

APPENDIX B: SCOPE OF SERVICES

1. BACKGROUND INFORMATION	2
2. PURPOSE & EXPECTED RESULTS	2
2.1. Purpose	2
2.2. Results to be achieved by the Contractor	2
3. ASSUMPTIONS & RISKS	3
3.1. Assumptions underlying the contract	3
3.2. Risks	3
4. SCOPE OF SERVICES	3
4.1. Description of the assignment	3
4.2. Specific work	4
4.3. Responsible department	5
4.4. Location	6
4.5. Start date & period of implementation	6
4.6. Facilities to be provided by RGM	6
5. REQUIREMENTS	6
5.1. Key experts	6
5.2. Facilities to be provided by the Contractor	7
5.3. Monitoring & evaluation	7

1. BACKGROUND INFORMATION

Rosebel Gold Mines N.V. (RGM) is located in Suriname, South America, approximately 100 km southwest of the capital city of Paramaribo. The open pit gold mine was originally approved in 2003 with a Tailings Storage Facility (TSF) located in the north of the Concession. In 2013, a second TSF, named TSF2, was approved directly to the east and adjoining TSF1. TSF2 was approved through an Environmental Impact Assessment (EIA) process, which was documented in an Environmental Impact Statement (the 2013 EIS).

The current Life-of-Mine (LoM) Plan for RGM indicates that a minimum of 30 Mm³ of additional tailing storage capacity will ultimately be required to contain planned tailings production and provide adequate operational flexibility. A preliminary engineering trade-off study completed in 2020 indicated that expansion of the existing TSF into an area immediately to the west, referred to as TSF3, was the preferred option.

In accordance with the RGM Mineral Agreement, to proceed with development of an expanded Tailings Storage Facility, environmental approval from the Surinamese Ministry of Natural Resources is required. The Tailings Expansion Project (Project) was screened by the National Institute for Environment and Development in Suriname (NIMOS) in January 2021 (NIMOS 2021), and they concluded that the Project is a Category B-2 EIA, for which an Addendum to the 2013 ESIA is required. The Environmental and Social Impact Assessment (ESIA) must include an update of the baseline information from 2013 and the inclusion of terrestrial ecology, which was not included in the 2013 ESIA. To adequately meet international standards and best practices for tailings management, social components will also be incorporated in the ESIA.

The scope of work outlined herein involves execution of the addendum to the ESIA for the Project and compilation of the ESIA Addendum.

2. PURPOSE & EXPECTED RESULTS

2.1. Purpose

The purpose of this contract is as follows:

- Coordinate and compile the ESIA Addendum for the Tailings Expansion Project at the Rosebel Gold Mines, in accordance with regulatory and company requirements.

2.2. Results to be achieved by the Contractor

The following results with respect to the Tailings Expansion Project are expected of the Contractor:

- Completion of a gap analysis of existing information available for the environmental assessment and recommendations for studies to address the gaps.
- Produce Scoping Report, including Terms of Reference (ToR) for the ESIA Addendum, for approval by NIMOS.
- Develop SoW for the baseline studies to be conducted and provide remote oversight for baseline studies developed to address data gaps.

- Provide input to planning, implementation and reporting of public engagement activities, including integration of engagement data into the ESIA documents.
- Completion of impact assessments as specified by the approved ToR.
- Delivery of a Draft ESIA Addendum report in accordance with the approved ToR and company requirements.
- Delivery of Final ESIA Addendum report that adequately incorporates public and regulatory feedback.

3. ASSUMPTIONS & RISKS

3.1. Assumptions underlying the contract

- All additional field baseline data collection, social data collection and public engagement will be conducted by third parties with technical input from the Contractor.
- Assumed study component disciplines include geology and soils, surface water quantity and quality, groundwater quantity and quality, vegetation, terrestrial and aquatic wildlife, archaeology and social.
- A site-wide water balance and water quality model will be available for use in the water quality and quantity impact assessments, provided by RGM. All related geochemistry studies are out of scope of this work package.
- The project description is assumed to remain reasonably consistent with the current version, which is the basis for NIMOS' screening directive.

