



2020 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 President & CEO, Gordon Stothart, as well as the 2020–2021 Targets and Achievements.

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A Message from Our President & CEO

Few years in our company’s history have delivered as many challenges as 2020. I had only recently assumed the responsibilities of President & CEO of IAMGOLD when COVID-19 arrived on Canadian shores in March of 2020. Not long after that, our operations in Quebec, Suriname and Burkina Faso, as well as our exploration and development projects, were impacted as the virus spread globally. The pressure placed upon our people by COVID-19 as well as our host communities was staggering.

Gord Stothart
President and Chief Executive Officer

Incredible efforts were made across all levels of the company to keep our operations running in spite of the many adjustments and limitations that became mandatory to minimize the risk of transmission of COVID-19. With a commitment of US\$1.5 million, we supported our host countries and communities through in-kind donations and monetary support, including bolstering food security, donating medical equipment and PPE and boosting COVID-19 aid funds. In 2021, IAMGOLD invested a further \$250,000 in UNICEF to support safe, fast and equitable access to vaccines, tests and treatments across West and Central Africa.

In addition to COVID-19-related challenges, we experienced a seismic event at Westwood in late 2020 that extended the shutdown of underground operations into 2021. Despite these significant disruptions, IAMGOLD managed to advance several major initiatives in 2020, including a construction decision on our flagship Côté Gold Project in July. This joint venture with our partner, Sumitomo Metal Mining Co., Ltd., represents the largest investment in the company’s history. Construction is expected to extend over 30 months and the project is expected to enter commercial production in 2023. Development work also continued on the Saramacca satellite pit of our Rosebel Mine in Suriname following the signing of a joint venture agreement with Staatsolie Maatschappij Suriname N.V., the national oil company in Suriname.

Additional leadership changes at IAMGOLD were made during 2020. After nearly 10 years with the company as Executive Vice President and Chief Financial Officer, Carol Banducci announced her retirement, which became effective March 31, 2021. Daniella Dimitrov joined the company as Senior Vice President and Chief Financial Officer in April 2021. Jeff Snow also retired as Senior Vice President, General Counsel and Corporate Development, in September of 2020. Tim Bradburn assumed the position of Senior Vice President, General Counsel, in late 2020. We are proud to welcome Daniella and Tim as members of the executive leadership team and look forward to their contributions in advancing the company’s commitment to Zero Harm. The company also welcomed two new female directors to our board in 2020: Anne Marie Toutant and Deborah Starkman.

Despite challenges posed by the global pandemic, our sites managed to maintain active operations through much of the year and achieved extraordinary results in terms of health and safety. IAMGOLD reported no fatalities in 2020. We also performed well on key lagging indicators, with a total recordable injury frequency rate (TRIFR) of 0.67 (29% under our target of 0.94) and days away restricted or transferred duty frequency rate (DARTFR) of 0.46 (19% under our target of 0.57).

A Message from Our President & CEO (cont'd)

As noted in last year’s annual report, the company advanced work on an energy and emissions strategy starting in late 2020 and into early 2021. We recognize the moral imperative that climate change represents. IAMGOLD announced high-level targets for the strategy in late 2021, with more detailed disclosures on annual action plans, priorities and emissions data in the years to follow. It is our sincere belief that the climate crisis is, in fact, several crises. All require immediate action to reduce emissions and immediate investment to reinforce our global stock of productive habitats that are depleting at a frightening pace. Our strategy will tackle both of those crises head on.

I am inspired by the commitment of our organization to advance work on this strategy and other core initiatives within the sustainability portfolio through a well-structured governance framework. At the management level, the Environmental, Social and Governance (ESG) Working Group oversees all aspects of our company’s sustainability program. The ESG Working Group is composed of senior executive leaders from Operations and our Health, Safety and Sustainability (HSS) department, and includes other relevant subject matter experts. We expect this group will continue to advance important initiatives that support governance and performance reporting relating to ESG matters. We recognize that increasingly, the emphasis from ESG reviewers and investors is shifting towards measuring the effectiveness of our sustainability program in the areas where we operate. More and more, the long-term trend is focused on the objective reporting of standardized metrics. This ensures companies like ours maintain a high degree of transparency with respect to our operations. We intend to fully embrace that trend.

Other key initiatives that we continued to develop throughout 2020 specifically related to diversity, equity and inclusion (DEI). The company committed to sponsor the **Artemis Project** in 2021, which promotes women-owned businesses in securing contracting opportunities relating to mining and various ancillary services.

Beyond our core programming on sustainability, IAMGOLD has always prioritized key partnerships in legacy projects that align with our core values. I am thrilled that early in 2021, we were able to announce a partnership with Masai Ujiri’s

Giants of Africa (GOA) organization to encourage the development of leadership and 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 funding to construct and rehabilitate basketball facilities in each country and support intensive in-country basketball camps. Through this strategic partnership, GOA and IAMGOLD hold a shared belief that Africa’s vibrant youth possibilities are endless if they are given the tools to be inspired and visualize opportunities for their future. We are also very pleased to have continued advancing discussions with potential donors on a Phase 2 for the Triangle d’eau project in Burkina Faso near our Essakane mine.

I would be remiss if I did not acknowledge again the extraordinary challenges that our people and our host communities have faced during the COVID-19 pandemic. Even in the face of this adversity, we have achieved extraordinary things that I am tremendously proud of, and of which our people should be proud. But it has come at a cost. Our leadership is keenly aware that many of us have faced heavy burdens as the pandemic raged on while normal business continued. We have drawn down on our human capital – we understand this. Our executive leadership is keenly focused on working with our people to rebuild that capital wherever we can, just as our community and stakeholder relations groups are focused on working with our host communities to do the same. Part of that rebuilding will include a return to our core values of Zero Harm; 2022 will mark 15 years since its adoption. To commemorate the 15th anniversary, IAMGOLD will be issuing an updated Zero Harm vision to renew our commitment to our core values, to our people, to our host communities and to each and every one of you.

Thank you,

Gord Stothart
President and Chief Executive Officer



Zero Harm and Safety

Zero Harm is our commitment to continually strive to reach the highest standards in human health, minimize our impact on the environment, and work co-operatively with our host communities.

Our main focus will always be safety and ensuring all of our employees go home safe.

Targets & Achievements

Achieved Partially Achieved

| 2020 TARGETS | AT-A-GLANCE | STATUS |
|--|-------------|--|
| <p>Develop and implement a socio-economic management and monitoring plan in collaboration with Mattagami and Flying Post First Nations to monitor and mitigate the impact of the mine on neighbouring communities.</p> <p>Our operations are designed with our commitment to responsible operating practices and compliance with legal requirements in mind. Responsible productions means striving to reach the highest standards in human health and safety, minimizing the impact on the environment and working cooperatively with our host communities.</p> | | <p>In 2020, IAMGOLD worked to finalize a socio-economic management and monitoring plan with Mattagami First Nation and Flying Post First Nation as well as a plan with Gogama, the closest community to Côté Gold. We worked collaboratively with the communities to establish which social and economic conditions should be managed and monitored during mine construction, operations and closure. Through this joint monitoring approach we can identify opportunities to manage changes and strengthen positive effects. Implementation of monitoring activities began in the first quarter of 2021. An updated socio-economic study was undertaken in the first half of 2021 to establish current baseline conditions for Mattagami First Nation and Flying Post First Nation.</p> |
| <p>Develop a strategic policy plan and monitor implementation of the Rosebel Community Fund.</p> <p>IAMGOLD is committed to respecting the natural environment and building strong community partnerships. Zero Harm is both a goal and a journey. Corporate Social Responsibility sentiment in the global mining industry has shifted from Right to Operate to Privilege to Operate in our host communities. From IAMGOLD’s perspective, strong environmental, social and corporate governance practices have always been part of the way we do business. The establishment of the Rosebel Community Fund will ensure consistent funding on community investment initiatives on a year-to-year basis, thereby avoiding uncertainty with annual budgetary reviews.</p> | | <p>Implementation of the Rosebel Community Fund is ongoing. Work is currently underway to define priority areas of investment for Communities of Interest. The Fund has advanced planning for project review, selection and implementation. The fund is also committed to deepening its partnership with the Suriname Environmental Mining Foundation (SEMiF).</p> |

| 2020 TARGETS | AT-A-GLANCE | STATUS |
|--|-------------|---|
| <p>Establish net zero emissions targets by 2030.</p> <p>The fight against climate change ultimately requires our industry to prioritize responsible energy use, improve efficiencies, and explore new options for fuel switching and renewables. IAMGOLD is working at both the global and local level to advance these priorities and to reduce our carbon footprint.</p> | | <p>IAMGOLD announced its commitment to achieve net negative greenhouse gas emissions by no later than 2050. This target comprises two separate global targets:</p> <ol style="list-style-type: none">1. Reductions related to Scope 1 (direct emissions) and Scope 2 (indirect-energy) GHG emissions. Initial work will focus 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-supply chain) emissions.2. GHG removal – IAMGOLD is committing to achieve net positive biodiversity, wherein the company will commit to creating more habitat than it disturbs. IAMGOLD plans to achieve the 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. |
| <p>Implement an environmental compliance system at the Côté Gold project.</p> <p>Our operations are designed with our commitment to responsible operating practices and compliance with legal requirements in mind. Responsible productions means striving to reach the highest standards in human health and safety, minimizing the impact on the environment and working cooperatively with our host communities. IAMGOLD and its partner, Sumitomo, are committed to ensuring that the Côté Gold project fulfils all of its obligations, regulatory or otherwise.</p> | | <p>A system has been selected and it is currently being implemented.</p> |

