD annually publishes a conflict-free gold report that provides assurance that our gold has not been extracted in a manner that causes, supports or benefits unlawful armed conflict or contributes to serious human rights abuses or breaches in international law. As our Essakane Mine in Burkina Faso is located in a conflict-affected region, IAMGOLD has conducted internal assessments that confirm that our processes, policies and procedures ensure the appropriate mechanisms are in place to avoid contributing to conflict or human rights abuses. Our conflict-free gold report is externally assured annually.



# Our People & Teams

IAMGOLD's workforce spans cultures, languages and geographies. Our safe work environments and diverse, equitable, inclusive workplaces create rewarding opportunities for our employees to reach their full career potential. Empowering people is fundamental to our vision, culture and business success.

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# Health, Safety and Wellness

## Health and Safety Management

The health and safety of people in IAMGOLD work environments is always our first priority. Any material risks to occupational health and safety can have serious impact on our stakeholders, particularly our employees and contractors but also host communities. So, we all must strive for workplaces everywhere to be free of incidents, accidents and illness.

IAMGOLD has a **Health & Safety Policy** and a Standard that outline the company-wide health and safety commitments and requirements. All of the site health and safety management systems are also designed to be aligned with the TSM Safety and Health protocol. Each site develops and implements health and safety management systems that meet corporate standards and meet or exceed the relevant legislation for that area.

We focus on behaviour-based programs, and this impacts how we measure our health and safety performance globally. The Mind Body Achievement (MBA) program is designed to reduce, report and eliminate at-risk situations and conditions and to

encourage and improve safety leadership among workers. In addition, we ensure that we track leading indicators for both employees and contractors that can identify actions and behaviours that contribute to healthy environments and safe work. They have proven to predict performance and be influential in promoting awareness and safety excellence. Compliance with company-wide health and safety objectives is measured against a set of key performance indicators (KPIs). These include both lagging and leading indicators that are reviewed by senior site and Corporate management on a monthly basis in order to apply lessons learned and continuously improve. The leading indicators provide insight on how to achieve our objectives, and the lagging indicators show where our systems have failed and where improvements can be made.

Both Essakane and Rosebel mines have health and safety systems in place that are in conformance with ISO 45001 and are externally audited. At Westwood, the health and safety system aligns with TSM and follows ISO 45001 requirements but is not externally audited. Our two development sites, Côté and Boto, have health and safety management systems in place that align with international best practices.

There were no fatalities among IAMGOLD's employees and contractors in 2021.

IAMGOLD has implemented programs and practices at the Corporate offices and all operating and development sites to ensure employees have access to medical care. An Employee Assistance Plan provides professional health and well-being support, such as psychological, nutritional, financial or legal counselling, to full-time IAMGOLD employees and their families. At the Rosebel and Essakane mines, there is an on-site clinic staffed by doctors and nurses that provides medical care to workers, and awareness-raising campaigns are conducted for employees covering topics like COVID-19, chronic and contagious diseases and personal hygiene. At Westwood, a doctor is always available on call, and in-person twice a month. At our Boto and Côté sites there is access to medical support. A nurse is available on site five days a week.

[View past and present MAC TSM performance here](#)

Employees and contractors	ROSEBEL	ESSAKANE	WESTWOOD	BOTO	CÔTÉ	TOTAL
<b>Fatalities</b>	0	0	0	0	0	0
<b>Days Away Restricted Work Injuries (DART)</b>	17	6	9	1	2	45
<b>DART Frequency Rate (DARTFR)</b>	0.48	0.12	2.13	0.17	0.13	0.37
<b>Total Recordable Injuries (TRI)</b>	40	15	12	3	10	92
<b>TRI Frequency Rate (TRIFR)</b>	1.12	0.29	2.84	0.51	0.66	0.76
<b>Occupational illness</b>	0	0	0	0	0	0



## Workforce

### Employee Attraction and Retention

Empowering people is fundamental to IAMGOLD's mission and culture. We believe in investing in our employees and providing them with growth opportunities and dynamic career paths.

We recognize that attracting, recruiting and selecting the right talent is critically important to the continued success of the company. Just as importantly, it is essential to our culture of empowering people for extraordinary performance.

	ROSEBEL	ESSAKANE	WESTWOOD	BOTO	CÔTÉ	CORPORATE	EXPLORATION	TOTAL
<b>Number of employees</b>	1,077	1,971	457	18	40	170	144	3,877
<b>Number of contractors</b>	551	522	4	17	12	14	31	1,151
<b>Contractor share of workforce</b>	34%	21%	1%	49%	23%	8%	18%	23%
<b>Total workforce</b>	1,628	2,493	461	35	52	184	175	5,028

IAMGOLD employees enjoy the right to freedom of association and over 75% of our workforce are unionized.

IAMGOLD is one of the largest employers in Burkina Faso and Suriname resulting in significant positive economic impacts.

	ROSEBEL	ESSAKANE	WESTWOOD	BOTO	CÔTÉ	CORPORATE	EXPLORATION	TOTAL
<b># of unionized employees</b>	1,026	2,410	300	35	0	0	0	3,771
<b>Share of unionized workforce</b>	63%	97%	65%	100%	0%	0%	0%	75%

The Talent and Acquisition Standard describes the minimums needed to ensure that the best and most qualified talent is recruited for all employment opportunities and that the process itself is bias-free. Our compensation structure is reviewed on an annual basis. No significant changes were undertaken in 2021. All employees at our operations are compensated above the minimum wage for the relevant jurisdiction.

IAMGOLD offers a number of standard benefits to full-time employees at its three operating mines, Côté and Boto projects and Corporate office, including life insurance, health care, disability and invalidity coverage, parental leave, retirement provisions and stock ownership. IAMGOLD also provides a variety of services to employees to support career transitions resulting from retirement or termination, outlined in the table below.

	ROSEBEL	ESSAKANE	WESTWOOD	BOTO	CÔTÉ	CORPORATE	EXPLORATION
<b>Pre-retirement planning</b>	No	No	No	No	Yes	Yes	No
<b>Retraining</b>	No	No	No	No	No	Yes	No
<b>Severance pay</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Job placement services</b>	No	No	Yes	No	Yes	Yes	No
<b>Assistance (e.g., training, counselling) on transitioning to a non-working life</b>	No	Yes	Yes	No	Yes	Yes	No

## Workforce (cont'd)

### Training and Development

In a dynamic and evolving technical industry like mining, the competition for qualified and competent individuals and their talents is strong. Taking action to retain and develop good employees by helping them hone and expand their skills is just good business sense.

IAMGOLD provides on-the-job training and support for career development through action learning, special projects, job rotation, professional memberships and conferences. Our commitment is to provide the necessary support, education and training to ensure effective performance and to maintain all necessary professional licences and designations our people must have.

IAMGOLD provides a broad range of training and education opportunities: safety, technical, leadership, policy, language and operations. For example, at Rosebel, the mine operations, mine maintenance and mill department provide training to develop employees' specialized skills.

Funding support for external training and education is available at all locations. At Rosebel, Essakane, Westwood and Corporate, it is possible to obtain a sabbatical period with employment guaranteed upon return.



### Local Employment

IAMGOLD prioritizes local employment and the transfer of valuable know-how and professional skills that bring value to our local communities.

We work to ensure that local communities and host countries benefit from our mines by providing various employment, training, business and economic development opportunities.

IAMGOLD has a large presence in the jurisdictions where we operate; we are one of the largest private employers in Burkina Faso and Suriname and have significant economic impact in those jurisdictions. All IAMGOLD operations conduct local hiring practices in compliance with relevant labour legislation and agreements signed with the government, where applicable.

All of our operations have plans in place that identify, create and maximize employment opportunities for local people. We provide these individuals with extensive training and meaningful opportunities to advance their roles in our organization. If we are unable to find local individuals with the appropriate skills, we will seek to recruit from the region, state, province, and host nation before looking internationally.

We create significant direct and indirect employment and training opportunities during both the construction and operating phases of our mining activities.



