



**AGNICO EAGLE**



# **Reconciliation Action Plan with Indigenous Peoples**

First Edition 2024  
English (Australia)

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## Land Acknowledgement

Agnico Eagle respectfully acknowledges that our offices and operations worldwide are located on the traditional territories of many Aboriginal people and nations. We respect the connection of Aboriginal people to these lands and the environmental stewardship they have provided for millennia. We will continue to build positive, lasting relationships with Aboriginal people, value their perspectives and uphold principles of reconciliation to ensure sustainable development and shared prosperity for many generations.



# About Agnico Eagle



Agnico Eagle is a Canadian based and led senior gold mining company and the third largest gold producer in the world, producing precious metals from operations in Canada, Australia, Finland, and Mexico. It has a pipeline of high-quality exploration and development projects in each of these regions, as well as in the United States. Agnico Eagle is a partner of choice within the mining industry, recognised globally for its leading environmental, social and governance practices.

Our long-standing approach to doing business is guided by a set of principles that reflect our dedication to responsible mining. Everywhere we operate, we make mining work by:

- being reliable and honouring our commitments;
- innovating and using technology to improve our results and reduce our impact on the environment, the people and surrounding communities;
- having open dialogue and being a trusted community partner;
- offering mutual respect and ensuring everyone's voice is heard;
- sharing opportunities with communities and partners; and
- building, earning, and continuing to maintain the trust of our stakeholders, on whom our success depends.

We believe that for mining to work, it must work for all stakeholders. It is the way we have done business for over 65 years; it is the way we intend to do business for decades to come. We will continue to collaborate with our stakeholders and Aboriginal people and partners to create growth and prosperity, and to ensure that everyone benefits from our mining experience.





## A Message From the Artist

**Wâciye!** My name is Caley Leroux. *Wâwâškešiw Kwe nit ishinikhâson* (my name is Whitetail Deer Woman).

My culture and values as a Cree woman from Taykwa Tagamou Nation are a large part of my identity, and I enjoy passing on traditions and values from my culture to my two sons and the youth who will be the future of our community. I am grateful to be able to incorporate a large part of who I am into my professional work as a nurse with a land-based healing program for youth. As an artist, I draw inspiration from the rich traditions, culture, and values of the Cree community in the Mushkegowuk territory. I am very fortunate to be able to integrate the things that are most important to me in all aspects of my life:

as an artist, as a nurse, as a community member, and as a mother. When I am not creating art or working as a nurse, I find solace in spending time on the land hunting, fishing, and camping.

The piece created for Agnico Eagle's Reconciliation Action Plan is entitled *Kištelihtâkosiwin*, which means honour. Agnico Eagle's commitment to Truth and Reconciliation was a large inspiration for starting this piece. While creating this piece, it was important for me to showcase the collaboration with and honouring of Indigenous Peoples and the land from which Indigenous Peoples come from and closely identify with. The land, part of which Agnico Eagle operates upon throughout the world, is paramount to Cree culture. Cree people



believe healing (physically, mentally, spiritually, and emotionally) often comes from the land. As is the nature of the mining process, land must be altered as operations commence. Showcased in

*Kištelihtâkosiwin* is the flourishing land as it is in both the pre-operation and post-operation forms. Cree culture is further represented in this piece through the woman singing and drumming, through the bear, and through the eagle, which all have significant meaning in Cree culture. Depicted in the river are two people canoeing. Portage via the waterways represents the deep-seeded roots in my home territory as this has been a traditional form of transportation and a means to survive and provide for families for hundreds of years.

Honouring the land. Honouring tradition. Honouring commitment. *Kištelihtâkosiwin*.

# A Message from Ammar Al-Joundi President and Chief Executive Officer

Agnico Eagle's commitment to reconciliation with Aboriginal communities is built on three fundamental principles that have shaped our company for over 65 years: doing what's right, respecting the rights of all individuals and groups, and creating value for stakeholders.

These principles are embedded in our culture and reflected in our first-ever Reconciliation Action Plan. They are essential to strengthening our bond with Aboriginal people and to advancing the economic and social well-being of the communities we work with.

At Agnico Eagle, we have a long-term approach to our business, aiming to be a trusted and welcomed member of the community – not just for a decade, but for generations. Aboriginal leaders I've met share a similar priority of securing a better future for their children by

building financial strength and economic opportunities, while preserving their cultural and environmental heritage.