Targets & Achievements (cont'd)

Achieved
 Partially Achieved

| 2020 TARGETS | AT-A-GLANCE | STATUS |
|--|-------------|--|
| <p>Implement updated Mining Association of Canada's Towards Sustainable Mining Tailings and Water Management protocols across the organization.</p> <p>IAMGOLD will initiate an external review of its tailings management practices to identify gaps in advance of the 2021 external audit on organizational TSM performance.</p> | | <p>IAMGOLD hired a third-party consultant to conduct a gap analysis on the TSM Tailings and Water Management protocols. Sites are currently updating processes and policies to ensure full compliance with both Tailings and Water Management protocols. External verification is underway for 2020 results.</p> |
| <p>Continue implementation of the World Gold Council's Responsible Gold Mining Principles at all our operations.</p> | | <p>IAMGOLD continues to implement the Responsible Gold Mining Principles. A gap analysis has been conducted and Year 2 reporting with assurance is expected to be published in 2023.</p> |
| <p>Continue permitting in support of the Côté Gold project in Ontario.</p> | | <p>Permitting for the Côté Gold project is ongoing. In 2020, IAMGOLD secured key permits to commence construction on the project. We are currently working on securing outstanding approvals needed to begin operations.</p> |

| 2020 TARGETS | AT-A-GLANCE | STATUS |
|---|-------------|--|
| <p>Continue implementation of the Impacts and Benefits Agreement (IBA) with Mattagami First Nation and Flying Post First Nation.</p> <p>The IBA includes amongst other commitments, provisions for employment, training, and contracting along with a framework to support permitting. The IBA represents IAMGOLD's commitment to sustainable development of the Côté Gold project.</p> | | <p>Implementation of the IBA with Mattagami First Nation and Flying Post First Nation is ongoing and will continue throughout the life of the mine. IAMGOLD and the First Nation partners were able to meet throughout the year despite pandemic restrictions, transitioning from in-person to online after the first quarter.</p> |
| <p>Continue negotiations with the Métis Nation of Ontario on a possible project agreement on the Côté Gold project.</p> | | <p>IAMGOLD and the Métis Nation of Ontario signed an IBA with respect to the development and operation of the Côté Gold Joint Venture Project in June 2021. Implementation of the IBA is ongoing.</p> |
| <p>Advance engagement and negotiations with the Pikogan community on Westwood and Fayolle project.</p> | | <p>Negotiations with the Pikogan community are ongoing. The pace of negotiations have accelerated in 2021 with the aim of successfully concluding negotiations by the end of 2021.</p> |

Our 2021 Sustainability Targets

| 2021 TARGETS | UN SDG | STATUS |
|--|--------|---|
| UN SDG 3: Good Health and Well-Being. Ensure healthy lives and promote well-being for all at all ages | | Support regional governments on COVID-19-related priorities |
| UN SDG 9: Industry, Innovation and Infrastructure. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation | | Advance permitting on Côté Gold for outstanding approvals required for operations-phase development and minor approvals required to support ongoing construction activity |
| UN SDG 8: Decent Work and Economic Growth. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | | Advance implementation of the IBA with Mattagami First Nation and Flying Post First Nation on the Côté Gold project |
| UN SDG 10: Reduce Inequalities. Reduced inequality within and among countries and communities | | |
| UN SDG 11: Sustainable Cities and Communities. Making cities and human settlements inclusive, safe, resilient and sustainable | | |
| UN SDG 8: Decent Work and Economic Growth. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | | Finalize negotiations with the Métis Nation of Ontario, Region 3 for an IBA on the Côté Gold project |
| UN SDG 10: Reduce Inequalities. Reduced inequality within and among countries and communities | | |
| UN SDG 11: Sustainable Cities and Communities. Making cities and human settlements inclusive, safe, resilient and sustainable | | |

| 2021 TARGETS | UN SDG | STATUS |
|--|--------|--|
| UN SDG 8: Decent Work and Economic Growth. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | | Advance negotiations with the Abitibiwinni First Nation (Pikogan) for an Impacts and Benefits Agreement on the Westwood mine to support operations and potential satellite projects, such as Fayolle |
| UN SDG 10: Reduce Inequalities. Reduced inequality within and among countries and communities | | |
| UN SDG 11: Sustainable Cities and Communities. Making cities and human settlements inclusive, safe, resilient and sustainable | | |
| UN SDG 3: Good Health and Well-Being. Ensure healthy lives and promote well-being for all at all ages | | Finalize partnership with Giants of Africa on West Africa sports initiatives in Mali, Senegal and Burkina Faso |
| UN SDG 6: Clean Water and Sanitation. Ensure availability and sustainable management of water and sanitation for all | | Advance application for potential 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 |
| UN SDG 7: Affordable and Clean Energy. Ensure access to affordable, reliable, sustainable and modern energy for all | | Finalize energy and emissions strategy to formalize the company's approach to tackling the climate crisis |
| UN SDG 13: Climate Change. Taking urgent action to combat climate change and its impacts | | |
| UN SDG 9: Industry, Innovation and Infrastructure. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation | | Initiate implementation of new Supplier Code of Conduct in coordination with IAMGOLD's global procurement and site procurement teams |

2020 Performance Highlights

OUR PEOPLE

0.67 TRIFR

(total recordable injuries frequency rate), 29% under our target and a 23% improvement over 2019

0.46 DARTFR

(days away, restricted, transferred duty frequency rate), 19% under our target and a 10% improvement over 2019

COMMUNITY ENGAGEMENT

\$1.5 million

contributed to COVID-19 efforts in host communities

~\$1 million

total community investments (sponsorships, donations, partnerships)

\$422 million

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

Completed Phase 1 of public-private partnership with Canadian government, One Drop Foundation, and Cowater Sogema on the Triangle d'eau project to bring potable water to **60,000** people near Essakane in Burkina Faso.

Established the Rosebel Community Fund with initial funding of **\$2.5 million** to support qualifying local projects.

Côté signed an Impact Benefit Agreement (IBA) with First Nations partners at Mattagami First Nation and Flying Post First Nation in April 2020 and with Métis Nation of Ontario in June 2021.

On September 11, 2020, IAMGOLD hosted the official groundbreaking ceremony for Côté. Guests included the Prime Minister of Canada; the Premier of Ontario; federal Members of Parliament Marc Serré and Paul Lefebvre; Members of Provincial Parliament France Gélinas, Michael Mantha, Gilles Bison and Jamie West; Chief Chad Boissoneau from Mattagami First Nation, Chief Murray Ray from Flying Post First Nation, Minister John Yakabuski; Minister Greg Rickford as well as the Mayors of Sudbury and Timmins.



ENVIRONMENTAL STEWARDSHIP

Climate action advanced with the development of IAMGOLD's energy-and-emissions strategy. High-level emission reduction targets will be announced in late 2021.

All necessary environmental approvals and permits to proceed with construction of Côté were received.

Completion of the spatial and seasonal distribution of chimpanzees and other mammals survey on the Boto mining concession.

ZERO

environmental incidents, fines or sanctions

2020 Performance Highlights (cont'd)

ESG LEADERSHIP

IAMGOLD placed 44th across all corporate sectors and 8th out of 122 companies in the mining sector on the Corporate Knights Best 50 list, which recognizes leading Canadian corporate citizens.