## Workforce (cont'd)

### Respect, Diversity, Equity and Inclusion

Our company is a global community. It spans cultures, languages and geographies, connecting thousands of employees, contractors and representatives who share a range of objectives and values. We uphold the rights to be treated with respect and dignity, fair treatment, equal opportunity and a working environment free from discrimination, harassment, and violence of any kind. Our aim is to grow and maintain a capable and dedicated workforce. To do it, we provide job opportunities to the most qualified, based on ability and experience.

Our internal **Diversity Policy** and our **Diversity Standard** codifies the importance of a diversified workforce where individual rights and differences are maintained and respected. We monitor our efforts to create and promote fair hiring processes and a diverse workforce, and we measure the effectiveness of our programs regularly.

IAMGOLD strives to ensure that all of the company employees, contractors and representatives understand that they, too, have responsibilities to prevent discrimination and harassment. Anyone found engaging in behaviour that constitutes discrimination, harassment or violence are subject to disciplinary action that may extend to termination for cause or legal action.

Diversity, equity and inclusion (DEI) are important topics for IAMGOLD – across all geographies, time zones, departments, workplaces and levels of the company.

	ROSEBEL	ESSAKANE	WESTWOOD	BOTO	CÔTÉ	CORPORATE	EXPLORATION	TOTAL
<b>Share of female representation in the workforce</b>	9%	11%	11%	15%	22%	42%	19%	11%

Inclusion is the key to unlocking the potential of our diversity. When people feel they belong to a workplace, we see higher employee engagement, which leads to innovative ideas and practices, enhanced creativity, supportive problem-solving and more insightful decision-making. To do this, we have created a DEI Steering Committee led by an executive champion to provide strategic direction for this initiative within the company, to help maintain our focus and to drive positive results for IAMGOLD while creating more opportunities. In 2021, IAMGOLD engaged an international consulting firm to conduct a full diagnostic of our current state, which included a first-ever DEI employee survey, employee focus groups, executive interviews, HR programs and policy review and analysis of human capital workflow. Information was collected from employees at all of our locations. Results of the diagnostic provided important benchmarks to help set goals for improvement and allow us to compare how we are doing with other organizations, specifically those within our sector. Progress in 2021 included several key actions to reinforce our commitment to DEI:

- Established a new DEI function with regular updates to the Board of Directors.
- Embedded DEI-specific metrics within our enterprise-wide short-term incentive program.
- Facilitated more quantifiable objectives in the future, including completion of a review of the HR system to capture data for analysis and input into KPIs to measure future successes.
- Finalized a partner for Leadership training on Conscious Inclusion and have identified an enterprise-wide Learning Management System to facilitate DEI training for employees.
- Developed an internal website to raise awareness, educate, and celebrate diversity.
- Reviewed the lexicon we use professionally and in support developed a writing guide to share as a resource for all employees to ensure appropriate and inclusive language for implementation in 2022.

IAMGOLD strives to have a diverse representation of employees in all governance bodies. Females represent slightly more than 14% of governance bodies at Essakane, 33% at Westwood and 29% at Corporate. IAMGOLD is committed to increasing diversity of our leadership management team and the board of directors. IAMGOLD has established a 20% target for female representation in the workplace.

# Community Engagement and Development

IAMGOLD strives to be a trusted partner to a wide range of stakeholders, including Indigenous communities, employees, governments and investors. We seek to maximize the benefits of mining and to contribute to the economic and social prosperity of our host governments and communities.

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## Community Relations & Stakeholder Engagement

Our emphasis on health, safety, sustainable practices and co-operative, respectful relationships with our host communities underscores our values: stewardship of the land, care for its people, and a genuine desire to earn and maintain the social licence to grow and continue developing our operations globally.

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. Corporate requirements are established in our Sustainability Policy and our Sustainability Standard on community relations and development.

As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation Performance Standards, the International Council on Mining and Metals (ICMM), MAC TSM program, WGC RGMPs and the VPSHR.

IAMGOLD ensures our dedicated community relations team has ongoing dialogue with local communities to promote trust, respect and transparency. All our operations also have grievance mechanisms in place to ensure any issues identified are resolved in a timely manner. In 2021, key topics and concerns raised through direct engagement and our grievance mechanisms have related mainly to health and safety, small-scale mining, Indigenous engagement, local procurement, renewable energy and mine closure.

Our engagement approach is unique to every **site**. The frequency and intensity of our meetings depends on the local, regional and national stakeholder context as well as our operational or developmental activities and requirements.

We encourage our sites to take an inclusive approach to stakeholder identification and to cast a wide net, inclusive of vulnerable groups that may be excluded from traditional forms of engagement. The identification process we undertake as part of stakeholder mapping and analysis is an ongoing exercise in which stakeholders are directly involved. Each year we engage with thousands of local, regional and national level stakeholders and Indigenous peoples in our host countries.



Our sites adapted how they engaged with stakeholders in 2021 due to the COVID-19 pandemic. Community and stakeholder meetings which were previously held in-person shifted primarily to online meeting platforms, telephone calls, emails and text messages. Our community relations teams worked diligently to remain connected to our stakeholders, host community representatives and Indigenous communities through a variety of means, continuing to build trust and maintain open and transparent communications to the extent possible.

[View past and present MAC TSM performance here](#)

## Indigenous Relations



Our engagement with Indigenous peoples and communities is based on principles of trust, mutual respect and transparency. 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.

Read our new Indigenous Engagement Policy [here](#).

In addition to these principles, IAMGOLD respects and honours agreed-upon principles as outlined within negotiated agreements with Indigenous groups. This relationship-based approach is respectful of community protocols and free from racism or bias. IAMGOLD strives to have formal community agreements in place with host communities where possible.

[View past and present MAC TSM performance here](#)

Formal agreements in place with Indigenous communities include:

- **Rosebel:** We actively engage with the tribal communities, including the Matawai community and villagers of Nieuw Koffiekamp. As part of livelihood considerations, two small scale mining protocols were in place creating about 150 jobs: Roma East Protocol (2017 and extended in Jan 2020 until Jan 2021) and the East Tailings Road Protocol (May 2020 to May 2022). Although these protocols have expired, the small scale mining activities are ongoing and we are in the process of renegotiation for protocol renewal.
- **Westwood:** No formal agreement at present; however, discussions are ongoing with Pikogan/Conseil de la Première Nation Abitibiwinni.
- **Côté:** Impact and Benefits Agreement with Mattagami First Nation and Flying Post First Nation was signed April 30, 2019; Impact and Benefits Agreement with the Métis Nation of Ontario, Region 3, signed May 2021; and there are exploration agreements with Mattagami First Nation, Flying Post First Nation and Brunswick House First Nation.

At the present time, there are no recognized Indigenous peoples affected by our activities at Essakane or Boto.



**\$5.7 million in payments made to Indigenous communities in Canada.**  
The payments are mostly related to commercial supply contracts.

## Community Development

IAMGOLD’s community development program contributes tangible benefits to our host communities. Our goals are to build capacity, foster economic growth, contribute to health, education, sport and culture, and to work in partnership with local communities. We work closely with local stakeholders at each operating site to share information on the impacts of our operations, understand their needs and priorities, and to identify community development objectives and projects. Projects are monitored and information on project implementation and outcomes is shared with stakeholders.

We continue to work with community organizations and partners to address the needs of local citizens, including issues related to food and job security, physical and mental health, socio-economic development, including access to water, power and improved education and protecting the most vulnerable in society, including female, elderly and youth populations.

In order to safeguard community investments from the cyclical nature of the gold mining industry, the bulk of our funding flows through dedicated foundations in Burkina Faso and Suriname, which have been established to ensure consistent funding on an annual basis.

The Rosebel Community Fund (RCF) was officially launched in Q4 2019 with a donation of \$2.5 million from IAMGOLD. The Fund’s primary objective is to contribute to sustainable development by collaborating with stakeholders in a structured manner. Rosebel also committed to making an annual contribution to the Fund (0.025% of Rosebel’s gross revenues) in order to make it sustainable over time. Rosebel contributed over \$840,000 to RCF in 2021. In 2021, IAMGOLD funded over \$680,000 in community projects through RCF. IAMGOLD finalized its participation in the Mining Fund for Local Development in Burkina Faso, which was established by the government. As part of our agreement, IAMGOLD contributed over \$7 million to the Fund in 2021 and over \$25.5 million to date.