We understand that part of the success of our reconciliation plan depends on delivering tangible benefits, such as jobs, training, education, and business opportunities that contribute to the economic, social and emotional well-being of all involved.

Our reconciliation journey, which began in Canada, has now expanded globally. We acknowledge that our responsibility to engage respectfully with Aboriginal people transcends borders. Wherever we operate, we want Aboriginal people actively involved in Agnico Eagle as employees, suppliers and business partners.

Agnico Eagle would not be the company we are today if not for our Aboriginal partners and employees, who I want to



**We acknowledge that our responsibility to engage respectfully with Aboriginal people transcends borders. Wherever we operate, we want Aboriginal people actively involved in Agnico Eagle as employees, suppliers and business partners.**

thank for placing their trust in us on this path towards reconciliation. Together, I am confident we can build a lasting

legacy of capacity, understanding and doing what's right for the well-being of future generations.

## A Message from Deborah McCombe Chair, Health, Safety, Environment and Sustainable Development (HSESD) Committee of the Board of Directors



**Agnico Eagle has long been inspired by the rich cultures, traditions and wisdom of Aboriginal people. Today, as a global mining leader, we acknowledge our responsibility to engage with Aboriginal nations and support their self-reliance and self-determination.**

Agnico Eagle's reputation is one of building bridges, mutual understanding and investing in the well-being of communities associated with our operations. We strive to work in partnership with others to leave a positive legacy through lasting employment, business, education, and development opportunities.

The Company has long been inspired by the rich cultures, traditions and wisdom of Aboriginal people. Today, as a global mining leader, we acknowledge our responsibility to engage with Aboriginal nations and support their self-reliance and self-determination.

To the best of the Board's knowledge, Agnico Eagle is the first Canadian mining company to develop a Reconciliation

Action Plan – we enthusiastically support this level of leadership and engagement. We believe it is imperative to have a plan, process, and framework to measure and demonstrate our progress towards reconciliation. This commitment extends not only to First Nations, Inuit, and Métis people in Canada but also to Aboriginal and Torres Strait Island people in Australia and Indigenous Peoples anywhere else we may venture.

Looking ahead, the Board and HSESD Committee will work to ensure that Aboriginal perspectives are integrated wherever possible into Agnico Eagle's business and that reconciliation remains integral to the company's strategy, values, and culture.

# A Message from Chris Vollmershausen Executive Vice President Legal, General Counsel & Corporate Secretary

True reconciliation requires action, and this Reconciliation Action Plan is a crucial step in Agnico Eagle's commitment to building strong relationships and equitable partnerships with Aboriginal people.

The plan ensures that reconciliation is ingrained in our business at all levels, from the head office to the mine face. It emphasises leadership, thoughtfulness, and follow-through, urging every employee to act as an ambassador, taking responsibility for building relationships and trust with Aboriginal communities.

Our Reconciliation Action Plan focuses on seven pillars – leadership, education, employment, community, economic engagement, environment, and wellness, health, and safety – aligning with our values and reflecting our current

practices and agreements. Beyond that, it aims to establish “truth” as the cornerstone for all reconciliation actions, with accountability and inclusion as our guiding principles.

While we acknowledge that we may not always get it right, we are building on a strong foundation of success. Agnico Eagle is one of the largest trainers and one of the largest private employers of Indigenous Peoples in Canada, representing as much as 22% of Nunavut's GDP, and we procure over \$1.3 billion of annual purchases of goods and services with Indigenous businesses.

Understanding that reconciliation requires intentional, sustained efforts, this Reconciliation Action Plan is not only the right thing to do but also a sound business decision for our company. It



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has the potential to transform and uplift Aboriginal host communities by offering social, educational, and economic

opportunities, and contributing to generational change.



# Introduction

At Agnico Eagle, our ongoing journey towards reconciliation is driven by a deep-rooted belief in social, economic and environmental responsibility towards the communities in which we operate. The decision to prepare this Reconciliation Action Plan (RAP) reflects our commitment to doing what is right while being guided by our values.