For the second consecutive year, IAMGOLD was included in the Bloomberg Gender-Equality Index (2020 GEI) and recognized among 380 global companies that foster a more inclusive and equitable workplace. IAMGOLD was also included in the 2021 Bloomberg Gender Equality Index.

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

IAMGOLD adopted new governance guidelines to reflect evolving best practices for board renewal: the average board tenure should not exceed 10 years; no director should chair a standing committee of the board for more than 10 years; and no director should be the board chair for more than 10 years.

IAMGOLD is listed on the Jantzi Social Index (JSI), a socially screened, market-capitalization-weighted common-stock index modelled on the S&P/TSX 60. It consists of companies that pass a set of broadly based environmental, social and governance (ESG) rating criteria.

ECONOMIC VALUE CREATED

IAMGOLD generates significant economic and social benefits for our workers and host communities in the countries where we operate, through taxes, royalties and fees paid to governments, and direct investments in communities. In 2020, our payments to governments totalled US\$127.98 million, approximately \$78.9 million in Burkina Faso, \$45.7 million in Suriname and \$3.4 million to Canada. We annually disclose specific payments made to all governments in Canada and abroad, including taxes and royalties, as per the *Canadian Extractive Sector Transparency Measures Act (ESTMA)*.

| | CANADA | SURINAME | BURKINA FASO | TOTAL |
|----------------------------------|--------|----------|--------------|----------|
| Revenues | 146.20 | 380.50 | 715.00 | 1,241.70 |
| Operating costs | 142.10 | 334.00 | 544.79 | 1,020.20 |
| Employee wages and benefits | 84.60 | 51.20 | 84.80 | 220.60 |
| Payments to providers of capital | 45.53 | N/A | N/A | 45.53 |
| Payments to governments | 3.38 | 45.72 | 78.88 | 127.98 |
| Community investments | 0.18 | 0.73 | 1.74 | 2.65 |

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 14th year that IAMGOLD has publicly reported on the sustainability topics that are most material to our stakeholders and to our business.

The 2020 Sustainability Report presents IAMGOLD’s ESG performance and addresses the issues and impacts related to our activities for the 2020 calendar year. IAMGOLD’s previous report, the 2019 Health, Safety and Sustainability Report, was released in Q3 2020. IAMGOLD reports annually on sustainability.

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. 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 GRI and SASB disclosures covered in this report are outlined in the Disclosure Index, in the Appendices.

IAMGOLD currently does not seek external assurance for its annual Sustainability Report 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.

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 Vice President of Corporate Affairs, Stephen Crozier. Please direct your feedback at www.iamgold.com/contact-us/.

All monetary amounts are expressed in USD unless otherwise indicated.

Restatements of data: The only restatement of data is in the section on Water Stewardship, correcting several data points from IAMGOLD’s 2019 Health, Safety and Sustainability Report.



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.

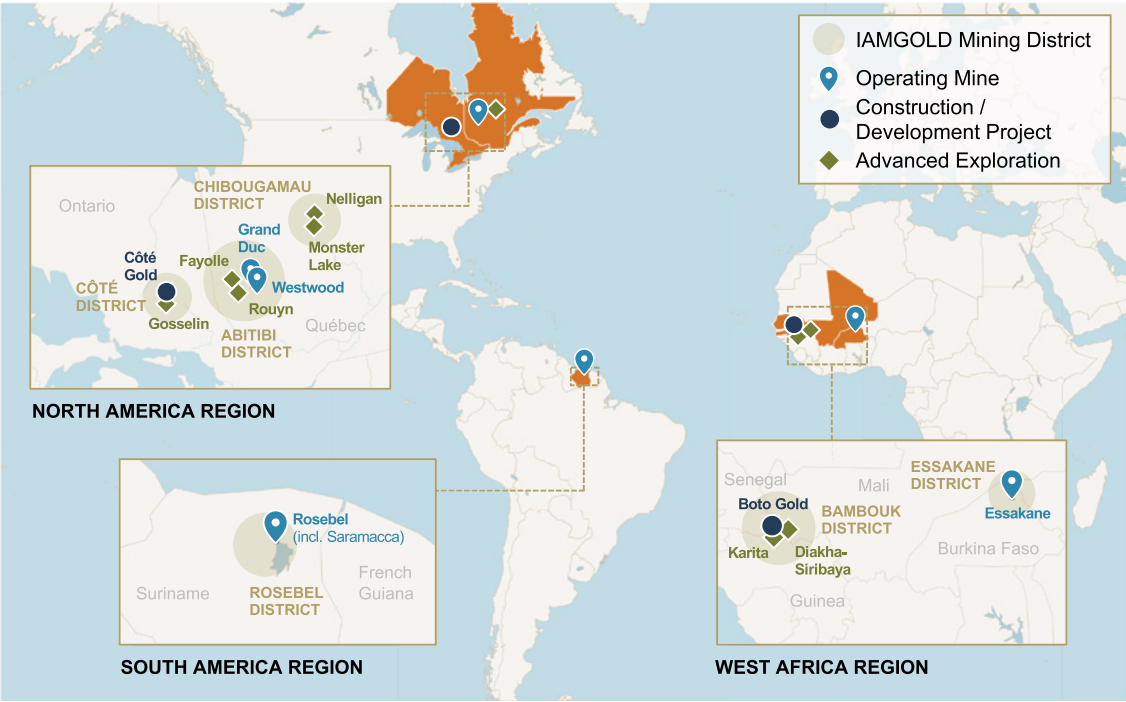
This solid base of strategic assets is complemented by the Boto Gold development project in Senegal, as well as greenfield and brownfield exploration projects in various countries located in the Americas and West Africa.

Our team of approximately 5,000 skilled and dedicated employees proudly help us execute our strategy for profitable growth:

- **Sustainable Mining:** IAMGOLD is committed to maintaining our culture of accountable mining through high standards of environmental, social and governance practices, including our Zero Harm philosophy, in every aspect of our business. Zero Harm is our commitment to continually strive to reach the highest standards in human health, minimize our impact on the environment, and work co-operatively with our host communities.

- **Operational Excellence and Financial Performance:** IAMGOLD maintains a strong liquidity position through our disciplined capital management and focus on operational excellence.
- **Organic Growth:** IAMGOLD's robust development and exploration pipeline supports attractive and profitable long-term growth. We are targeting over one-million ounces of annual production in the coming years.

IAMGOLD is listed on the New York Stock Exchange (NYSE:IAG) and the Toronto Stock Exchange (TSX:IMG). For further information on IAMGOLD's business operations and assets, see the **June 2021 Corporate Factsheet** and other relevant corporate disclosures, on **IAMGOLD's website**.



Corporate Profile (cont’d)

Operations

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

| ESSAKANE, BURKINA FASO (90% OWNERSHIP) | | | | |
|--|--------------------|---|------------------|--|
| Start-up | 2010 | 2020 AISC | \$1,098/oz | |
| Mine Type | Open Pit | P&P Reserves ² | 3.0Moz @ 0.9 g/t | |
| Mine Life | ~2027 ¹ | M&I Resources ² | 3.8Moz @ 0.9 g/t | |
| '20 Production ¹ | 364,000 ounces | <div>1. Heap leach project under assessment.</div> <div>2. On an attributable basis. Resources are inclusive of reserves.</div> | | |

| ROSEBEL, SURINAME (95% RGM 66.5% SARAMACCA*) | | | | |
|--|------------------------------------|--|------------------|--|
| Start-up | 2004 | 2020 AISC | \$1,224/oz | |
| Mine Type | Open Pit | P&P Reserves ² | 4.1Moz @ 1.0 g/t | |
| Mine Life | ~2033, with Saramacca ¹ | M&I Resources ² | 8.6Moz @ 1.0 g/t | |
| '20 Production ¹ | 210,000 ounces | <div>1. Based on 2018 NI 43-101; IAMGOLD expects to provide an updated R&R estimate before year end 2021.</div> <div>2. On an attributable basis. Resources are inclusive of reserves.</div> | | |