### United Nations Sustainable Development Goals (UN SDGs)

Despite worldwide challenges, IAMGOLD advanced our contributions to the UN SDGs within our host communities.

Our sites undertook a number of important community development projects during 2021 to help address specific UNSDGs aimed at improving the planet and the quality of human life around the world by the year 2030.



## Canada

**Supporting the next generation of miners and sustainability best practices:** IAMGOLD is a partner of the Université du Québec en Abitibi-Témiscamingue (UQAT) –the Research Institute on Mines and the Environment (RIME), which aims to develop environmental solutions for the entire life cycle of a mine, while training qualified persons for tomorrow.

RIME is providing leading-edge research on environmental issues that challenge the global mining industry, such as climate change, tailings management, the circular economy, risk analysis, water treatment and revegetation. It is also pursuing the transfer of research and traditional knowledge between Inuit and mining communities.

Our commitment spans 14 years (2013-2026), with annual contributions of \$300,000 for a total contribution of \$4.2 million. This initiative supports IAMGOLD’s priority to support new developments in environmental and sustainability best practices.

At Corporate, we support the Young Mining Professionals (YMP) Scholarship Fund – another initiative to attract and train the next generation of mining entrepreneurs. In 2020, we confirmed our support for the 2021-2022 academic year, providing two \$5,000 Côté Gold scholarships to exceptional Canadian students studying in a mining-related program.

Other community impact investments in Canada:

- In an effort to deliver long-term sustainable benefits to our local communities IAMGOLD donated \$35,000 to the Gogama Local Services Board to support the purchase of two propane boilers to heat the Gogama Community Centre in the event of a power outage. The Centre houses the community’s library, administration offices, nursing clinic, community hall and functions as the community’s incident command location in the event of any emergency or disaster.



## Community Development (cont'd)

### South America

**Personal protective equipment – the key to healthy communities and workplaces:** Wearing a face mask has proven to be a simple and effective way to slow the spread of COVID-19 this past year. Rosebel has supported three entrepreneurial initiatives that have provided a steady supply of face masks and other personal protective equipment (PPE) – making a world of difference in the community and our workplaces.

In 2020, Rosebel partnered with Global Impex, an established global PPE-wear supplier, to provide previously trained community women with internship opportunities at one of Global Impex’s local factories.

Rosebel also purchased face mask supplies made by five women from the communities of Nieuw Koffiekamp, Marschallkreek and Balingsoela – buying 47,682 cloth masks for our workforce (for approximately \$45,200) and indirectly employing another 15 community members.

Other community impact investments in South America:

- Rosebel signed a two-year contract with Bonanza Agro Industries to supply fruit and vegetables to our on-site employees. Not only will this project provide local jobs and improve food quality, it will also support local entrepreneurs as Rosebel, in partnership with the Canada Fund, is financing the construction of a packing house for the nearby community of Asigrón (total investment to date \$106,465).
- Rosebel is financing a special training program for surrounding community members to become skilled heavy-equipment operators. The project aims to increase the employability of local youth by providing in-house training and serving as an alternative to the ever-growing rush of young men turning to small-scale mining in the district of Brokopondo. Three training cycles have now been held with 45 candidates – including eight women from Brownsweg and 23 former small-scale miners: with nearly all successfully completing their training and gaining employment with Rosebel or outside the company (the total investment to date is about \$75,000). Since the start of this program in 2019 a total of 90 participants have been trained.

Total 2021 community investment in Suriname: US\$1.25 million

### Rosebel Community Fund (RCF)

As part of RCF’s mandate of sustainable community development, in 2021, RCF funded critical health infrastructure projects:

- Renovation and upgrade of the Academic Hospital Paramaribo Eye Care Center
- Renovation of the Office of Public Health cooling system
- Brokopondo Eyesight Screening project: eyesight screening and donation of eyeglasses to community members.

RCF also funded a number of public infrastructure projects in local communities including:

- Installation of LED streetlights in the district of Brokopondo
- Upgrading Matawai’s water and electrical infrastructure

RCF continued its five-year sponsorship (2018-2022) with the Suriname Conservation Foundation and Green Partners to finance the Sustainable Management of Natural Resources program at Anton de Kom University in Suriname. Rosebel is one of 14 private companies that make up Green Partners, which is dedicated to promoting green thinking and sharing best practices.





## Community Development (cont'd)

### West Africa

**Water – an essential resource for sustainable economic growth.** No one should be without access to safe and reliable water, and we are proud to be a part of a project that will continue to improve people's lives in rural Burkina Faso.

Essakane celebrated the completion of Phase I of the Triangle d'eau project in 2020, which is bringing potable water to 60,000 people near the mine site. In partnership with Global Affairs Canada, Cowater and One Drop, IAMGOLD has to date contributed \$2 million to help build and upgrade water infrastructure in the region.

IAMGOLD has received funding approval from Global Affairs Canada to advance Phase 2 of the project along with project partners, Cowater, One Drop and Burkinabe water authorities.

This project will build necessary water infrastructure to ensure an additional 75,000 people have access to safe drinking water. Along with water infrastructure, the project will also focus on building gender focused bathroom infrastructure and hygiene education.

The Triangle d'eau project aims to increase drinking water supplies, improve water sanitation, enhance governance of water management services, promote

economic development, and contribute to the growth of revenues from agriculture, livestock and market gardening production in the region.

Other community impact investments in West Africa include:

- In 2010, Essakane recognized the need to enhance its plastic waste management given that the region lacked a recycling facility which meant that the mine to bury large quantities of plastic on site. The mine worked with a local entrepreneur to support the development of a plastics recycling business to manage the waste generated by the mine. By working with a new recycling company, Essakane was able to avoid burying plastic while also supporting local businesses and creating permanent jobs for community members. This project is entirely led by the local community, but also can be easily replicated in surrounding areas, resulting in a significant positive impact for the region that extends far beyond IAMGOLD's operations.

Since its implementation, over 65 tons of plastics that had previously been stored on the mine site have been recycled – a major advancement in reducing the mine's environmental footprint and an inspiration for the community.

This project was the winner of the Mining Association of Canada's Towards Sustainable Mining Environmental Excellence Award in 2021.

- The Iron Fund (Fonds Fer), which continues to recover scrap metal with revenues used to fund local business, particularly focusing on financing female entrepreneurs. The Fund seeks to ensure local needs are met and that it contributes to sustainable socio-economic development in the region.

- At Boto in Senegal, the community development program mainly focuses on water and sanitation, community health, local economic development, food security, and education. The overall objective of our community development program is to contribute to the significant improvement of the living conditions of the populations impacted by the Boto project. To date, \$1.3 million has been spent, in particular in the construction or repair of 21 boreholes in 17 villages, in support of women-led vegetable gardens, and in the fight against malaria.

Since IAMGOLD signed the partnership with Giants of Africa (GoA) in 2021, GoA has:

- Built and renovated the Maison des Jeunes sports complex in Ouagadougou, Burkina Faso (two basketball courts, volleyball court, bleachers and change room).
- Held a 2 hour basketball clinic following the unveiling of the new court in Ouagadougou.

Additional courts are scheduled to be renovated/constructed in Burkina Faso and Senegal in 2022.



Total 2021 community investment  
in Burkina Faso: US\$13.32 million



## Global Exploration

Our exploration teams are often the first contact local residents have with IAMGOLD. They work hard to meet the needs and expectations of communities near our exploration activities, building trusting relationships with our many stakeholders.

In 2021, providing pandemic-related support was the main focus of our global exploration teams and our community investment activities.



### COLOMBIA

In addition to delivering critical food and medical supplies, our team in Colombia delivered Christmas cheer to young children living near our El Zancudo Project and to children of local employees.