While various programs and initiatives to benefit Aboriginal people have been in place for many years across Agnico Eagle's operations, this RAP represents an important step in weaving these activities into a central, comprehensive strategy. It serves as a tool to enhance our efforts towards reconciliation, enabling effective implementation, continuous monitoring and the flexibility to adapt as needed. Importantly, this RAP will complement and strengthen our existing efforts and partnerships, providing an opportunity to learn, adapt and replicate successful approaches across all our sites.

Reconciliation demands a deliberate, sustained effort towards responsible and respectful practices. This effort will be guided by the pillars and commitments outlined in this RAP.





# Our Vision for Reconciliation



Agnico Eagle's vision for reconciliation revolves around contributing to meaningful societal change. Our primary commitment is to support the sustainable self-reliance of Aboriginal nations in the geographical areas where we operate by creating lasting opportunities for employment, business and education, and contributing to their social and economic well-being.

In addition, we emphasise the importance of relationship building through advocacy support, cultural revitalisation, environmental protection, and workforce capacity building.

Internally, we aspire to nurture a culture where every employee recognises the importance of cultivating mutually beneficial relationships with Aboriginal people.

To ensure this RAP remains relevant and effective over time, we will continue our dialogue and engagement with Aboriginal people. We value agility and responsiveness, adjusting our actions to evolving circumstances and needs. This commitment ensures that our reconciliation journey remains agile, reflecting an ever-changing economic

and geopolitical landscape, evolving with the priorities of the Aboriginal people and communities with whom we proudly collaborate.



## Our Foundation for Action

This RAP is enriched with stories, initiatives, and significant moments that showcase the strides we have already made on the path towards reconciliation. Our commitment to Aboriginal people, both in the past and present, forms the foundation upon which we build new actions and continue our journey towards reconciliation.

# Our Approach



To shape the foundation of this RAP, we engaged with more than 250 Aboriginal and non-Aboriginal contributors.

At the core of our process was the active involvement of Aboriginal individuals. Participants were invited to provide insight for the development of this RAP through surveys, virtual meetings and in-person engagement sessions in their communities. These sessions were guided by experienced facilitators, ensuring thoughtful and constructive dialogue. Aboriginal people will also have the opportunity to attend and provide insight through future and ongoing engagement sessions.

While engagement sessions were the primary driver behind the commitments outlined in this RAP, we also consulted guiding frameworks and reports to ensure that this RAP is not only rooted in the lived experiences of those directly impacted, but also informed by global standards and best practices. These frameworks and reports included:

- [United Nations Declaration on the Rights of Indigenous Peoples \(2007\)](#)
- [Truth and Reconciliation Commission of Canada: Calls to Action \(2015\)](#)
- [Pauktuutit Inuit Women of Canada. Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry \(2021\)](#)
- [Prospectors and Developers Association of Canada \(PDAC\). Social Impact Study: Exploring the Social Impact of Mineral Development Projects in Indigenous Communities \(2022\)](#)

- [Mining Association of Canada. Towards Sustainable Mining \(TSM\) Protocols & Guides](#)
- [Voluntary Principles Initiative. Voluntary Principles on Security and Human Rights \(2000\)](#)
- [World Gold Council. Responsible Gold Mining Principles \(RGMPs\)](#)
- [National Inquiry into Missing and Murdered Indigenous Women and Girls. Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls \(2019\)](#)

Our approach to implementing this RAP is grounded in humility. While we could have committed ourselves to many more actions, we have deliberately tailored the scope in this first edition, aiming to build on successes and foster positive engagement. As we progress on this journey, we recognise that improvements may be necessary along the way, and aim to learn from experiences, positive and negative, to furtherance our actions.

As a Canadian company with a global presence, we acknowledge the nuanced nature of reconciliation across diverse jurisdictions and communities. In the implementation of this RAP, we will respect and align with local priorities, laws and customs. We understand that the path to reconciliation is unique in each context, and we look to focus on meaningful and culturally sensitive initiatives that are tailored to the needs of the communities we engage with.