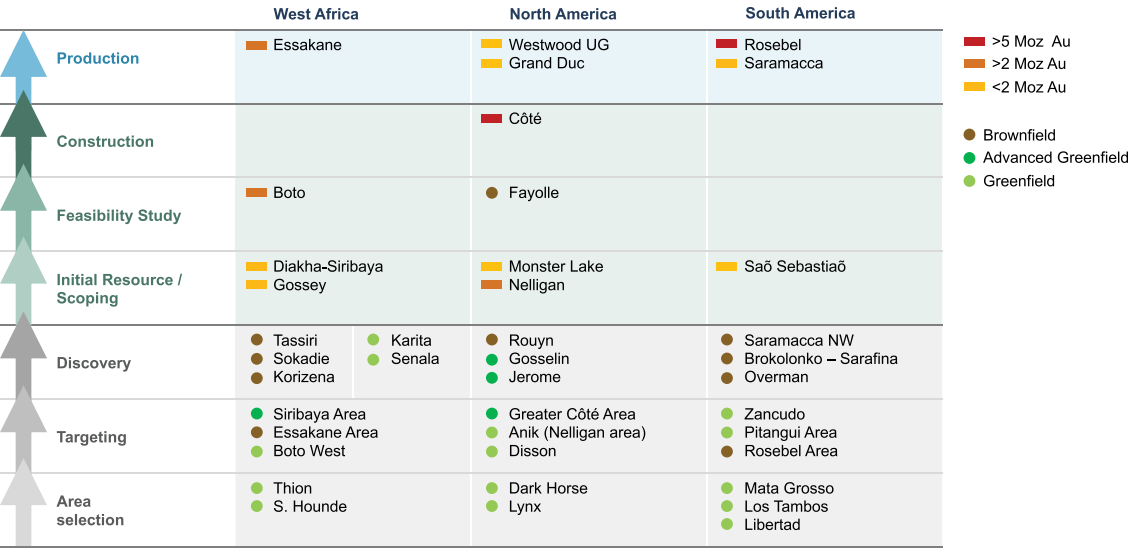
* 70/30 UJV (IAMGOLD / Staatsolie) and 95% Rosebel ownership (70% x 95% = 66.5%)

| WESTWOOD, CANADA (100% OWNERSHIP) | | | | |
|-----------------------------------|------------------------|---------------|------------------|--|
| Start-up | 2014 | 2020 AISC | \$1,286/oz | |
| Mine Type | Underground / Open Pit | P&P Reserves | 0.6Moz @ 4.9 g/t | |
| Mine Life | ~2033* | M&I Resources | 1.6Moz @ 7.0 g/t | |
| '20 Production ¹ | 79,000 ounces | | | |

* Subject to underground mine assessment

Development

Robust Exploration Pipeline



Advancing a robust pipeline of exploration and development projects in some of the world’s most promising resource-concentration areas is central to IAMGOLD’s corporate strategy. In 2020, West Africa and the Americas remained our main focus areas for exploration, and for both greenfield and brownfield developments. Expenditures for exploration totalled \$36.3 million in 2020, a little more than 9% below guidance. This reduction was due to curtailed exploration activity necessitated by the health and safety measures mandated by COVID-19. Despite challenges associated with COVID-19, IAMGOLD is managing a robust exploration portfolio with strong, positive prospects for the future.

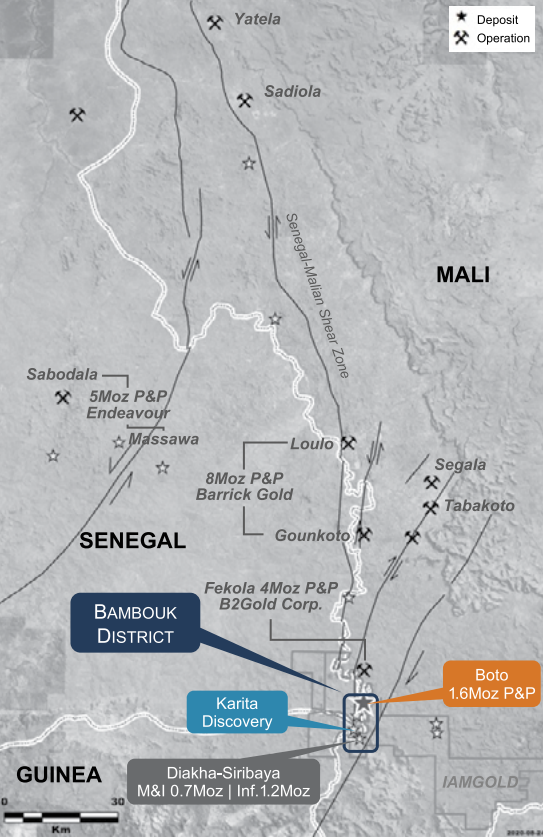
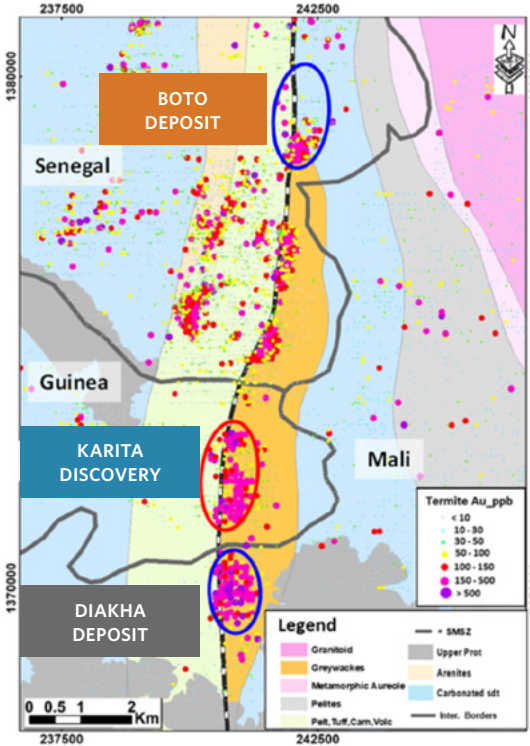
1. On a 100% basis.

Corporate Profile (cont'd)

Bambouk District: Boto – Karita – Diakha-Siribaya

| BOTO GOLD, SENEGAL (90% OWNERSHIP) | |
|---|--|
| 1.6Moz RESERVES ¹ | • Along same trend as B2Gold’s Fekola Mine in Mali |
| | • Mining permit received in 2019 for a period of 20 years ² |
| 2.0Moz M&I RESOURCES ¹ | • 2019 Optimization Study outlines an 11 year mine life producing 160 kozpa of gold in the first 6 years |
| 0.7Moz INFERRED ¹ | • Advancing an early works package in 2021, including establishing permanent access to the site |
| KARITA DISCOVERY, GUINEA (100% OWNERSHIP) | |
| EXPLORATION STAGE | • Located in north-eastern Guinea covering an area of 100 km ² |
| | • Acquired 100% in 2017 as a granted exploration permit |
| | • 2021 delineation drilling program under assessment |
| | • Highlight intercepts: 29m @ 2.96 g/t; 21m @ 9.01 g/t ³ |
| | |
| DIAKHA DEPOSIT, MALI (90% OWNERSHIP) | |
| 0.7Moz INDICATED ¹ | • Located less than 1 km south of Karita across the border of western Mali |
| | • 8 contiguous exploration permits covering 596.5 km ² |
| 1.2Moz INFERRED ¹ | • Hosts an indicated resource of 18.0 Mt grading 1.28 g/t inferred resource of 23.2 Mt grading 1.58 g/t ⁴ |

1. Reserves and resources are on a 100% basis. M&I resources inclusive of reserves.
2. Refer to Optimized Feasibility Study news release dated February 18, 2020.
3. See IAMGOLD news release dated October 2, 2019.
4. On a 100% basis. See IAMGOLD news release dated January 30, 2019.





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 Safety, Environment and Reserves (SER) Committee of the Board of Directors, which oversees Health, Safety and Sustainability (HSS) policies, legal and regulatory compliance, systems and plans, performance and effectiveness.

Two senior executives are responsible for HSS, as well as human resources and security: the Senior Vice President of Corporate Affairs, Health, Safety, and Sustainability & People oversees corporate policies and systems as well as North American HSS, and the Senior Vice President of International Affairs and Sustainability oversees HSS at international operations. The Chief Financial Officer oversees all economics-related issues. Both Senior Vice Presidents and the Chief Financial Officer report to IAMGOLD's CEO, and provide quarterly reports to the SER Committee of the Board.

Social and environmental impact assessments have been completed at 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 Safety, Environment and Reserves 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 bases. 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 2020 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 Standards

IAMGOLD is committed to maintaining a high standard of corporate governance for the proper operation of the business and the effective protection of its interests.