Here are just a few critical initiatives IAMGOLD's exploration teams helped fund:

- **Burkina Faso** donated PPE to medical personnel at the Bogandé hospital and related health centres and provided funding to the Chambre des Mines du Burkina to support the government's fight against the pandemic.
- **Peru** supported the community of Totorá, near the Los Tambos project, by providing a satellite internet station for students to access virtual learning provided by the government.

This initiative continues to benefit 152 primary and secondary students, as well as 20 higher education students who returned to their community due to the pandemic.

The team also helped train Andean communities near Los Tambos to properly use PPE to protect themselves against COVID-19. This initiative has benefited approximately 350 families and helped stop the spread of COVID-19 in the region. The Peru exploration team also donated critical food support to about 400 families and ensured local children could celebrate Christmas with toys and food delivered to over 300 families in strict compliance with bio-security protocols.

- **Quebec** provided Christmas food baskets to vulnerable families in Vallée-de-l'Or and Chibougamau; donated fuel to the Cree First Nation (W23A Waswanipi Trapline) to help 20 families carry out their traditional goose hunting activities; and provided funding support to the educators in Native Childcare Services for its graduation ceremonies, an important commitment to developing local youth.

### MALI

**Right:** Our exploration team in Mali provided extensive COVID-19 support to local villages, including funding for medical evacuations, personal protective equipment and community handwashing kits (Faléa Town Hall).

**Far right:** Yaouba Thiam, IAMGOLD's senior geologist, donates food supplies to the community of Karita, Guinea.



## Supply Chain and Local Procurement

The procurement of goods and services is essential to IAMGOLD operations. IAMGOLD's hundreds of millions of dollars in procurement spend every year can have a large positive impact for local communities, regions and countries through the development of business capacity and delivery of economic benefits. We also recognize that supplier employees and the environment may be exposed to risks due to our suppliers' activities.

At IAMGOLD, our Global Supply Chain team is in charge of putting in place contracts for the largest spends, while every business unit determines operational procurement (purchase orders, bids for smaller spends, etc.).

### Local Procurement

IAMGOLD is committed to providing opportunities for communities associated with our operations and to sharing in the benefits that flow from our activities. Local procurement and business development programs are being put in place at sites in an effort to maximize the shared economic benefits of procurement. Our Corporate Purchase of Goods and Services Standard 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. Local procurement is managed by the Supply Chain departments at sites.

This report is aligned with the **Local Procurement Reporting Mechanism (LPRM)**, a set of disclosures for the mining industry that seeks to address gaps in current reporting frameworks and company systems, and to help standardize the way the sector and host countries talk about these issues. The disclosures in this section, supplemented by the ESG Data tables, meet the required disclosures, LPRM 100-400.

Our Essakane mine has a mature local procurement program that has shown remarkable success in growing its purchases from the Sahel region of Burkina Faso, nearly doubling in five years from \$5.8 million in 2017 to \$11 million in 2021. Essakane has a Local Purchasing Management Procedure, Local Procurement Superintendent, and a Local Procurement Steering Committee chaired by the mine's general manager and the Burkina Faso country manager. While in 2021 some contracts included requirements for local procurement, Essakane in 2021 developed a formal approach to ensuring its contracts include local procurement going forward.

Essakane has a registry of local suppliers and a **website for publishing tenders**. Local suppliers are trained on Essakane's procurement process and operating requirements during the prequalification process. A formal supplier capacity-building program has been in place in coordination with a Burkinabe local business forum since 2012. While Essakane does not have any formal commitments to local procurement, objectives are regularly communicated during public events. Several other ways that Essakane has adapted its procurement practices to support local businesses is by publishing tenders regionally first and then nationally only if a suitable supplier cannot be located; by providing early payment for local suppliers; and, by tolerating slightly higher costs for local suppliers.

Our Rosebel and Westwood sites have varying degrees of formal local procurement programs in place. Rosebel has a Local Business Lead since 2020 and a new local procurement strategy will be implemented in 2022. At both sites, local suppliers are identified in the site procurement databases and there is public communication of tenders, but there are not formal processes for building the capacity of local businesses. At Rosebel, slightly higher costs from local suppliers are accepted in the contract evaluation process. At Côte, IAMGOLD has committed to a range of measures to promote Indigenous business opportunities. Those measures include proactive engagement on proposed work scopes to be issued by the Project, engagement by the company's procurement staff to pre-qualify Indigenous businesses and partners as well as the inclusion of defined bid criteria for competitive tender processes that weight proposed benefits to Indigenous communities in the evaluation process. IAMGOLD has entered into two separate Impact and Benefits Agreements relating to the Project: one with Mattagami First Nation and Flying Post First Nation, signed in April 2019; the other with the Métis Nation of Ontario, representing Métis Citizens in Region 3, signed June 2021. At the request of the communities, the terms of those agreements, including the details relating to business opportunities, are confidential.

#### Procurement (USD)

	ROSEBEL	ESSAKANE	WESTWOOD	TOTAL
<b>Total global spend</b>	<b>322,570,000</b>	<b>245,387,316</b>	<b>62,670,029</b>	<b>630,627,345</b>
<b>Total national spend</b>	<b>204,430,000</b>	<b>234,334,441</b>	<b>61,938,438</b>	<b>500,702,879</b>
<b>Total local spend</b>	<b>8,470,000</b>	<b>11,052,875</b>	<b>46,047,468</b>	<b>65,570,343</b>

## Managing Risk in the Supply Chain

IAMGOLD recognizes that there are environmental and social risks related to the activities of our contractors and suppliers. Where contractors work on an IAMGOLD site, they follow our Corporate policies and procedures. In order to ensure that all suppliers live up to relevant standards in their activities related to IAMGOLD, the Supplier Code of Business Conduct and Ethics (Supplier Code) finalized in 2020, is currently being implemented in the organization. The Supplier Code requires IAMGOLD suppliers to conduct their operations according to national laws and regulations and in a manner consistent with the Universal Declaration of Human Rights and the International Labour Organization's core labour rights. It explicitly addresses discrimination based on race, ethnicity, caste, gender, sexual orientation, religion, nationality, social origin, age, political affiliation, disability and inclusivity; human trafficking; child labour; working hours; wages and benefits; freedom of association and collective bargaining; employee privacy; business ethics including anti-corruption and legal compliance; environment; health and safety; and community and Indigenous interactions.

Suppliers are screened based on the Supplier Code, must sign off on the Supplier Code, and are expected to ensure that their suppliers also follow the Supplier Code. Training and capacity building is provided where necessary to ensure suppliers understand our expectations. Suppliers are encouraged to raise concerns directly with IAMGOLD or access our publicly available whistleblower mechanism. Audits and verification of suppliers are conducted where necessary by our internal audit team and our Global Supply Chain team. In case of non-compliance with the Supplier Code, corrective actions are agreed to, and IAMGOLD may take further action, including terminating the business relationship.

In 2020, the Supplier Code of Business Conduct and Ethics was finalized to ensure that all suppliers conduct their operations according to national laws and regulations.



## Artisanal and Small-scale Mining

Artisanal and small-scale mining (ASM) is a major socio-economic force in countries where IAMGOLD operates, including Suriname, Burkina Faso, Mali and Senegal. ASM provides a livelihood for millions of workers worldwide, but the informal nature of ASM contributes to significant negative environmental (deforestation, erosion, water pollution) and human health (health and safety) impacts. ASM regulatory and socio-economic contexts vary widely by jurisdiction, and ASM activities can vary at individual sites, from pit intrusions by largely non-locals that disrupt operations, to shallow pit mining by families on traditional lands on an exploration concession. ASM is typically illegal when conducted without permission on a large-scale mining concession, but is often a fact of life where IAMGOLD operates due to its socio-economic importance and the often limited willingness or capacity of government to enforce regulation. This means a pragmatic approach is required, based on the context and the types of ASM activities.

To effectively and consistently manage ASM risks and impacts, IAMGOLD develops plans that are tailored to local conditions and designed with the following two overarching priorities in mind:

- Ensure continuation of industrial mining activities over the short, medium and long term
- Maintain our social licence to operate.