# Governance

## Governance Structure

Our governance structure creates clear lines of accountability, gives us flexibility to adapt and ensures our reconciliation vision is shared and integrated at all levels of our organisation. The ultimate oversight of reconciliation and Aboriginal people matters sits at the Board of Directors level with the Health, Safety, Environment and Sustainable Development (HSESD) Committee. At the Executive Level, oversight of reconciliation and Aboriginal people matters are the responsibility of the Executive Vice-President, Legal, General Counsel & Corporate Secretary, supported by the Vice-President, Health, Safety, Social Affairs & People. At the operational level, the corporate Community Relations team is responsible for overseeing our reconciliation strategy and commitments and, in collaboration with the operating units, for setting and implementing goals and measuring progress. Our individual regions and operations are responsible for identifying and implementing reconciliation initiatives and processes that align with our corporate vision and this RAP. To support this work, we have established the Community Relations Steering Committee which meets regularly with the Executive in charge and is comprised of:

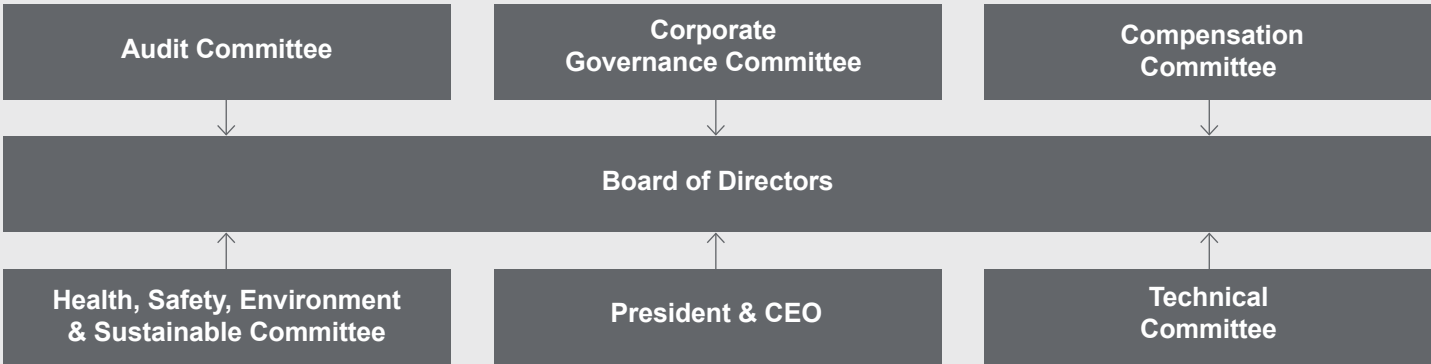
- President and Chief Executive Officer
- Executive Vice President, Legal, General Counsel & Corporate Secretary
- Executive Vice President, Chief Operating Officer – Nunavut, Quebec & Europe
- Executive Vice President, Chief Operating Officer – Ontario, Australia & Mexico
- Executive Vice President, Exploration
- Executive Vice President, Operational Excellence
- Executive Vice President, Finance & Chief Financial Officer
- Vice President, Health, Safety, Social Affairs & People
- Vice President, Sustainability & Regulatory Affairs
- Regional Vice Presidents
- Corporate Director, Community Relations
- Assistant General Counsel, Canadian Operations