Zero Harm is a driving philosophy that guides all of IAMGOLD’s operations and activities. It’s our commitment to conducting our mining operations responsibly and with accountability. We 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.

Partnering with our employees, communities and host countries to build a healthy, safe, sustainable future is not only the right thing to do, it’s also good business practice.



ANALYST CORNER

Corporate Governance – [IAMGOLD website](#)

Relevant Policies – [HSS website](#)

HSS Policies – [HSS website](#)

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 staff complete annual training and signoff of the Anti-Bribery and Anti-Corruption Policy and the Code of Business Conduct and Ethics.

Our **Code of Business Conduct and Ethics** requires the full commitment of all IAMGOLD employees, businesses, operations and subsidiaries. It is our collective pledge to conduct business in accordance with all applicable laws, rules and regulations, and the highest ethical standards at all times, when and wherever they operate.

Anti-Corruption

We are committed to preventing corruption at every level of the organization.

IAMGOLD ensures that all directors, employees, contractors and company representatives adhere to our **Anti-Bribery/Anti-Corruption Policy and Standard**, which requires annual training and attestation. The company prohibits bribery and corruption in all its business dealings around the world. We expect employees, contractors, representatives and suppliers to conduct business ethically, to operate according to our **Code of Business Conduct and Ethics**, and to report any violations of the code. This extends to efforts to eliminate discrimination, harassment, substance abuse, employment inequality, violations of privacy, conflicts of interest and theft. At the same time, we encourage the protection of the environment, safe working conditions, fair compensation and professional working relationships.

All suppliers and contractors are aware of our anti-corruption policies and procedures.

Annually, IAMGOLD assesses the risk related to corruption for all business units through the enterprise risk management process.

Whistleblower

At IAMGOLD, our business is based on principles of transparency, fairness, honesty, integrity and respect. As part of this code, we strive to ensure that any employee, contractor, representative or member of the public can report perceived misconduct without the risk of retaliation, and that all such reports are treated confidentially and investigated promptly.

Our worldwide **Whistleblower Policy** and Standard provides a process and requirements that employees, contractors and representatives, including those at controlled joint ventures, must follow when making complaints.

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.



Responsible Gold Mining Principles

Organizations like the World Gold Council offer guidance, research and practical tools that are both recognized and valued by the entire gold mining sector. In 2019, the Council launched the Responsible Gold Mining Principles (RGMPs), which establish 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.

Mining Association of Canada Towards Sustainable Mining

IAMGOLD is an active member of the Mining Association of Canada (MAC), and so is required to participate in the MAC Towards Sustainable Mining (TSM) initiative at all Canadian 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 Guiding Principles and have extended the mandate to adopt TSM at all of our operations globally. This requires our operating facilities to conduct annual self-assessments to evaluate their performances against the TSM Assessment Protocols. A verification service provider conducts a third-party validation every three years. IAMGOLD’s 2020 TSM assessments will undergo external assurance in 2021. Our past and present performance against the TSM standards can be found on the **MAC website**.

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 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 team 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. Our Global Security Policy and Corporate Security and Human Rights Management Standard ensure that all security personnel and contractors adhere to the Voluntary Principles on Security and Human Rights (VPSHR). 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.

At Rosebel Gold Mine in Suriname, human rights considerations are included in contracts; terms and conditions are annexed. While general employee

training in human rights policies was not possible in 2020 due to the COVID-19 pandemic, 100% of security personnel at Rosebel were 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, most of our security team has received human rights training in the past,. Over 90% of employees have been trained on multiculturalism and equity. Government ministries monitor Essakane’s performance regarding human rights. Various other non-government organizations, such as **FIANInternational** and **ORCADE**, are advocates who observe and review actions for adherence to human rights guidelines and honouring commitments to communities.

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. These confirm that our processes, policies and procedures ensure that 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 and 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 impacts for 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.

We focus on behaviour-based programs, and this impacts how we measure our health and safety performance globally. Our IAMSAFE (Mind Body Achievement) program is a behaviour-based program 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 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 with the General Managers and the Senior Vice President of Operations & Projects on a monthly basis in order to apply lessons learned and continuously improve. The leading indicators provide insight into how to achieve our objectives, and the lagging indicators show where our systems have failed and where we can improve.

IAMGOLD's SVP of Corporate Affairs, HSS and People has responsibility for overseeing health and safety and reporting to the board. IAMGOLD has a Health and 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 MAC's 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. Financial resources are allocated at the corporate level to support all of our operations, and health and safety professionals are situated at each of our sites. Employees are directly involved in developing safety practices, implementing them and honouring them. They are encouraged to participate in Joint Health and Safety Committees, and are required to attend health and safety trainings, briefings and meetings.

Using a risk-based approach and guided by our vision of Zero Harm, we document all of our material health and safety hazards. These are compiled in risk registers for each site and various department functions. Taken together, these are integrated into the overall company-wide risk register that is part of our enterprise risk management system overseen by the SVP of Operations & Projects. Prevention and mitigation controls are then used to manage any risks that cannot be eliminated. Audits and inspections ensure these controls are operational and maintained.

When a significant health and safety incident occurs, a Significance Incident Report is produced to investigate the cause and identify corrective actions and lessons learned. IAMGOLD employees are continually trained and motivated to work in a safe and responsible manner. It is an essential component of IAMGOLD's **Health and Safety Policy**. In 2020, despite limitations made necessary by the COVID-19 pandemic, workforce health and safety training for full-time employees took place at both Essakane and Rosebel. Both those mines have health and safety systems in place that are in conformance with ISO 45001 and are externally audited. At Westwood, the occupational 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. All three operating sites are in the process of transitioning to ISO 45001. At all sites, all workers including contractors are covered by and receive training on the health and safety management systems. Contractors are required to have health and safety management systems that align with IAMGOLD's requirements and are included in regular inspections and audits.

Health, Safety and Wellness (cont'd)

IAMGOLD policy requires all site personnel to invoke emergency response measures when needed. Emergency management and crisis management plans have been readied throughout the organization, including at the corporate level to define roles and provide guidelines for the successful and professional management of emergencies and crises. These plans are externally audited as per the requirements of the TSM Safety and Health and Crisis Management Planning protocols. Emergency and crisis management training and simulations are held regularly.

Two other initiatives in place to ensure employee safety and wellness are our IAMTRAVELLING and employee assistance plan programs. IAMTRAVELLING is a safe-travel initiative that informs and protects our business travellers and expatriates travelling abroad.

Work Related Injuries

There were no fatalities among IAMGOLD’s employees and contractors in 2020.

The following table outlines injury and workplace illness statistics for our operating sites for employees and contractors. The total figures incorporate all company locations including corporate and exploration.

Typical hazards include mobile equipment, confined spaces, working at height, manual handling, and hazardous materials, resulting in injuries such as slips and falls, fractures and pinches. The work-related ill-health at Westwood was mostly caused by carpal tunnel syndrome.

| WORK-RELATED INJURIES | ROSEBEL | ESSAKANE | WESTWOOD | TOTAL |
|--|-----------|-----------|-----------|-----------|
| Days Away Restricted Work Injuries (DART) | 9 | 6 | 35 | 51 |
| <i>Rate per 200,000 hours worked</i> | 0.28 | 0.13 | 5.99 | 0.46 |
| Total Recordable Injuries (TRI) | 19 | 13 | 39 | 74 |
| <i>Rate per 200,000 hours worked</i> | 0.6 | 0.27 | 6.68 | 0.67 |
| Work-related ill-health | 0 | 0 | 7 | 7 |



IAMGOLD has participated as a member of the Mining Safety Roundtable since 2011. The group is comprised of senior health and safety leaders from some of the world’s major mining companies. Participating companies are committed to eliminating fatalities and major incidents by sharing strategies and best practices that address industry hazards and risks.

Health, Safety and Wellness (cont'd)

Workforce Engagement on Safety, Health and Wellness

Workers are encouraged to participate in any capacity that promotes a safe and healthy work environment, including joining joint management-worker health and safety committee.

Rosebel:

Worker participation and consultation are encouraged with a behaviour-based safety program called ALERT, as well as through one-to-one interactions and reflex meetings. Town hall meetings are also held to get worker feedback.

Essakane:

A procedure is in place to allow workers to participate and be consulted through their representatives. In this way, they contribute to the design, deployment, evaluation and continuous improvement of the Occupational Safety and Health Management System.