3.2. Risks

- The specific scope of the ESIA will be defined by the approved ToR as directed by NIMOS; there is a risk that the ToR require a broader scope than that currently envisioned.
- The alternatives assessment process may identify other preferred approaches to managing tailings, which may change the scope of the ESIA.

4. SCOPE OF SERVICES

4.1. Description of the assignment

The assignment involves scoping, planning, executing and documenting the ESIA Addendum for TSF3 expansion of the RGM TSF. The ESIA Addendum should be sufficiently broad to encompass all planned facilities and potential tailings management strategies as defined by the Company.

The Contractor will identify information required to conduct and compile the ESIA Addendum, including project design information, alternatives assessments, risk assessments and management plans. The Contractor will provide input, as required, during the development of these work packages to ensure that they meet requirements.

Local third-parties and/or RGM staff will be engaged to conduct and document baseline field work, as scoped by the Contractor and RGM, based upon the approved ToR for the ESIA Addendum. The Contractor will conduct impact assessments and compile the main body of the ESIA Addendum. Close collaboration with the Company will be required to ensure that appropriate and realistic mitigations and management plans are proposed to address impacts and risks.

4.2. Specific work

The scope of work will require completion of the following tasks:

- Data Review and Gap Analysis:
 - Review of existing data sets and documents, including but not limited to the Tailings Expansion ESIA (2013), preliminary project description, alternatives, LOM plans, closure plans, plans for future engineering studies, existing consultation data and plans for future consultation activities, screening documentation, site-wide water balance and water quality model. (provided by IAMGOLD)
 - Based on the data review, develop a preliminary scope of the environmental assessment and identify existing data gaps to complete scope. Develop recommendations for studies to address the data gaps. Where alternative project designs or tailings management strategies have been identified, the gap analysis and basis of assessment should be sufficiently broad to encompass these.
 - Preparation of a technical memo (Technical Memo - Data Gap Analysis, Recommended Studies and Preliminary Assessment Basis) to summarize data gaps, provide a preliminary list of potential environmental and social studies to address the gaps, recommended scopes of work for these studies, and propose an appropriate basis and assumptions for use in the ESIA Addendum. The memo should provide input on plans for consultation activities, including those on the ToR, and engineering planning studies, including the Alternatives Assessment and Risk Assessment, to ensure that these will satisfy ESIA information requirements. The Company will provide comment on the assessment basis and provide approval to proceed.
- Preparation of the ESIA Addendum Scoping Report and Terms of Reference (ToR):
 - Based upon the preliminary basis of assessment, alternatives assessment and initial community consultation data, prepare the Draft Scoping Report and ToR in accordance with regulatory requirements. Assume one round of review and comment by the Company prior to submission to regulatory agencies.
 - Update the ToR to final version based upon regulatory comments. Validate on-going and future study scopes against the final ToR.
- Based on the approved ToR and Company-approved scopes of work, provide technical oversight to other parties for baseline studies on geology and soils, surface water quantity and quality, groundwater quantity and quality, vegetation, terrestrial and aquatic wildlife, archaeology and social components.
- Develop impact assessment methodology based upon regulatory requirements and Company guidance, where available. Using collected baseline information and assessment basis, conduct impact assessments and develop proposed mitigation measures, as required, for geology and soils, surface water quantity and quality, groundwater quantity and quality, vegetation, terrestrial and aquatic wildlife, archaeology and social components. Compile proposed mitigation and management measures in a summary table for regular Company review.
- Prepare Draft ESIA Addendum for regulatory submission:
 - Prepare proposed Table of Contents for the ESIA Addendum. Submit for Company review prior to compiling the Addendum.
 - Prepare Introductory and Assessment Methodology sections.
 - Prepare project description section based upon information provided by the Company.
 - Prepare baseline summary section based on baseline reports provided by third parties.
 - Document impact assessments and prepare summary sections on mitigation and management planning, including descriptions of the Tailings Management Plan and Emergency Response and Management Plan.

