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2022 SUSTAINABILITY REPORT

Sustainability
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IAMGOLD has reported against the Sustainability Accounting Standards Board's (SASB) Metals and Mining Standard (2021). Data covers three operational mine sites - Essakane, Westwood and Rosebel.

Code	Accounting Metric	Category	Unit of Measure	Data
Greenhouse Gas Emissions				
EM-MM-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ -e	573,528
			Percentage (%)	IAMGOLD operates in Quebec with a cap and trade system whereby it is below the emission threshold. As well, in our other operating sites, Essakane and Rosebel, there are no emission regulations.
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	<p>Throughout 2022, we conducted an assessment to identify and prioritize physical and transition climate-related risks and opportunities over the short (2021-2024), medium (2024-2030) and long term (2030-2050). We also tested the resiliency of our portfolio and business strategy against different climate scenarios using the S&P Climonomics platform. The analysis indicated that the most immediate material risks and opportunities are related to the physical impacts of climate change, and transition-related regulatory changes as well as technology, market and reputational risk. The biggest opportunities are driven by products and services, followed by energy sources and resource efficiency.</p> <p>Additionally, we completed a carbon inventory audit, began emissions forecasting work based on current mine plans, and identified a potential list of mitigation actions.</p> <p>Currently, we are developing a comprehensive decarbonization strategy with all of our operations. Company targets and a corresponding roadmap is expected for publication in a TCFD report by 2023.</p> <p>For further detail, see 2022 Sustainability Report (Energy and Climate, page 40).</p>
Air Quality				
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO (2) NO _x (excluding N ₂ O) (3) SO _x (4) particulate matter (PM) (5) mercury (Hg) (6) lead (Pb) (7) volatile organic compounds (VOCs)	Quantitative	Metric tonnes (t)	<p>(1) 238.87 (Westwood and Essakane only) (2) 4,241.89 (3) 1,996.87 (4) 68.17 (Westwood only) (5) 0 (6) 0 (7) 0.16 (Westwood only)</p> <p>Data was calculated in alignment with guidance provided by the GHG Protocol. Various sources including:</p> <ul style="list-style-type: none"> National Inventory Report, Greenhouse Gas Sources and Sinks in Canada IPCC U.S. EPA AP-42: Compilation of Air Emissions Factors Australian National Pollutant Inventory Emission Estimation Technique Manual for Mining version 3.1 A Australian National Pollutant Inventory Emission Estimation Technique Manual for Combustion Engines version 3.0 Environment Canada Unpaved Industrial Road Dust Calculator <p>Please contact the organization for a comprehensive list of data sources.</p>
Energy Management				
EM-MM-130a.1	(1) Total energy consumed	Quantitative	Gigajoules (GJ)	10,047,327
	(2) Percentage grid electricity	Quantitative	Percentage (%)	12.68%
	(3) Percentage renewable	Quantitative	Percentage (%)	0.98%

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Water Management				
EM-MM-140a.1	(1) Total fresh water withdrawn	Quantitative	Thousand cubic meters (m ³)	57,420
	(2) Total fresh water consumed	Quantitative	Thousand cubic meters (m ³)	37,026
	(3) Percentage of a) fresh water withdrawn b) fresh water consumed in regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%)	(a) 17% (b) 27% Essakane is IAMGOLD's only operating site that is considered to be in a high water stress region.
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	Two (2) non-compliance incidents occurred at Westwood. The first non-compliance was due to the sampling frequency for the parameters of arsenic, C10-C50, lead and zinc. A corrective action plan has already been issued and responded to the Ministry of Environment in Quebec. The second non-compliance was due to the discharge toxicity of our final effluent, which had an acute toxicity of 1.69 Uta in Daphnia (final effluent parameters are 1.3). IAMGOLD uses an environmental Category 1 to 5 classification table to determine incidents severity. Significant incidents include incidents that falls under: <ul style="list-style-type: none"> Category 5: Disastrous, catastrophic and/or severe impact. Long-term effects requiring rehabilitation work or major corrective action. Category 4: Serious and severe impact. Medium-term effects requiring significant and substantial rehabilitation work or corrective measures.
Waste and Hazardous Materials Management				
EM-MM-150a.4	Total weight of non-mineral waste generated	Quantitative	Metric tons (t)	54,774
EM-MM-150a.5	Total weight of tailings produced	Quantitative	Metric tons (t)	21,045,358; includes tailings from Rosebel, Essakane and Westwood and sludges from Westwood. Tailings tonnage is the ore tonnage processed at the mill.
EM-MM-150a.6	Total weight of waste rock generated	Quantitative	Metric tons (t)	87,990,564; over 50% is contributed to Rosebel.
EM-MM-150a.7	Total weight of hazardous waste generated	Quantitative	Metric tons (t)	22,366
EM-MM-150a.8	Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	4,235
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	0
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	n/a	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. Waste management includes waste rock, tailings, and other waste streams (hazardous and non-hazardous waste). Our Sustainability Policy outlines the minimum requirements for waste management, and is complemented by our Tailings Management Policy , 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 and spill response. Waste management plans are in place at each operation for hazardous and non-hazardous wastes. For example, 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. For further details, see Sustainability Report (Tailings and Waste Management, page 47).