There are three levels of health and safety committees: an executive committee for health and safety, departmental health and safety committees, each with a staff representative and a union delegate, and the local health and safety committees.

Westwood:

Employees and workers participate in start-of-shift meetings, monthly health and safety meetings and various postings.

Corporate Office

The Joint Health and Safety Committee works in consultation with the corporate Health and Safety department to manage health and safety at the corporate level. Employees are urged to engage with the Joint Health and Safety Committee to raise issues or propose improvements to the health and safety culture. Relevant occupational health and safety information is regularly communicated by the corporate Health and Safety department.

Côté Project

A site Joint Health and Safety Committee has been established that meets each month. It provides all workers with a forum to participate in health and safety matters and to bring forward concerns and recommendations for improvement.

The committee is made up of management and workers. It participates in regular workplace inspections, investigations, work refusals, procedure reviews, and worker subcommittees. All recommendations made by the Joint Health and Safety Committee are considered and applied when possible.



Health and Wellness

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. Wellness initiatives at our Rosebel site include ongoing monitoring of employees with chronic health conditions and food safety programs for kitchen staff. Every Rosebel employee has access to an employee assistance program. Through medical insurance, they can access general medical practitioners and specialists including preventive health care services, podiatrists, physical therapists, dieticians and psychologists. At Westwood, a doctor is always available on call, and in-person once per month. At our Boto and Côté development sites there is access to medical support.

Workforce

At IAMGOLD, people are our greatest asset. Employee engagement and satisfaction are critical to our success. We are committed to providing a challenging working environment where ability and performance are recognized, free from discrimination on the basis of personal relationships or contrary to law.

Employment is a large and diverse topic. It is systematically and carefully managed by a range of policies, standards, codes and plans. Taken together, these communicate IAMGOLD’s minimum expectations in a way that encourages compliance.

IAMGOLD had a total of 3,939 permanent employees in 2020—3,421 men and 518 women. All were full-time with the exception of five men and three women who worked part-time. During the same period, we employed 1,132 contract staff, of whom 1,049 were men and 83 women. Our corporate and site Human Resources departments manage the hiring of new employees and clearly communicates that all employees are responsible for upholding the policies and practices outlined in the Employee Handbook.

All IAMGOLD operations follow the local labour codes and ensure compliance with national legislation where applicable, as well as the International Labour Organization’s core labour standards. Working conditions and other negotiated

benefits are also outlined in collective agreements, as applicable. Significant numbers of our employees are covered by collective agreements at Rosebel (66%), Essakane (97%) and Westwood (69%). We had one lengthy strike, at our Rosebel Mine, which lasted 34 days.

Employee Attraction and Retention

Empowering people is a fundamental of 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 corporation. Just as importantly, it is essential to our culture of empowering people for extraordinary performance.

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

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 2020. All employees at our operations are compensated above the minimum wage for the relevant jurisdiction.

In our operations, projects and exploration teams across Canada, South America and West Africa, new graduates are an important part of our growth strategy. Opportunities are posted several times throughout the year. We recruit from a variety of universities in Canada and internationally.

IAMGOLD offers a number of standard benefits to full-time employees at its three operating mines, Côté project 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 |
|---|---------|----------|----------|------|------|-----------|-------------|
| Pre-retirement planning | No | No | No | No | Yes | Yes | No |
| Retraining | No | No | No | No | No | Yes | No |
| Severance pay | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Job placement services | No | No | Yes | No | Yes | Yes | No |
| Assistance (e.g., training, counselling) on transitioning to a non-working life | 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.

In 2020, employees at Rosebel received an average of 39 hours of training. At Essakane, males received an average of 8 hours; females 2.2. Management at Essakane received 11 hours of training and non-management staff, 7.3.

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.



Performance Management

Our performance management process is an integral component of each employee's development plan, which includes setting objectives, and mid-year and annual, year-end performance reviews. The objectives, jointly determined by employees and their managers, support business priorities. Every year, managers must provide their staff members with a performance review overseen by the Human Resources department. Tracking and measuring these objectives and targets allows individuals to be accountable for their own growth and development.

Exit interviews are also conducted to obtain information and feedback from employees.





Workforce (cont’d)

Respect, Diversity, Equity and Inclusion

IAMGOLD is committed to diversity and equal opportunity at all our operations all over the world. Our aim is to grow and maintain a capable, dedicated workforce. To do it, we provide job opportunities to the most qualified, based on ability and experience.

Our corporation 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, to fair treatment, equal opportunity and a working environment free from **discrimination, harassment and violence** of any kind.

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 all that all the corporation’s 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 will be subject to disciplinary action that may extend to termination for cause or legal action.

IAMGOLD conducted a diversity, equity and inclusion survey in early 2021. This study provided information about IAMGOLD’s current practices and identified areas for improvement.

IAMGOLD strives to have a diverse representation of employees in all governance bodies. Females represent slightly more than 10% of governance bodies at Essakane, 27% at Westwood and 12.5% at corporate. IAMGOLD is committed to increasing diversity of our leadership management team and the board of directors.

We have established a working group led by the Executive Leadership Team, but incorporating a spectrum of individuals from across the organization, to consider Diversity and Inclusion at IAMGOLD.

Gordon Stothart
President & CEO
IAMGOLD

Workplace Violence

IAMGOLD is committed to the prevention of workplace violence and will take whatever steps are reasonable to protect our workers from violence in the workplace from all sources. Our **Discrimination, Harassment and Violence in the Workplace Standard** provides details regarding procedures, roles and responsibilities for its management and mitigation.

Our workplace violence program includes measures and procedures to protect workers from workplace violence, ways to summon immediate assistance, and a process for workers to raise concerns and report incidents. We ensure this standard is implemented and maintained, and that all workers and supervisors receive information and instruction on its contents and related programs.

Supervisors must adhere to this standard and the supporting program. They are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

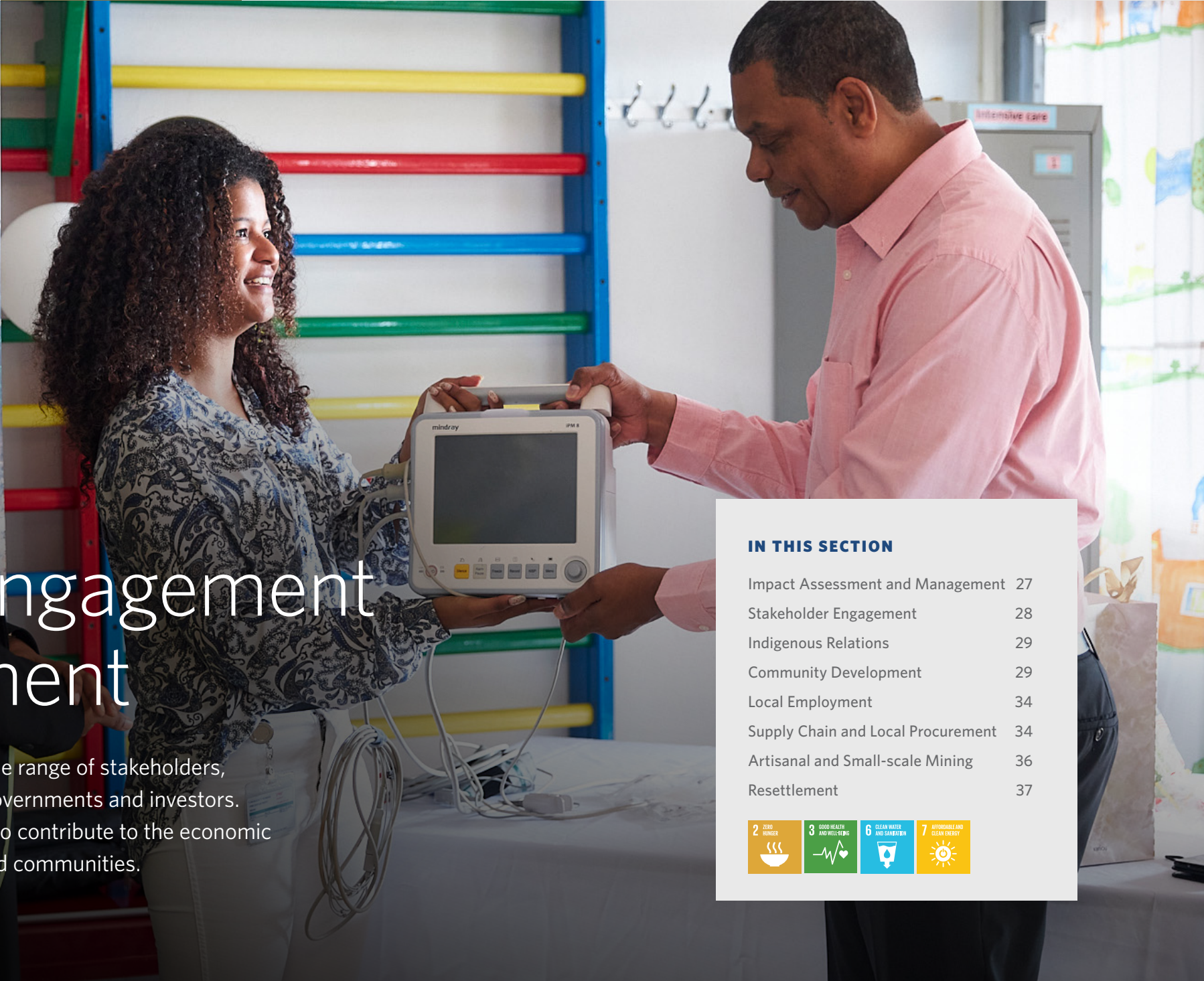
Every worker must be in compliance with this standard and the supporting program. Everyone is encouraged to raise any concerns about violence in the workplace and to report any violent incidents or threats.