Where it is feasible based on the nature of the ASM, the stakeholders involved, and – critically – the active involvement and support of government, IAMGOLD seeks to reduce its operational risks and the negative impacts of ASM while supporting its positive socio-economic benefits by reaching agreements on ASM to be carried out on the company’s concessions. Where ASM poses security-related risks, IAMGOLD implements the Voluntary Principles on Security and Human Rights, including support for training for public security where possible. Any security personnel deployed at our sites must also agree upon and receive training on human rights protocols. In 2021, IAMGOLD developed the ASM Standard to outline best practices in engagement and management of ASM.

At Rosebel, two protocols have been signed by IAMGOLD, government, community representatives, and ASM cooperatives that allow ASM on defined sections of the concession. These protocols ensure access for co-operatives from the local community and establish limits on acceptable numbers of workers, types of mining and processing activities and environmental practices. Rosebel continues to experience intrusions into its mining areas, and is working with the Government of Suriname to establish a task force composed of police and armed forces personnel to reduce the number of intrusions.

At Essakane, traditional gold panning sites are located from 2 to 30 kilometres around the mining site. Relations with the representatives of the artisanal miners are positive and ASM does not interfere with mining or exploration activities. Local ASM associations are engaged when displacement is required to conduct safe exploration activities.

**Table 1: Risks related to ASM and mitigation actions**

RISK	MITIGATION	
<b>Risks to external stakeholders and the environment</b> <ul style="list-style-type: none"> <li>• Risk of pollution of water, soil and biodiversity and human health impacts, due to use of mercury</li> <li>• Risk of impacts to economic activities and ecosystem services due to deforestation, land disturbance and erosion</li> <li>• Safety risks from unsafe mining practices and pit intrusions</li> </ul>	<b>Essakane</b> <ul style="list-style-type: none"> <li>• Continuous awareness-raising on the negative impacts of ASM by the Provincial Association of Oudalan and the provincial Directorate of the Environment in coordination with ASM associations</li> <li>• Continued engagement with local communities and the Government of Burkina Faso</li> </ul>	<b>Rosebel</b> <ul style="list-style-type: none"> <li>• Restrictions or controls on ASM established in formal protocols for small-scale mining conducted on Rosebel concession</li> <li>• Awareness-raising on the dangers of pit intrusion in engagement platforms, focusing on youth</li> <li>• Assess options for production of mercury-free gold</li> </ul>
<b>Risks to IAMGOLD operations and personnel</b> <ul style="list-style-type: none"> <li>• Risk of intrusion on the mining site and interference with mining or exploration activities</li> <li>• Risk of blockades or protests related to ASM and access to mining areas</li> <li>• Risk of physical conflict between ASM actors and public or private security forces</li> <li>• Liability for environmental impacts on mining concessions caused by ASM</li> <li>• ASM is linked to financing for terrorists in the Sahel region, leading to increased security risks</li> </ul>	<b>Essakane</b> <ul style="list-style-type: none"> <li>• Involvement of the decentralization authority and governor to regulate the use of gold-panning sites</li> <li>• Engagement with artisanal miners not to carry out their activities near the mining site</li> <li>• Recruitment of artisanal miners as community security agents</li> </ul>	<b>Rosebel</b> <ul style="list-style-type: none"> <li>• Physical barriers to discourage pit intrusions, and early warning partnership with community watchers</li> <li>• Formal multi-stakeholder protocols to govern access to mining areas for ASM</li> </ul>
	<b>Essakane and Rosebel</b> <ul style="list-style-type: none"> <li>• Training on the Voluntary Principles on Security and Human Rights for all private security, and support for training for public security</li> <li>• Alternative livelihood and training programs</li> </ul>	

To read about our engagement with ASM in Suriname, check out the [WGC ASM report](#)

## Resettlement

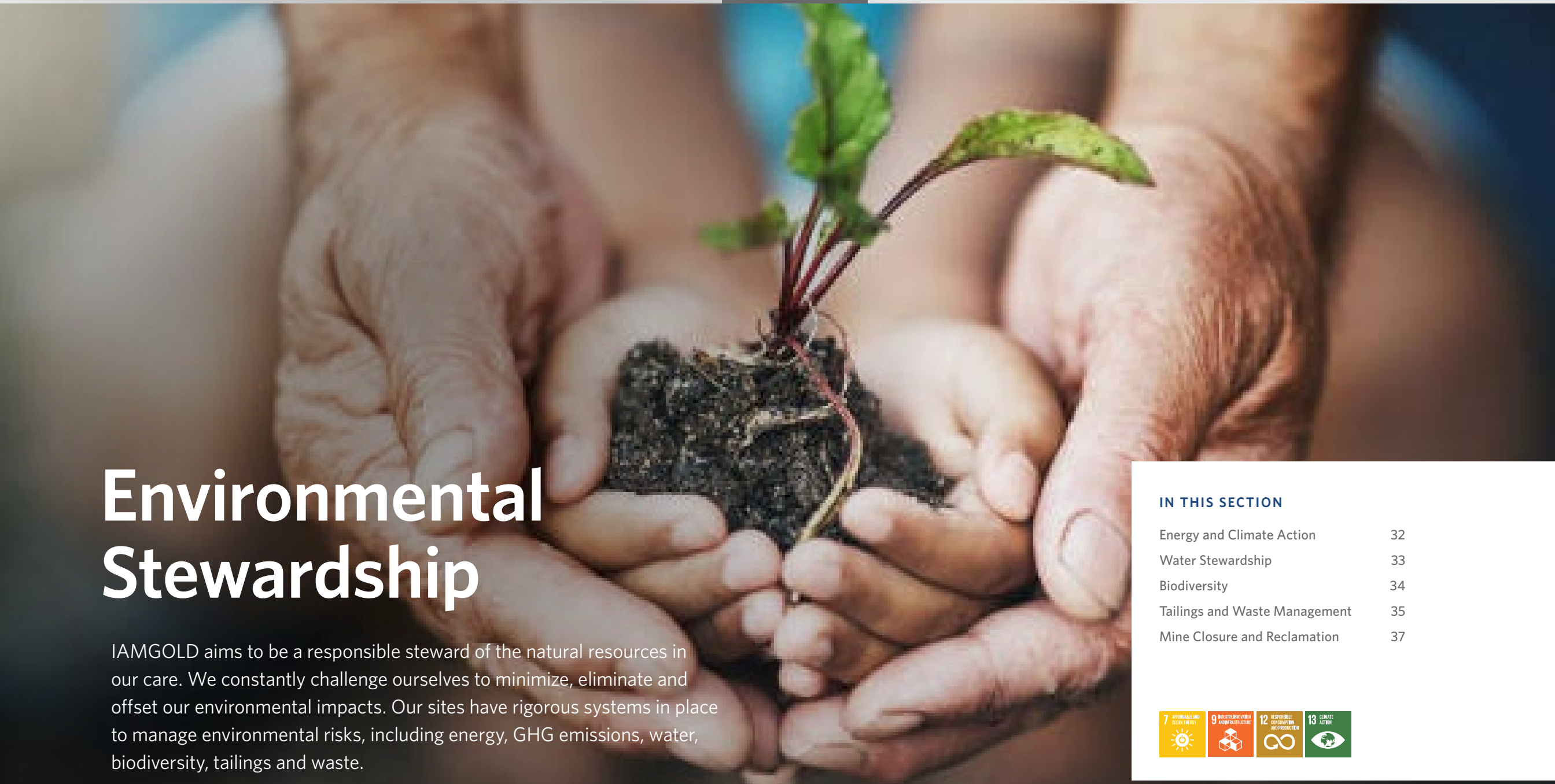
The nature of mining will sometimes require physical (e.g., housing) and economic (e.g., fields) displacement. While we strive to limit displacement wherever possible, when we do resettle people, we seek to leave them in a better set of conditions than before. IAMGOLD's Sustainability Standard requires that a resettlement action plan be developed for each resettlement in line with the International Finance Corporation's Performance Standard 5 – Land Acquisition and Involuntary Resettlement. We use an inclusive, consultative process with stakeholders to plan and implement resettlements, and there are grievance mechanisms in place to ensure any issues identified are resolved in a timely manner. Audits are done post-resettlement to ensure the objectives have been met.