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Biodiversity Impacts				
EM-MM-160a.1	Description of environmental management plan(s) implemented at active sites	Discussion and Analysis	n/a	<p>We integrate biodiversity management and conservation at all stages of our activities, using the necessary resources and skills to minimize impacts on biodiversity while ensuring the restoration of disrupted ecosystem functions. IAMGOLD is committed to restricting mining activities in World Heritage sites. Site-level environmental management plans are all encompassing and include every aspect from air and noise, managing population influx to monitoring water quality. We track and manage our biodiversity aspects related to IAMGOLD managed operations and advanced exploration sites.</p> <p>Our management plans are designed to be aligned with the Mining Association of Canada's Towards Sustainable Mining (TSM) as well as relevant IFC Performance Standards. IAMGOLD applies the TSM Biodiversity Conservation Management Protocol at all of our sites as well as relevant IFC performance standards. Additionally, environmental and social impact assessments (ESIA) that have been conducted for all operating sites are guided by, where appropriate, the IFC Performance Standards, which forms the basis of both environmental management and community engagement plans.</p> <p>For further detail, see 2022 Sustainability Report (Biodiversity and Land Use, page 44-46).</p>
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur (2) actively mitigated (3) under treatment or remediation	Quantitative	Percentage (%)	(1) 66.7% (2) 0% (3) 33.3%
EM-MM-160a.3	Percentage of (1) proved reserves (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	<p>Essakane and Rosebel are located in protected areas.</p> <ul style="list-style-type: none"> Essakane: Reserve Sylvo-pastorale et Partielle de Faune du Sahel, entire concession Rosebel: Brink-Huevel National Park, 210 hectares concession overlap <p>Boto, Westwood and Côte are located near protected areas.</p> <ul style="list-style-type: none"> Boto: Country has varying protected areas Westwood: Lac Preissac (Île 2) Heronry Biodiversity Reserve (12 km east) and Lacs-Vaudray-et-Joannès Biodiversity Reserve (10 km south) Côte: Spanish River (16km south) and Biscotasi Lake Provincial Park (25km south)
Security, Human Rights and Rights of Indigenous Peoples				
EM-MM-210a.1	Percentage of (1) proved (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	<p>(1) Open Pit: Low grade 0-0.5 gold grams per tonne Burkina Faso - 100%¹</p> <p>(2) Open Pit: Average grade 0.5-1.5 gold grams per tonne Burkina Faso - 100%¹</p> <p><i>The percentage of proved and probable reserves is for the whole country.</i></p>
EM-MM-210a.2	Percentage of proved reserves in or near indigenous land	Quantitative	Percentage (%)	Both Rosebel and Westwood are 100% located in or near Indigenous lands. Westwood is located on the Abitibiwinni territory, including Fayolle, Doyon and Mousaka. ²
	Percentage of probable reserves in or near indigenous land	Quantitative	Percentage (%)	Both Rosebel and Westwood are 100% located in or near Indigenous lands. Westwood particularly is located on the Abitibiwinni territory, including Fayolle, Doyon and Mousaka. ²
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	<p>Only IAMGOLD's operating site, Essakane, located in Burkina Faso is operating in 'areas of conflict' as defined by the Uppsala Conflict Data Program. However, the site does not operate in or near Indigenous lands.</p> <p>Our other operating sites include Westwood, Canada and Rosebel, Suriname which are not considered to be in areas of conflict.</p> <p>The World Gold Council's Conflict Free Gold Standard was developed and based on internationally recognized benchmarks and helps to 'operationalize' the OECD's Due Diligence Guidance for Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas. As a member of the World Gold Council, IAMGOLD is required to certify and provide assurance that gold has been extracted at each operation in a manner that does not cause, support or benefit unlawful armed conflict, contribute to serious human rights abuses or breach international law. IAMGOLD's most recent report can be found on our website.</p>