There were no incidents of discrimination at any IAMGOLD operations during the reporting period. One incident was reviewed by the organization at Côté.



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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Impact Assessment and Management

IAMGOLD recognizes that our operations have the potential for significant positive and negative impacts on the physical, social and economic environments. We take a precautionary approach to ensure that we assess and understand our impacts and are acting to address and mitigate or manage potential impacts to the extent possible.

We assess the potential social and environmental impacts from our activities on local communities and the broader human and natural environment using experienced professionals and in line with the International Finance Corporation’s Performance Standards on Environmental and Social Sustainability. Formal impact assessments are required in the jurisdictions where we operate, and include public consultation and verification of the results of the assessments. During public consultations, a range of stakeholders, including women, youth and elders, are engaged to identify potential impacts based on their perspectives, and to discuss potential management and mitigation activities. Indigenous peoples and communities are also engaged and consulted as part of this process in areas where our activities have the potential to impact Indigenous peoples. Impact assessments have been completed for all of our operating mines, as well as the Côté and Boto development projects.

We are committed to avoiding and/or minimizing, to an extent that is technically feasible and fiscally reasonable, any negative impacts from our mining activities. Management systems, including plans and procedures, are developed at each site to ensure impacts are managed effectively. These are based on industry best-practice standards, including the MAC TSM protocols, the International Finance Corporation’s Performance Standards, and the World Gold Council’s Responsible Gold Mining Principles. Our environmental management systems at Essakane and Rosebel are certified compliant with ISO 14001.

Operational sites have social and environmental management plans in place that address impacts. As per our Sustainability Policy, we are committed to ensuring site operating standards and procedures meet or exceed relevant laws and regulations. Management plans and systems are reviewed and updated periodically to ensure they stay relevant to current site activities, regulatory and corporate requirements. Management plans are implemented throughout the life of mine and post-closure, with regular internal and external audits occurring and corrective actions identified and addressed. There were no significant environmental non-compliances in 2020 at our operating sites.

Monitoring is conducted on potential impacts relevant to each site and regulatory requirements, including dust, noise and vibration; water quantity and quality; biodiversity; energy use and greenhouse gas emissions; air quality, tailings, hazardous and general waste; artisanal and small-scale mining; resettlement; and land disturbance and reclamation. At our Essakane Mine in Burkina Faso, the General Directorate of Environmental Preservation of the Ministry of the Environment, Green Economy and Climate Change regularly carries out assessments of our chemical product transport operations, their storage, compliance with technical and administrative clauses, the management method for industrial discharges as well as compliance with environmental laws and regulations.

Our Côté project underwent both federal and provincial environmental assessment (EA) processes beginning in 2013, with the project receiving federal approval in 2016 and provincial approval in 2017. Following the receipt of the EA approvals, IAMGOLD identified various opportunities to optimize the project and undertook an environmental effects review to evaluate the potential effects of the changes. This was formally accepted by federal and provincial regulators, with an amended decision statement issued by the federal regulators in February 2019.

A socio-economic impact assessment was completed as part of the federal and provincial environmental assessment processes. One of the management strategies IAMGOLD committed to was collaborative development of socio-economic management and monitoring plans with its Indigenous partners (Mattagami First Nation and Flying Post First Nation) and the local community of Gogama. As part of the IBA with Mattagami First Nation and Flying Post First Nation, IAMGOLD will fund a socio-economic study in 2021 to establish new socio-economic baseline data against which to monitor. Study preparation was initiated in 2020.

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 Safety, Environment and Reserves Committee. This structure ensures that IAMGOLD’s vision of Zero Harm receives appropriate guidance and resources. Our sites each manage their own community relations and development budget. 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 Responsible Gold Mining Principles and the Voluntary Principles on Security and Human Rights.

Maintaining open communication with stakeholders and Indigenous communities allows us to understand their concerns before they can develop into problems, reducing the risk of operational disruptions or project approval delays. We strive to be respectful neighbours wherever we operate around the world. At our projects and operations, our priority stakeholders include, but are not limited to, our employees, our host communities, civil society organizations and both local and national governments. At the

corporate level, we share many of the same types of stakeholders, but we also interact regularly with shareholders and our own board of directors.

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 the countries where we operate.

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 2020, 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 sites adapted how they engaged with stakeholders in 2020 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.

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.

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.

Formal agreements in place with Indigenous communities include:

- **Rosebel:** As part of livelihood considerations, two small scale mining protocols are in place: Roma East Protocol (January 2020 to January 2021) and the East Tailings Road Protocol (May 2020 to May 2021). We actively engage with Indigenous peoples, including the Matawai and villagers of Nieuw Koffiekamp.

- **Westwood:** No formal agreement at present; however, discussions are ongoing with Pikogan/Conseil de la Première Nation Abitibiwinini.
- **Côté:** Impact Benefit Agreement with Mattagami First Nation and Flying Post First Nation was signed April 30, 2019; Impact Benefit Agreement with the Métis Nation of Ontario, Region 3, signed June 2021; and an exploration agreement reached 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.

No incidents of violations involving rights of Indigenous peoples occurred in 2020, and there were no significant disputes relating to land use, customary rights of local communities and Indigenous peoples.

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.

In 2020, IAMGOLD increased our community investments as we provided additional support to help communities address emerging and urgent needs resulting from the global pandemic. We contributed over \$1.5 million to COVID-19 efforts in our host countries and approximately \$2.65 million to support local organizations, partnerships, initiatives and events.

We continued 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, and protecting the most vulnerable in society, including the 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 Foundation (RCF) was officially launched in October 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. IAMGOLD is committed to making an annual contribution to the fund in order to make it sustainable over time. 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, \$2.6 million was contributed to the fund through the end of 2020, with a commitment to ongoing annual contributions.



A Snapshot of IAMGOLD’s COVID-19 Support to Host Countries

Community Development (cont'd)

United Nations Sustainable Development Goals (UN SDGs)

Despite worldwide challenges, IAMGOLD advanced our contributions to the UN SDGs within our host communities. In addition to COVID-related support, our efforts included:



SDG #7, Affordable Clean Energy and SDG #13, Climate Action:

We further defined our action plan to achieve net zero emission targets by 2050 at all our operations. Key to hitting this target is our ongoing work to implement sources of renewable energy at three-out-of-five of our operations by 2025, and the installation of the solar plant at Essakane in 2018.



SDG #12, Responsible Production and Consumption: All our operations are helping to address the need for responsible production by continuing to implement the World Gold Council's Responsible Gold Mining Principles.

Our sites undertook a number of important community development projects during 2020 to help address specific UNSDGs aimed at improving the planet and the quality of human life around the world by the year 2030.

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. Once the women complete their internships, Global Impex will provide funding for them to set-up manufacturing facilities in their local communities. Ultimately, the goal is to ensure these women-run facilities are self-sufficient, and with the mine acting as an anchor tenant, the business would become their primary source of income.

Rosebel has also purchased face mask supplies made by five women from the communities of Nieuw Koffiekamp, Marschallkreek and Balingsoela – buying 27,263 cloth masks for our workforce (for approximately \$27,500) and indirectly employing another 10 community members.