We continued to address issues from a past resettlement at our Essakane site in Burkina Faso. 1,051 out of the 2,139 houses constructed during the resettlement of the Essakane, Marganta, Bounia, Tiknawell, Petabarabe Seno and Petabarabe Oudalan villages have seen deterioration of walls and roofs (e.g., cracks) due to a differential settlement of the soil caused by lack of foundations. Essakane established an agreement through its Resettlement Action Committee with the relevant stakeholders to address the issue and a demolition and reconstruction program is underway that will be completed in 2023 at an estimated cost of \$35 million (\$8.4 million for 2021, \$12.7 million for 2022 and \$13.6 million for 2023).

In Senegal, at our Boto project, the Kouliminde resettlement programme made major progress in 2021. The process of inventory and survey of project-affected people (PAPs) has been fully completed. The main agreements reached during the negotiation forum meetings have made it possible to obtain the approval from local authorities and PAPs on the Resettlement Action Plan (RAP); implementation will commence in 2022. In addition, the PAPs along the road were paid in full, thus freeing up the right-of-way for the construction of the road. The project is expected to result in the total physical and/or economic displacement of 164 households and 1,340 persons distributed as follows:

- Physical and economic displacement of 43 households with a total of 283 residents from the hamlet of Kouliminde
- Economic displacement of 24 households with a total of 234 residents residing in the village of Guemedji
- Economic displacement of 97 households with a total of 823 residents residing along the road to the town of Saraya.





# Environmental Stewardship

IAMGOLD aims to be a responsible steward of the natural resources in our care. We constantly challenge ourselves to minimize, eliminate and offset our environmental impacts. Our sites have rigorous systems in place to manage environmental risks, including energy, GHG emissions, water, biodiversity, tailings and waste.

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## Energy and Climate Action

In line with IAMGOLD's Zero Harm commitment, it was essential that we took action to ensure that not only are we safeguarding the future of our operations but also the communities where we operate. As a company, it is our view to combat climate change, it is not enough to become a carbon neutral company 30 years from now, decisive steps need to be taken immediately. Reversing the effects of climate change does not mean stabilizing emissions, it demands that the total volume of greenhouse gases going into the atmosphere and the world's oceans year over year is reduced significantly. The world is losing habitat at an unsustainable pace; the mining industry must do its part to be a driver of habitat creation.

IAMGOLD's **Energy and Greenhouse Gases Emissions Management Standard**, aligned with the TSM Energy & GHG Emissions Management Protocol, outlines our key energy management objectives: continuously improve our energy performance; reduce our emissions of greenhouse gases and resulting impacts on the environment; and support the introduction of clean and renewable energy. IAMGOLD adheres to national and provincial regulations on air emissions.

One of the company's goals is to increase the number of sites with renewable sources of energy as well as the proportion of renewable energy used to meet the company's total energy requirements. IAMGOLD's commitment to implementing solar energy is represented by the 15 MW solar plant at our Essakane Mine in Burkina Faso that was commissioned in 2018, a solar plant at the Rosebel Mine, and plans for a solar plant at Boto. Since its commissioning in 2018, the Essakane solar plant has saved the site from emitting 18,500 tonnes of CO<sub>2</sub> and purchasing 6 million litres of fuel annually.

SCOPE (in metric tonnes of CO <sub>2</sub> equivalent)	ESSAKANE	ROSEBEL	WESTWOOD	TOTAL
1	384,522.88	201,011.64	11,024.51	596,549.03
2	350.45	0.00	161.68	512.13
3	313,249	215,595	39,121	334,769

IAMGOLD **announced** in September 2021 comprehensive action to combat climate change – a commitment to achieve net negative GHG emissions by no later than 2050. Absolute reductions form a critical part of IAMGOLD's strategy to actively combat climate change, with investments in nature-based carbon offset projects supporting greenhouse gas removals. IAMGOLD is committed to advancing initiatives in reductions and removals in parallel.

This commitment comprises of two separate global targets:

- 1) Reductions in Scope 1 (direct) and Scope 2 (indirect- energy) GHG emissions. IAMGOLD committed to reducing its emissions profile to as close to zero as possible by no later than 2050. Initial work is focusing on defining specific options to address the Company's largest sources of emissions: heavy and light vehicle fleets and power generation and supply IAMGOLD's commitments will be updated in 2025 to

incorporate targets for our Scope 3 (indirect-value chain) emissions.

- 2) GHG removals. Reversing the effects of climate change requires not only that emissions be reduced, but that substantial amounts of existing GHG also be removed from the atmosphere. As part of this target, IAMGOLD has committed to achieve net positive biodiversity, wherein the Company will create more habitat than it disturbs. IAMGOLD plans to achieve this global target through investments in nature-based solutions that further biodiversity objectives and act as carbon sinks. Investment opportunities will be pursued at the Company's operating sites, as well as regionally and globally, to ensure the maximum possible benefit for every dollar invested.

Currently, IAMGOLD is in the process of completing an initial GHG emissions roadmap for 2022 with interim objectives as well as biodiversity baseline study at our sites. By end of 2022, IAMGOLD will publish a detailed roadmap on achieving net negative GHG emissions and net positive biodiversity by 2050 as well as interim objectives. IAMGOLD will also publish its inaugural TCFD report.

[View past and present MAC TSM performance here](#)



## Water Stewardship

Water is a key resource for the gold extraction process and is a shared resource with our host communities. IAMGOLD is committed to being a responsible water steward as it recognizes the importance of environmentally sustainable and socially equitable water use: we are dedicated to ensuring access to clean water for all users now and for the future.

Our water management objectives include compliance with applicable regulatory requirements, efficiently managing water resources, and recycling and reusing water for mineral processing where possible. We track our water use and management at IAMGOLD-managed operations and advanced exploration sites. Water use at exploration and closed sites is not considered significant as there are no active production or mineral processing activities.

All of our mines and development sites have a formal approach to water management. Westwood, Boto and Côte sites have water balance studies in place; these are under development at Essakane and Rosebel. Our Essakane and Rosebel mines have objectives and targets in place to address water risks and opportunities, and at all three operating mines, water monitoring data is regularly reviewed and results are incorporated into long-term site planning and closure plans. Water management plans at each site address all aspects of water quality and quantity related to our operations, including closure planning, reclamation, tailings management, discharged water, potable water and groundwater. IAMGOLD's operations are designed to limit water withdrawal, minimize our impact on waterways and to employ efficient water management and water conservation practices. Our Essakane site in Burkina Faso is located in a region with high water stress<sup>1</sup> and does not discharge any processed water into the environment. Both Rosebel and Westwood are located in regions with low water stress.

Water quality and quantity is regularly monitored, including water treated and discharged, with testing conducted by on-site and third-party laboratories to confirm conformance with national regulations and parameters. In addition to ensuring we meet any relevant national standards, effluent discharge at Rosebel meets the end-of-pipe discharge limits, which are based upon the World Bank and International Finance Corporation Environmental, Health and Safety Guidelines' limits for the discharge of process waste water to surface water.

[View past and present MAC TSM performance here](#)

As a MAC member, IAMGOLD annually self-assesses against the TSM Water Stewardship Protocol and reports on its performance. IAMGOLD is in the process of implementing an action plan to ensure all sites can achieve a level A in the TSM water stewardship protocol.

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, including any related to water issues. A formal grievance mechanism is also in place for dealing with complaints and concerns of external stakeholders.