1. Due to the changing political landscape, Burkina Faso is considered as an area of conflict in 2022.

2. Data has been restated as a result of updated methodologies and/or corrections.

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EM-MM-210a.3 (cont'd)	Describe its due diligence practices and procedures with respect to human rights	Discussion and Analysis	n/a	<p>IAMGOLD is committed to establishing an organizational culture which respects internationally recognized human rights as set forth in the United Nations Declaration of Human Rights and the four fundamental principles and rights at work enshrined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work as outlined in our Human Rights Policy. The policy applies to all stages of project development.</p> <p>All of IAMGOLD's business partners are expected to be compliant with the Supplier Code of Business Conduct and Ethics. IAMGOLD is in the process of implementing the Supplier Code with new and existing business partners. The Code outlines expectations on legal compliance, respecting human rights and dignity, environment, community and health and safety, and treatment of company assets. Suppliers are required to provide evidence of audits against this Code or are required to submit to an audit conducted by IAMGOLD.</p> <p>IAMGOLD security personnel, including contractors, receive training in line with IAMGOLD's policies and procedures on human rights. IAMGOLD is also committed to addressing child rights through the Corporate Security and Human Rights Management Standard and Guidelines. Training for security personnel incorporates the Voluntary Principles on Security and Human Rights (VPSHR) and the UNICEF Child Rights and Security Checklist. For details on alignment of our security practices to VPSHR, please see here.</p> <p>All of our operations also have grievance mechanisms in place to ensure any issues identified are resolved in a timely manner.</p> <p>For further details, see 2022 Sustainability Report (Human Rights and Security, page 36-38)</p>

Community Relations

EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	<p>The respect of local communities is paramount to IAMGOLD. We strive to ensure that all employees and contractors respect local communities and strive to ensure our activities have minimal impact on the communities. As a company, we incorporate the following global guidelines and standards into our approach to community relations: the International Finance Corporation (IFC), the International Council on Mining and Metals (ICMM), the Canadian Mining Association's Towards Sustainable Mining (TSM) program, and the Voluntary Principles on Security and Human Rights (VPSHR).</p> <p>IAMGOLD's Zero Harm® vision guides our relations with communities impacted by our operations. Our sites each manage their own community relations and development budgets. They receive guidance through our Sustainability Policy and, more specifically, through our Sustainability Policy, which gives detailed guidance on best practices for community relations and development.</p> <p>IAMGOLD ensures dedicated community relations teams have ongoing dialogue with local communities to promote trust and transparency. All our operations also have a grievance mechanism in place to ensure any issues identified are resolved in a timely manner.</p> <p>For further details, see Sustainability Report (Community Relations, page 31).</p>
	Discuss how practices apply to business partners such as contractors, sub-contractors, suppliers, and joint venture partners	Discussion and Analysis	n/a	<p>All of IAMGOLD's business partners are expected to be compliant with the Supplier Code of Business Conduct and Ethics. IAMGOLD is in the process of implementing the Supplier Code with new and existing business partners. The Code outlines expectations on legal compliance, respecting human rights and dignity, environment, community and health and safety, and treatment of company assets. Suppliers are required to provide evidence of audits against this Code or are required to submit to an audit conducted by IAMGOLD.</p>
EM-MM-210b.1	Describe efforts to eliminate or mitigate community risks and/or address community concerns	Discussion and Analysis	n/a	<p>All of IAMGOLD's operations have completed Environmental and Social Impact Assessments (ESIA). The ESIA's evaluate risks and contain management and mitigation strategies and form the foundation of our site community engagement plans. Host communities are engaged with regularly and kept apprised of operational developments. Feedback from communities, stakeholders and rightsholder is considered and incorporated into operational strategy as appropriate.</p>
	Quantification of community risks	Discussion and Analysis	n/a	<p>IAMGOLD has developed and implemented several plans and processes to manage risks and opportunities associated with community rights and interests. Each site possesses its own risks register where community risks are evaluated and updated regularly, at least once a year. At and around our sites outside Canada (Rosebel and Essakane), the main community risks span from illegal artisanal and small-scale mining and pit intrusions, loss of our social licence to operate due to unmatched community expectations on local employment, local content and lack of impact of community development programs as well as social transition at closure. The community risks assessment is used at each location as one of the main elements in the definition of the community development programs.</p>
EM-MM-210b.1 (cont'd)	Identification and description of country risks specific to projects and unique operating context	Discussion and Analysis	n/a	<p>Country risk factors specific to our projects are outlined in our Annual Information Form, page.26-62</p>

Code	Accounting Metric	Category	Unit of Measure	Data
EM-MM-210b.2	Number of non-technical delays	Quantitative	Number	0
	Duration of non-technical delays	Quantitative	Days	0

Labour Relations

EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements broken down by sites	Quantitative	Percentage (%)	Essakane: 98% Westwood: 64% Rosebel: 64%
EM-MM-310a.2	Number of strikes and lockouts	Quantitative	Number	There were no strikes or lockouts in 2022.

Workforce Health and Safety

EM-MM-320a.1	MSHA all-incidence rate and fatality rate: (1) full-time employees (2) contract employees	Quantitative	Rate	Total recordable injury frequency rate: (1) 0.66 (2) 0.85 Fatality rate: (1) 0.02% (2) 0%
	Average hours of health, safety, and emergency response training for full-time and contract employees	Quantitative	Rate	Essakane: 4.17 hours Rosebel and Westwood: Training hours are not currently tracked.