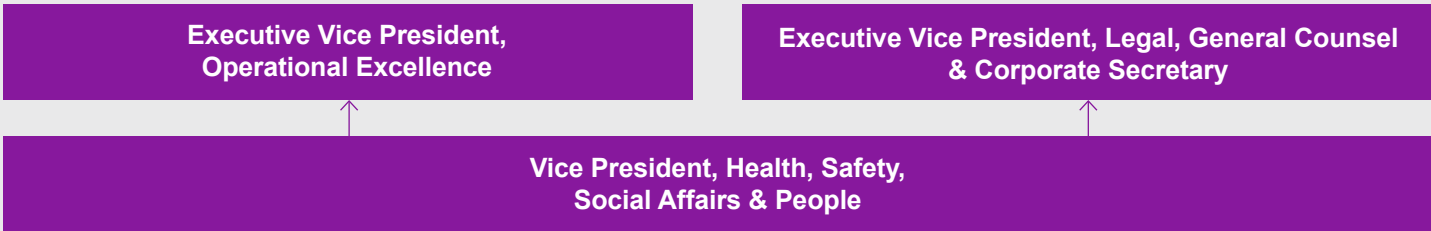


# Governance Structure

Board of Directors



Executive Indigenous Peoples Structure

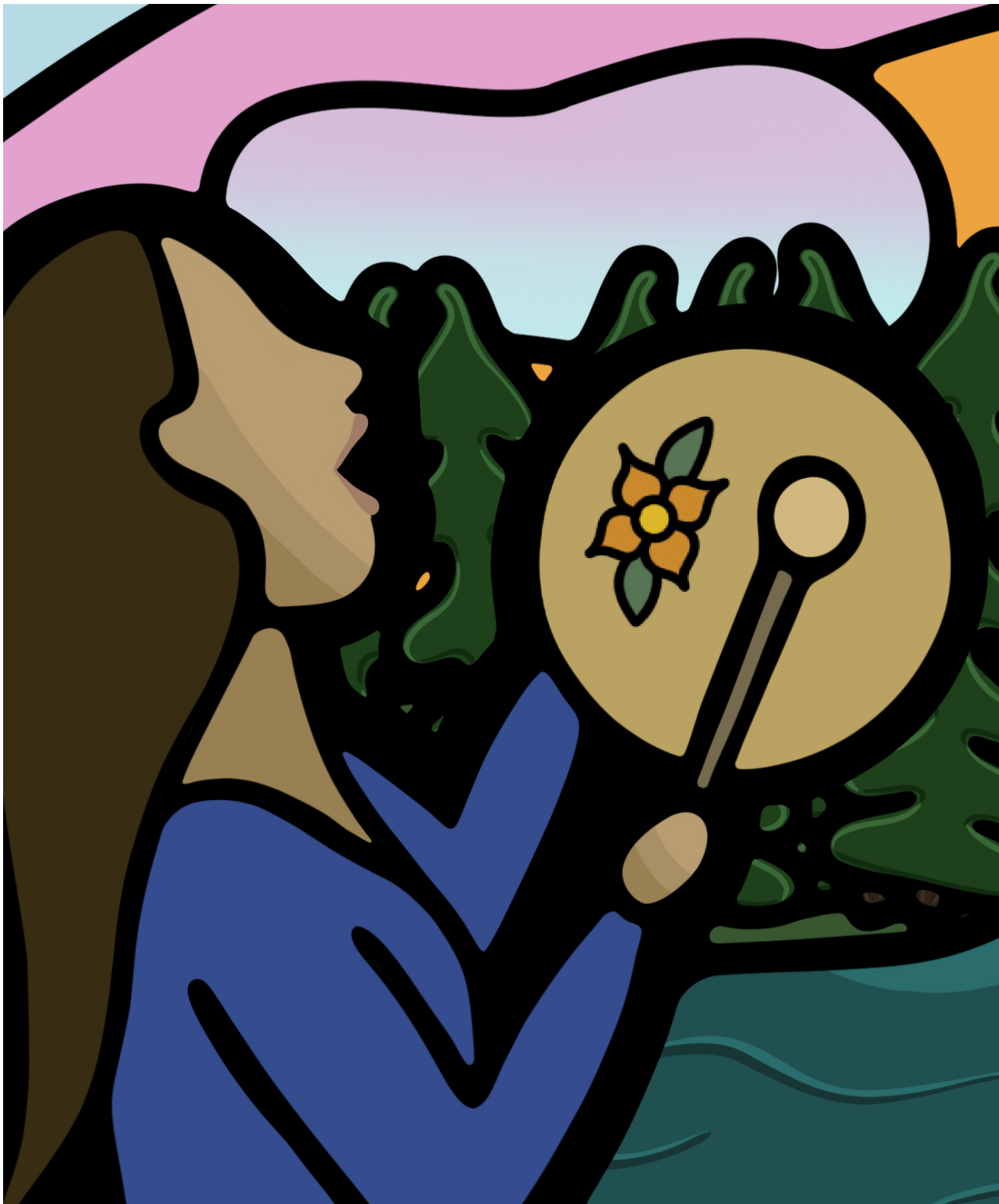


Operations Indigenous Peoples Structure



External Advisors





# Actions & Pillars

Agnico Eagle's RAP is organised into seven pillars capturing efforts in key areas of priority. These pillars are applicable to all Agnico Eagle sites and are not specific to a location. They form the basis for our actions, which may adapt as the needs of the Nations we collaborate with evolve. By listening to and considering different perspectives, we strive to establish Truth as the cornerstone for our reconciliation actions.