	ROSEBEL	ESSAKANE	WESTWOOD	BOTO	CÔTÉ	TOTAL
<b>Total water withdrawal</b>	<b>20,122.8</b>	<b>8,666.7</b>	<b>5,059.6</b>	<b>43.8</b>	<b>7,073.2</b>	<b>40,966.1</b>
<b>Total water discharged</b>	<b>3,330.5</b>	<b>0</b>	<b>3,117.2</b>	<b>0</b>	<b>0</b>	<b>6,447.7</b>
<b>Water Consumption (total water withdrawal – total water discharged)</b>	<b>16,792.3</b>	<b>8,666.7</b>	<b>1,942.4</b>	<b>43.8</b>	<b>7,073.2</b>	<b>34,518.4</b>



[1] Water stress rating is from the World Resources Institute's [Aqueduct Water Risk Atlas](#).

## Biodiversity



IAMGOLD recognizes that protecting biodiversity and sustaining healthy ecosystems are fundamental for the responsible environmental management of our mining projects. We are committed to integrating biodiversity management and conservation at all stages of our activities, using the necessary resources and skills to minimize impacts on biodiversity from our activities while ensuring the restoration of disrupted ecosystem functions. IAMGOLD is committed to restricting mining activities in World Heritage sites.

We track and manage our biodiversity aspects related to IAMGOLD-managed operations and advanced exploration sites. Biodiversity aspects of closed legacy sites and joint venture projects where IAMGOLD is not the operator are not included in this report.

Biodiversity baseline studies are conducted for development projects as part of environment and social impact assessments, which are guided by the IFC Performance Standards. Impacts to aquatic and terrestrial species and measures to avoid or reduce impacts are considered early in the project-planning process and included in site management plans. Recent environmental assessment (EA) reports, such as the EA report for Côté, are available on our website for review ([www.iamgold.com/cotegold](http://www.iamgold.com/cotegold)). Environmental effects monitoring studies are conducted throughout mining operations. Biodiversity considerations are taken into account during mine closure planning and reclamation activities.

Our Rosebel and Essakane operations have significant impacts on biodiversity; Westwood does not operate in an area of high biodiversity value or have significant biodiversity impacts. Impacts include habitat loss, fragmentation, conversion and degradation resulting in flora and fauna disturbance and displacement; increased human activity (operating machinery, noise and light); and increased hunting pressure from increased human access and population influx.

Rosebel is located within five kilometres of a nature reserve. The ecosystem found on and near Rosebel 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. Wildlife surveys have been conducted every few years. The surveys confirmed that the area harbours good populations of several species that are internationally considered as vulnerable or near-threatened. A 2017 survey concluded that populations of the jaguar, armadillos, tayra and collared peccaries seem to be decreasing in numbers; however, survey data also confirmed that Rosebel concessions have richer mammal fauna compared to nearby nature reserves. Rosebel conducts surveys whenever significant projects are planned, including for the three tailings storage facilities and at the Saramacca satellite mine. Discussions were held with several stakeholders on design and deployment of monkey ladders along the Saramacca concession haul road. In 2020, external experts drafted a Biodiversity Management Plan for the Saramacca satellite mine.

Essakane 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 important for migratory birds. The Mare d'oursi wetlands are located 67 kilometres from site. 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 important habitats for migrating birds, mammals and reptiles. There are several vulnerable species present on Essakane concessions: see GRI Report for details. Essakane has a biodiversity management plan in place. Inventories of impacted species are undertaken regularly by external experts, to track our rates of success in mitigating our impacts.

IAMGOLD is undertaking a comprehensive biodiversity baseline study that will outline our action plan on achieving net positive biodiversity by 2050.

[View past and present MAC TSM performance here](#)



## Tailings and Waste Management

The improper disposal of waste can lead to significant adverse impacts. An accidental spill or release can be hazardous to our employees and other stakeholders, and can contaminate the environment if not responded to in a quick and effective manner. Waste management includes waste rock, tailings and other waste streams (hazardous and non-hazardous waste). The process of extraction and refinement of ore are the main sources of waste. 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. Our goal is to comply with applicable regulatory requirements and to ensure waste streams are handled, stored and transported appropriately to prevent accidental release to the surrounding environment. In case of a spill, we have spill response procedures to respond appropriately and minimize impacts to the receiving environment.

Our reporting on tailings and waste management covers our three operating sites. Effluents and waste from joint venture projects where IAMGOLD is not the operator are not included.

Our Sustainability Standard outlines the minimum requirements for waste management, and is complemented by our Tailings Management Standard, which requires consultations with communities of interest to take into account their concerns relating to tailings facility management. Standard operating procedures are developed and maintained for processes such as management of hazardous waste at our operating sites. Emergency response and preparedness plans are in place at each of our operations to address risks including spill response and are regularly tested.

We locate, design, construct, operate and close tailings facilities in compliance with the MAC TSM Tailings Protocol and the MAC Tailings Guide, with tailings management systems including operation, maintenance and surveillance manuals in place at each operation. We ensure that all structures are stable, and all solids and water are managed within their designated areas. Deposition plans are required for waste rock and tailings, and water and sediment quality monitoring is routinely conducted.

As a MAC member, IAMGOLD annually self-assesses against the TSM Tailings Management Protocol and reports on its performance. IAMGOLD is in the process of implementing an action plan to ensure all sites can achieve a level A in the TSM Tailings Management protocol.

At least once a year, inspections are conducted to test the physical stability, tailings, water management and performance of each storage facility, with the results reviewed at the executive level and reported to the Board of Directors. The Senior Vice President of Operations & Projects is the lead executive responsible for overseeing tailings management within the company. IAMGOLD is planning to implement independent tailings review boards for each of our operating sites. All of our tailings storage facilities (TSF) in our Essakane mine and Rosebel mine are rated as high risk based on the Canadian Dam Safety Guidelines. Our Westwood mine TSF is considered significant risk. View details about our tailings facilities [here](#).

There is acid rock drainage (ARD) present at all operations. At Essakane, there is insignificant ARD, and ongoing waste rock and closure plans manage the risk. At Westwood, there is significant ARD that is actively managed through the site water management plans. At Rosebel, there is limited ARD, largely in one open pit. Ongoing mine planning takes into consideration the risks and develops plans based on ensuring adherence to IFC water quality standards.

Waste management plans are in place at each operation for hazardous and non-hazardous wastes. At Rosebel, biodegradable packaging materials were introduced to the camp in late 2019 to reduce waste. Waste reduction at Essakane is driven by choice of materials, inventory management, reducing packaging and raising awareness in the workforce. Monitoring is in place to track the amount of waste generated and processed on-site and off-site. Contractors who manage waste have contractual requirements to ensure proper environmental management practices are in place, and annual audits are conducted at several waste contractors to ensure compliance. Hazardous waste is incinerated and recyclable waste is processed by contractors.

[View past and present MAC TSM performance here](#)



## Tailings and Waste Management (cont'd)

	TSF				
	ROSEBEL GOLD MINES N.V	IAMGOLD ESSAKANE SA	IAMGOLD WESTWOOD GOLD MINE/DOYON	YVAN VEZINA	SOLBEC
Status	Active	Active	Active	Closed	Closed
Year of construction	2003	2010	1982	1983	1994
Is the dam currently operated or closed as per currently approved design?	Yes	Yes	Yes	Yes	Yes
Raise Type	Centreline	Initially centerline starter dam. Now raised with downstream rockfill dam built on tailings upstream of starter dam.	Centreline	Closed site	Closed site
Current Maximum Height (m)	58	25	18	10	11
Current Tailings Storage Impoundment Volume(m3)	116,200,000	77,000,000	10,945,990	2,500,000	2,500,000
Planned Tailings Storage Impoundment Volume in 5 years time (m3)	159,000,000	106,000,000	23,212,163	Unknown	Unknown
Most recent Independent Expert Review	2018	2019	2015	2018	2017
Do you have full and complete relevant engineering records including design, construction, operation, maintenance and/or closure.	Yes	Yes	Yes	No	No
Hazard categorization of facility	High risk	High risk	Significant risk	N/A – considered stable landforms	Class C, failure consequence category of moderate
What guideline do you follow for the classification system?	Canadian Dam Association Guidelines	Canadian Dam Association Guidelines	Canadian Dam Association Guidelines	Quebec Dam Safety Act	Quebec Dam Safety Act
Has this facility, at any point in its history, failed to be confirmed or certified as stable, or experienced notable stability concerns?	No	No	No	No	No
Do you have internal/in house engineering specialist oversight of this facility? Or do you have external engineering support for this purpose?	Internal & External	Internal & External	Internal & External	Internal & External	Internal & External
Is there a closure plan in place for this dam?	Yes	Yes	Yes	Yes	Yes
Does it include long term monitoring?	Yes	Yes	Yes	Yes	Yes

## Mine Closure and Reclamation

Mining deposits are finite and active operations will ultimately come to an end. IAMGOLD is committed to responsible mine closure. The goals of planning for mine closure are to comply with regulatory requirements, ensure consideration of environmental, social and financial aspects, and implement ongoing reclamation activities.