- Compile initial Draft ESIA Addendum, including appendices, for Company review and approval; and finalize as Draft ESIA Addendum for submission to regulatory agencies.
- Prepare Final ESIA Addendum for regulatory submission:
 - Compile regulatory and public review comments.
 - Revise ESIA Addendum to address the comments and provide for Company review and approval. Finalize as the Final ESIA Addendum for submission to regulatory agencies.
- Environmental Strategy Support:
 - Provide general environmental and permitting input to Project plans and decision-making processes, including consultation activities and engineering studies. Participate as environmental lead in select project planning exercises and review meetings, including the Alternatives Assessment and Risk Assessment processes.
 - Provide support for regulatory engagement activities, including presentation of ESIA scope, plans and findings.
- General coordination and project management for the execution of the ESIA:
 - Development and maintenance of the basis of assessment and information requirements tracker. Manage information flow between parties where required.
 - Development and maintenance (biweekly) of the ESIA process schedule and provide input as requested to the overall project schedule to be maintained by IAMGOLD.
 - Develop and maintain a log to track disposition of Company, community and regulatory agency comments on all relevant documents.
 - Routine progress reporting on a biweekly basis.
 - Monthly contract reporting

Schedule of Deliverables

Deliverable	Draft	Final
Technical Memo - Data Gap Analysis, Recommended Studies and Preliminary Assessment Basis	April 30, 2021	May 14, 2021
Scoping Report and Terms of Reference	June 4, 2021	June 18, 2021
Draft ESIA Addendum*	December 24, 2021	February 4, 2022
Final ESIA Addendum*	June 30, 2022	July 29, 2022

* Timing dependent on baseline programs as defined through gap analysis

4.3. Responsible department

The RGM Environmental Department, led by Rachel Pollack, will be responsible for managing the scope of work.

4.4. Location

The scope of work is primarily limited to desktop activities and therefore will be predominantly conducted at the Contractor office locations. It is anticipated that site visits for project site familiarization will be required on a limited basis.

4.5. Start date & period of implementation

The intended start date is April 12, 2021 and the period of implementation of the contract will be 12 months from this date.

4.6. Facilities to be provided by RGM

During site visits, RGM will arrange travel and accommodations for Contractor staff.

5. REQUIREMENTS

5.1. Key experts

Key expert 1: ESIA Program Manager

An experienced ESIA Program Manager will be required to provide overall coordination and oversight to the ESIA development. The selected individual requires post-graduate level education in Environmental Science or a related discipline and 10+ years of experience in leading and coordinating environmental assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 2: < > Geology and Soils Lead

An experienced Geology and Soils Lead will be required to provide technical expertise in geology and soils assessments. The selected individual requires post-graduate level education in a related discipline and 5+ years of experience in environmental assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 3: < > Surface Water Lead

An experienced Surface Water Lead will be required to provide technical expertise in surface water quantity and quality assessments. The selected individual requires post-graduate level education in a related discipline and 10+ years of experience in water quality and environmental assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 4: < > Groundwater Lead

An experienced Hydrogeology Lead will be required to provide technical expertise in groundwater quantity and quality assessments. The selected individual requires post-graduate level education in a related discipline and 10+ years of experience in water quality and environmental assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 5: < > Terrestrial Environment Lead

An experienced Terrestrial Environment Lead will be required to provide technical expertise in vegetation and terrestrial habitat assessments. The selected individual requires post-graduate level education in a related discipline and 5+ years of experience in environmental assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 6: < > Wildlife Lead

An experienced Wildlife Lead will be required to provide technical expertise in wildlife impact assessments. The selected individual requires post-graduate level education in a related discipline and 5+ years of experience in environmental assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 7: < > Archaeology Lead

An experienced Archaeology Lead will be required to provide technical expertise in archaeological impact assessments. The selected individual requires post-graduate level education in a related discipline and 5+ years of experience in archaeological impact assessment studies for major mine projects, including experience in applying international standards and best-practices.

Key expert 8: < > Social Lead

An experienced Social Lead will be required to provide technical expertise in social impact assessments and compilation of engagement data. The selected individual requires post-graduate level education in a related discipline and 5+ years of experience in social impact assessment studies for major mine projects, including experience in applying international standards and best-practices.

5.2. Facilities to be provided by the Contractor

The Contractor shall ensure that experts are adequately supported and equipped. In particular it must ensure that there is sufficient administrative, secretarial and interpreting provision to enable experts to concentrate on their primary responsibilities.

5.3. Monitoring & evaluation

Not applicable.