Business Ethics and Transparency

EM-MM-510a.1	Description of the management system and due diligence procedures for assessing and managing corruption and bribery risks internally and associated with business partners in its value chain	Discussion and Analysis	n/a	<p>IAMGOLD requires all employees, contractors and representatives to act in accordance with all applicable laws and IAMGOLD policies and standards, and to ensure their actions are in the best interests of IAMGOLD. IAMGOLD prohibits bribery and corruption in all its business dealings around the world and expects its employees, contractors and representatives to conduct business ethically.</p> <p>IAMGOLD's Code of Business Conduct and Ethics equips all employees with a set of common principles for dealing with sensitive issues that have the potential to impact our business and our reputation. The policy helps all employees to properly guide judgements, decisions, behaviour, and actions that flow from conducting business.</p> <p>IAMGOLD's Anti-Bribery and Anti-Corruption Standard and Policy outlines the organization's expectations as it relates to government relations, gifts and entertainment, and reporting violations. IAMGOLD's internal audit team conducts semi-annual reviews to ensure IAMGOLD is in alignment with domestic and international laws.</p> <p>All IAMGOLD employees complete an annual certification on the Code of Conduct and Business Ethics, and the Anti-Bribery and Anti-Corruption Policy. Further, IAMGOLD has a separate Supplier Code of Business Conduct and Ethics that outlines organizational expectation on supplier management of matters of ethics. The Global Supply Chain team may conduct due diligence on any Supplier. This may take the form of requesting evidence of a recent audit completed or a direct audit of the supplier's primary facilities.</p> <p>All directors, employees, contractors and representatives of IAMGOLD conduct their dealings with government officials and employees in compliance with the Corruption of Foreign Public Officials Act (Canada) (the "CFPOA"), the Foreign Corrupt Practices Act (United States) (the "FCPA") and local laws. As well, IAMGOLD publishes an Annual Extractive Sector and Transparency Measures Act Report, audited by an independent third party, which outlines all payments made to various governments and by project (taxes, royalties, fees, bonuses, dividends, etc.) for the previous fiscal year. IAMGOLD supports and participates in the Extractive Industries Transparency Initiative (EITI) in host countries that have committed to implement the initiative.</p> <p>For further detail, see 2022 Sustainability Report (Business Ethics and Integrity, page 19).</p>
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tons (t) saleable	IAMGOLD has three operating mines in Burkina Faso, Suriname and Canada. None of these countries are in the 20 lowest rankings in Transparency International's Corruption Index for 2022.

Code	Accounting Metric	Category	Unit of Measure	Data
Tailings Storage Facilities Management				
EM-MM-540a.1.	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) Maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Discussion and Analysis	n/a	Please refer to 2022 Sustainability Report (Tailings and Waste Management, page 47-49) and Mine Tailings Disclosure Table 2022 .
EM-MM-540a.2.	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	n/a	<p>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 SVP of Operations and Projects is the lead executive responsible for overseeing tailings management within the company.</p> <p>Water and sediment quality monitoring is routinely conducted. Standard operating procedures (SOP) are developed and maintained for material processes such as management of hazardous waste at our operating sites and spill response. External experts (including Engineer of Record (EOR)) support operation sites for Water and Tailings management annually through Independent Tailing Review Board (ITRB).</p> <p>As per our Tailings Management Policy, we locate, design, construct, operate and close tailings facilities in compliance with MAC's TSM Tailings Protocol, and with our commitment to stakeholders in mind. All IAMGOLD operations conducted the annual TSM self-assessment for the Tailings Management Protocol and Crisis Management and Communications Planning Protocol. We ensure that all structures are stable, and all solids and water are managed within their designated areas. We aim to prevent material spills and have spill response procedures to respond appropriately and minimize impacts to the receiving environment.</p> <p>For further details, see Sustainability Report (Tailings and Waste Management, page 47).</p>
EM-MM-540a.3.	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	n/a	Our Sustainability Policy outlines the minimum requirements for waste management, and is complemented by our Tailings Management Policy , 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 and spill response. The Tailings Management Policy also includes requirement for each operating site to develop and implement site-specific emergency response plans and emergency preparedness plans for each tailings facilities in conformance with the TSM Tailings Protocol.

Activity Metrics

EM-MM-000.A	Production of metal ores	Quantitative	Metric tons (t)	19,843,422
	Production of finished metal products	Quantitative	Metric tons (t) saleable	20.21
EM-MM-000.B	Total number of employees	Quantitative	Number	5,065
	Percentage contractors	Quantitative	Percentage (%)	32%