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 five years for operating sites or as management requires and each site must have a closure implementation plan in place three years prior to site closure. 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. All of our operating sites have closure plans, with Essakane and Rosebel having updated their plans in 2018 and Westwood in 2021. Site asset retirement obligations, based on closure planning budgets, are updated quarterly and annually, and are audited by a third party on an annual basis. Where required by law, IAMGOLD has funds reserved for closure plan implementation.

Upon closure, some mining components will remain and may permanently alter the pre-existing landforms. These are primarily the tailings management facilities, waste 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.

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. IAMGOLD is developing a Closure Standard that outlines detailed requirements for all aspects of mine closure planning and implementation, throughout the phases of mine life.

As a member of MAC, IAMGOLD has endorsed the TSM Mine Closure Framework.





## Cautionary Statement regarding Forward-Looking Information

This report contains “forward-looking information” within the meaning of applicable securities legislation in Canada and the United States. All statements, other than statements of historical fact, are forward-looking statements. Forward-looking statements are characterized by words such as “plan”, “expect”, “budget”, “target”, “project”, “intend”, “believe”, “anticipate”, “estimate” and other similar words or negative versions thereof, or statements that certain events or conditions “may”, “will”, “should”, “would” or “could” occur. Such statements include, without limitation, those with respect to the company’s forward-looking guidance, including metal production, estimated ore grades, recovery rates, project timelines, drilling results, life of mine estimates, total cash costs per ounce, all-in sustaining costs per ounce, other expenses, cash flows and free cash flow; the methods by which ore will be extracted or processed; the anticipated timing of events with respect to the company’s mine sites; the impact of the ongoing COVID-19 pandemic on the company’s employees, operations and overall business; statements concerning recovery rates, mill throughput, optimization and projected exploration, including costs and other estimates upon which such projections are based; statements regarding timing and amounts of capital expenditures, other expenditures and other cash needs, and expectations as to the funding thereof; estimates of future mineral reserves, mineral resources, mineral production and sales; the projected development of certain ore deposits, including estimates of exploration, development and production and other capital costs and estimates of the

timing of such exploration, development and production or decisions with respect to such exploration, development and production; estimates of mineral reserves and mineral resources and the effect of drill results on future mineral reserves and mineral resources; statements regarding the company’s ability to obtain the necessary permits and authorizations in connection with its proposed or current exploration, development and mining operations and the anticipated timing thereof; statements regarding anticipated future exploration; the estimated timing and conclusions of technical studies and evaluations; future dividend amounts and payment dates; statements regarding anticipated trends with respect to the company’s operations, exploration and the funding thereof; and statements regarding the company’s plans in the areas of the environment, sustainability and governance.

Forward-looking statements are based on the opinions, assumptions and estimates of management considered reasonable at the date the statements are made, and are inherently subject to a variety of risks and uncertainties and other known and unknown factors that could cause actual events or results to differ materially from those projected in the forward-looking statements. These factors include the ability of the company to meet expectations in connection with the production and exploration, development and expansion plans at its projects; fluctuations in the spot and forward price of gold or certain other commodities required by the company to operate its business; changes in national and local government legislation, taxation,

controls or regulations and/or change in the administration of laws, policies and practices, and the impact of general business and economic conditions; global liquidity and credit availability on the timing of cash flows and the values of assets and liabilities based on projected future conditions; currency exchange rates; the impact of inflation; possible variations in ore grade or recovery rates; changes in accounting policies; changes in mineral resources and mineral reserves; risks related to asset dispositions; risks related to metal purchase agreements; risks related to acquisitions; changes in project parameters as plans continue to be refined; changes in project development, construction, production and commissioning time frames; risks associated with infectious diseases, including COVID-19; unanticipated costs and expenses; higher prices for fuel, steel, power, labour and other consumables contributing to higher costs and general risks of the mining industry; failure of equipment or processes to operate as anticipated; unexpected changes in mine life; unanticipated results of future studies; seasonality and unanticipated weather changes; costs and timing of the development of new deposits; success of exploration activities; permitting timelines; risks related to relying on local advisors and consultants in foreign jurisdictions; environmental risks; unanticipated reclamation expenses; risks relating to joint venture operations, title disputes or claims; limitations on insurance coverage; timing and possible outcome of pending and outstanding litigation and labour disputes; risks related to enforcing legal rights in foreign jurisdictions, as well as those risk factors discussed or referred to herein

and in the company’s current Annual Information Form filed with securities regulatory authorities in Canada and available at [www.sedar.com](http://www.sedar.com), and the company’s Annual Report on Form 40-F filed with the United States Securities and Exchange Commission.

Although the company has attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in forward-looking statements, there may be other factors that cause actions, events or results not to be anticipated, estimated or intended. There can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements.

The company undertakes no obligation to update forward-looking statements if circumstances or management’s estimates, assumptions or opinions should change, except as required by applicable law. Readers are cautioned not to place undue reliance on forward-looking statements.

The forward-looking information contained in this report is presented for the purpose of assisting investors in understanding the company’s expected financial and operational performance and results as at and for the dates presented and may not be appropriate for other purposes.

## External Verification of Emissions Data

Verification Report  
IAMGOLD  
2021 Corporate Greenhouse Gas Statement

### Statement of Verification

IAMGOLD  
401 Bay Street, Suite 3200  
Toronto, Ontario M5H 2Y4

June 6, 2022

#### Introduction

IAMGOLD (the "Responsible Party") engaged Brightspot Climate Inc. (Brightspot Climate) to review its greenhouse gas (GHG) inventory for the 2021 Corporate Inventory (the "Corporate Inventory").

The Responsible Party's "GHG Statement" is comprised of the GHG Emissions Report and supporting documentation. The GHG Statement covers the reporting period January 1 through December 31, 2021 and states a total GHG emissions inventory as follows, all values reported in metric tonnes:

<b>Scope 1:</b>	596,549.03 tonnes CO <sub>2</sub> e
<b>Scope 2:</b>	512.13 tonnes CO <sub>2</sub> e
<b>Total Inventory:</b>	597,061.16 tonnes CO <sub>2</sub> e

The GHG Statement is based on historical GHG information.

The Responsible Party is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria. Our responsibility as the verifier is to express an opinion on the GHG statement based on the verification.

#### Scope

We completed our review in accordance with the ISO 14064 Part 3: *Greenhouse Gases: Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements* (ISO, 2019). As such, we planned and performed our work in order to provide positive, but not absolute assurance with respect to the GHG Assertion. Scope 1 and 2 emissions were verified at a limited level of assurance.

The verification procedures that were performed through the course of the verification were developed based on the results of a risk assessment that was completed during the verification planning stage. These verification procedures are described in the Verification Plan. Certain verification procedures included data sampling. The sampling type, sample size and the justification for the planned sampling type and size are detailed in a Sampling Plan, which is included in the Verification Plan.



Verification Report  
IAMGOLD  
2021 Corporate Greenhouse Gas Statement

### Conclusion and Verification Opinion

I believe our work provides a reasonable basis for my conclusion. There are five unresolved immaterial discrepancies remaining in the GHG Statement, which are detailed in the Verification Report. The aggregate of the immaterial discrepancies does not exceed the materiality threshold.

Based on the processes and procedures conducted through the verification, nothing has come to the attention of the verifier that would lead to the belief that the GHG assertion is not a fair representation of the GHG data and information.

### Authentication