Pillar 1:

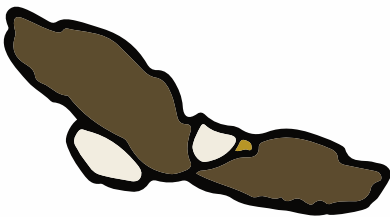
# Leadership & Governance

Integrate Aboriginal perspectives in decision-making across all levels of the organisation and connect reconciliation efforts across different parts of the business.



# Pillar 1: Leadership & Governance

Actions	Timeline
Develop a Chief Executive Officer leadership statement endorsing the objectives of Agnico Eagle's RAP to communicate the importance of RAP initiatives across the organisation.	2024
Update the Indigenous Peoples Engagement Policy (IPEP) to complement the RAP, ensure Agnico Eagle's continued and formal commitment to reconciliation and define expectations for all employees.	2024
Establish an external Indigenous Advisory Committee to provide guidance and oversight for Agnico Eagle's RAP.	2025
Provide members of Agnico Eagle's Executive Team with Indigenous Cultural Awareness Training.	2025
Create regular opportunities for leadership teams to meet in community for relationship-building experiences.	Ongoing
Ensure that leaders at the corporate and site level communicate about the importance of establishing meaningful connections with Aboriginal nations.	Ongoing





Pillar 2:

# Education

Encourage cultural competency and clear communication within our workforce, build a respectful and aware workplace, and empower Aboriginal individuals through education.

## Pillar 2: Education

Actions	Timeline
Provide Free Prior and Informed Consent (FPIC) training to Executive team, leadership teams and to employees who work directly with Aboriginal communities within the first year of employment and refresher training at least every three years.	2024
Develop guidelines to include meaningful and appropriate Land Acknowledgements to share Agnico Eagle's appreciation of Aboriginal stewardship, intention of conducting continued sustainable operations and working responsibly with Aboriginal people.	2025
Develop Indigenous Cultural Awareness Training (ICAT) for Agnico Eagle employees, adapted to each operating region. Track participation and completion of ICAT training and report on company-wide progress in the RAP annual progress report.	2024
Explore the possibility to develop a standardised, Aboriginal-specific sensitivity and risk analysis process in the assessment and development phases of new projects to account for, and potentially mitigate, the impacts on Aboriginal communities.	2026
Develop and implement an Aboriginal scholarship program to provide financial support to Aboriginal students in communities where Agnico Eagle operates. The program's goal will be to assist students pursuing post-secondary education in various fields, not limited to mining.	2026
Promote and provide education on cultural days that acknowledge and celebrate the diverse cultures and achievements of Aboriginal people where applicable.	Ongoing





## Our Stories

# A space for teaching, sharing and reconciliation at UQAT

The First Peoples Pavilion at the *Université du Québec en Abitibi-Témiscamingue* (UQAT) in Val-d'Or, Quebec, is dedicated to meeting the academic, personal and cultural needs of the school's Indigenous students.

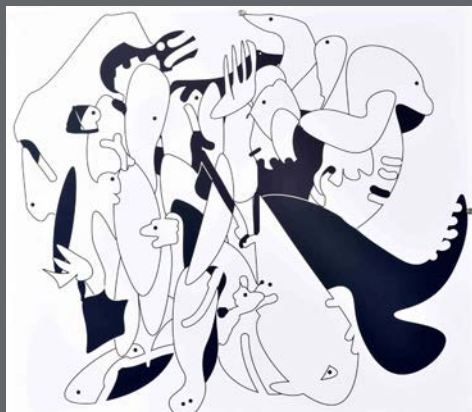
A new project is underway to develop an outdoor space on the Pavilion grounds that will foster teaching, sharing, and reconciliation among Indigenous and non-Indigenous students. The space will be designed to promote intercultural connections and celebrate Indigenous cultures.

Agnico Eagle is proud to be a major financial contributor to this project, which will welcome students and visitors from around the globe and is set to open in 2024.





## Our Stories



## Celebrating Indigenous Heritage & Culture through Art

In 2021, Agnico Eagle celebrated the talent of Indigenous artists from Quebec and Ontario with an art exhibition. The event showcased the remarkable work of Carlos Kistabish, Dominic Lafontaine, Wayne McKenzie, Suzan McKenzie, Grace Ratt, and Frank Polson.

The goal of the exhibition was to honour the rich cultural heritage of Algonquin communities and to provide a platform for Indigenous artists to raise awareness of their cultures.