We helped pilot another cloth face mask initiative focused on minimizing the spread of the virus within the community of Brownsveg. Three women made 1,410 masks for community members and the initiative is now being evaluated with a goal to expand it further into nearby communities.

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 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 US\$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 47 candidates – including three women from Brownsveg – and with nearly all successfully completing their training and gaining employment with Rosebel. (The total investment to date is about US\$50,000.)



Community Development (cont'd)



Rosebel Community Fund

Supporting our Zero Harm approach, the RCF in Suriname focuses on sustainable community development.

In 2020, the RCF funded urgent requests to fight COVID-19. One came from Suriname’s Office of Public Health (Bureau voor Openbare Gezondheidszorg) to repair the cooling system at the Bureau’s Central Laboratory where all flu and viruses, including COVID-19, are monitored and tested. Due to the high demand in testing and the rising numbers of COVID-19 cases, this donation was critical in preventing the further spread of this disease. The RCF donation was done in partnership with the Suriname Environmental Mining Foundation (SEMiF).

The RCF also continued its five-year sponsorship 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.

To learn more about the Rosebel Community Fund, visit [here](#). We invite you to also read our blog post **Rosebel Community Fund contributes US\$250,000 to the fight against COVID-19**.



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.

At Essakane, we celebrated the completion of Phase I of the Triangle d’eau project in 2020, which is bringing potable water to 75,000 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.

We are now advancing Phase 2 of the project, which will bring safe drinking water to an additional 7,500 people.

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:

- The social benefits accruing from Essakane’s solar plant, including employment of 40 people from local communities; the purchase of local goods and services; socio-economic development in the region; and revenues invested in nearby reforestation initiatives.
- 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, we made both cash and in-kind donations to contribute to the fight against the spread of COVID-19. As well, we provided funding for infrastructure improvements for water distribution in four nearby villages and for basic sanitation, including the construction of 24 latrine blocks in local primary schools, mosques and a youth centre.

Community Development (cont'd)

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.

We also corporately 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 Series scholarships to exceptional Canadian students studying in a mining-related program.

Other community impact investments in Canada:

- The team at Côté worked with the Gogama Chamber of Commerce to provide pandemic-related support (\$50,000) to 31 local businesses, various local events, and to promote food security and contribute to the well-being of vulnerable youth and elderly populations.
- We provided critical funding (\$15,000) to complete a needs assessments for Métis children with disabilities within the Abitibi Inland Métis Community in support of creating an assistance program that will allow Métis children with disabilities to improve their quality of life.

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 2020, 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.



Community Development (cont'd)

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

Top: 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)

Left: Yaouba Thiam, IAMGOLD's senior geologist, donates food supplies to the community of Karita, Guinea [June 2020]

Local Employment

IAMGOLD prioritizes local employment and the transfer of valuable know-how and professional skills that bring value to our local stakeholders. 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. IAMGOLD is one of the largest private employers in Burkina Faso and Suriname and has a 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.



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 workers 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.). In the interest of transparency, we are publishing our top publicly traded supplier by dollar spent globally across all sites: Sol Suriname N.V.

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.

2020 is the first year for IAMGOLD to report using the **Local Procurement Reporting Mechanism**, 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 four years from US\$5.8 million in 2017 to \$11 million in 2020. 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 2020 some contracts included requirements for local procurement, Essakane in 2021 is developing a formal approach to ensuring its contracts include local procurement.

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

Supply Chain and Local Procurement (cont'd)

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. 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 Benefit 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.

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, we finalized a Supplier Code of Business Conduct and Ethics (Supplier Code) in 2020. The Supplier Code requires 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 much 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.

At Rosebel, two protocols have been signed by IAMGOLD, government and 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 also experiences 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 two 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.



Artisanal and Small-scale Mining (cont'd)

Table 1: Risks related to ASM and mitigation actions

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

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 complete 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). This issue is not creating significant risks with the community.

In Senegal, at our Boto project, due to its proximity to Boto’s future pit and to ensure the safety and well-being of the population, a decision was made in 2019 to relocate the hamlet of Kouliminde. In 2020, the resettlement process started with preparatory works such as the stakeholder engagement process, the creation of the Resettlement Negotiation Forum, the definition of the resettlement action plan cut-off date as well as survey and inventory activities around the future mine footprint and along the access road to site. 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

IAMGOLD’s energy use results in significant greenhouse gas (GHG) emissions and operating costs. Emissions from project development, mining production and mineral processing activities have the potential to affect air quality locally and climate change globally.

Energy-intensive activities include drilling, loading and transport of ore, crushing, grinding, ventilation and pumping. IAMGOLD’s Energy and Greenhouse Gases Emissions Management Standard 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.

IAMGOLD tracks and reports on its energy use and emissions at its operating sites and development projects, including greenhouse gas emissions such as carbon dioxide, nitrogen oxide, sulphur oxide, particulate matter and volatile organic compounds. Data is assessed to ensure we do not exceed regulatory limits and to identify opportunities to improve energy efficiency and reduce emissions. One of our 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 our Rosebel Mine, and plans for a solar plant at Boto. The Essakane solar plant saves the site from emitting 18,500 tonnes of CO₂ and purchasing 6 million litres of fuel annually.

All IAMGOLD operations conduct the annual TSM self-assessment for the Energy and GHG Emissions Management Protocol. Every three years, an external verification is conducted to certify the level of adherence to the TSM protocols.

IAMGOLD is committed to taking measurable steps to improve energy efficiency at its operations and to reduce greenhouse gas emissions. At our Rosebel mine in Suriname we implemented an energy conservation program in 2016 including training for employees and energy efficiency actions such as installing LED lights, solar powered boilers and more efficient air conditioning units. In 2020, the estimated energy use reduction was 4,481 kWh.

In 2021, we retained an external consultant to conduct an emissions audit of our active sites, which

will support a path forward to achieving carbon neutrality. In Q3 2021, we expect to announce an energy and emissions strategy that will establish our objectives for addressing the climate crisis within the context of our business. The plan has been designed with input from the IAMGOLD Board of Directors and under the leadership of the ESG Working Group, composed of senior management from operations, Health, Safety and Sustainability and other relevant subject matter leads. Implementation of this plan will be overseen by this same group with continued oversight from the board of directors. We also expect to establish several working groups under the ESG Working Group to advance specific work streams required to support the energy and emissions strategy. Further details on our implementation plan will be provided once the strategy has been publicly announced.



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 a water balance 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.¹ It does not discharge any processed water to the environment. 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. There were no significant water-related non-compliances in 2020. 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.

As a MAC member, IAMGOLD annually self-assesses against the TSM Water Stewardship

Protocol and reports on its performance IAMGOLD is conducting an external audit of its water management practices based on the TSM Water Stewardship Protocol in 2021.

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.



[1] Water stress rating is from the World Resources Institute’s **Aqueduct Water Risk Atlas**.

Note on Water Data

IAMGOLD is restating several data points from its 2019 reporting on water based on changes to our reporting methodology. All figures are in megalitres. Essakane: surface water withdrawal 3,090, precipitation 2,189. Westwood: precipitation 6,921.

IAMGOLD is unable to provide data for water recycling for 2020 at Essakane due to technical challenges.

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 International Finance Corporation 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). 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 (see Performance Tables in the Appendix for details). 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. A survey planned for 2020 was delayed due to COVID-19. 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 Performance Tables 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.

As a member of MAC, IAMGOLD adheres to the TSM protocols at all our sites, including the Biodiversity Conservation Management Protocol.



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. Accountability and responsibility for tailings facilities is established at the corporate and site level. 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.

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.

All of our operating sites self-assess against the MAC Tailings Management Protocol and Crisis Management and Communications Planning Protocol, and every three years an external verification is conducted. An internal audit was conducted on tailings and a TSM audit was conducted in 2018. The results of the audit have been reviewed to identify areas of improvement. An external audit is slated to be conducted in 2021.

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.

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. 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, Rosebel and Westwood having updated their plans in 2019, 2018 and 2016, respectively. 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. Upon closure, some mining components will remain and may permanently alter the pre-existing landforms. These are primarily the tailings management facilities, mine rock piles and any open pits and/or underground workings.

Reclamation efforts are guided towards a suitable end-land use as per agreed-upon closure criteria such as physical, chemical and biological stability.

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, 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.



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