Since the event, chosen art pieces have been on permanent display at a number of Agnico Eagles sites, ensuring that more people have the opportunity to appreciate the talent of Indigenous artists.

[Learn more](#)



Pillar 3:

# Employment

Promote meaningful and sustainable employment for  
Aboriginal people at all levels.



## Pillar 3: Employment

Actions	Timeline
Review recruitment practices to remove barriers for Aboriginal people interested in working with Agnico Eagle.	2025
Refine our employment practices to foster a supportive environment, enabling the professional growth and retention of Aboriginal people.	2025
Work with dedicated regional community partners and youth organisations to host on-site career fairs and immersive experiences at Agnico Eagle's mine sites and offices for youth interested in careers in the mining industry.	2025
Launch voluntary, confidential self-identification survey for Aboriginal people across Agnico Eagle's operations.	2024





# Building Bridges at the LaRonde Complex

Located in the Abitibi region of northwestern Quebec, Agnico Eagle's LaRonde Complex has produced over 7 million ounces of gold since it first started production in 1988 and employs over 1,600 people. In 2022, the LaRonde team recognized that to boost its local workforce, it needed to break down cultural barriers between Indigenous and non-Indigenous employees.

The team embarked on a project to foster mutual understanding and

reconciliation and partnered with Nikan, a local Indigenous company, to help create a more welcoming, inclusive workplace for Indigenous people.

Today, all employees at LaRonde have access to cultural awareness training, introducing them to the history of the Indigenous people in the region. An onboarding guide featuring an introduction in Anishinaabe welcomes Indigenous employees. Tours for Indigenous students highlight job opportunities and share the

environmental stewardship efforts undertaken at LaRonde. And Agnico Eagle works closely with Nikan to actively recruit more Indigenous people into its workforce.

Those involved in the initiative agree – breaking down barriers between Indigenous and non-Indigenous cultures is a meaningful learning experience for everyone and has helped LaRonde become a more welcoming workplace for Indigenous people.

## Did You Know?

**Leadership in Sharing Direct Benefits:** Proudly leading the extractive sector, Agnico Eagle stands as the first-largest financial contributor to Canadian First Nations (ESTMA 2022), showcasing our commitment to fair and responsible practices.

## Sanajiksanut - Empowering Inuit Careers in Nunavut

At Agnico Eagle, a key aspect of our commitment to have a lasting, positive impact on the communities where we operate is to offer stable, long-term employment and foster opportunities for career development.

In 2022, we took significant steps to enhance the hiring process for Inuit seeking job opportunities at our Nunavut mines, with the goal of better aligning our process with the needs of community members who hope to join the Agnico Eagle workforce.

Our Sanajiksanut program is designed to boost local employment and to nurture and empower talent, allowing Inuit employees to forge their own legacies within their communities. Our ultimate objective is to inspire and provide opportunities for young Inuit —the future pillars of our workforce in Nunavut.

[Learn more](#)





Pillar 4:

# Community

Work together with Aboriginal nations to build trust and understanding, ensuring that their feedback on how we operate is heard and considered.



## Pillar 4: Community

Actions	Timeline
Facilitate cultural awareness activities at Agnico Eagle sites and offices in partnership with Aboriginal-led organisations or community members. Actively engage in cultural and traditional Aboriginal events. When suitable, promote local community events through Agnico Eagle's communication channels. Monitor and document cultural awareness activities and include updates on company-wide progress in the RAP annual report.	2024
Appoint a relationship leader at each operation, development project or region to act as the primary contact for Aboriginal people and communities, to serve as a consistent conduit for community members to provide feedback and ensure inquiries are addressed, and to serve as an accessible representative of Agnico Eagle.	2025
Establish multiple communication channels with Aboriginal people for engagement and feedback on the RAP.	2025
Identify and assess the possibility to apply Community Relations and Indigenous Affairs standards (TSM or others) to exploration sites and development projects to ensure the standards in building relationships, sharing information, and establishing mutual respect and trust exist across all project stages.	2026
Identify opportunities to support the preservation of Aboriginal languages, values, knowledge, and culture at a regional level to support Aboriginal nations in cultural revitalisation efforts.	2025
Host annual discussions with the Indigenous Advisory Committee to discuss progress on the RAP. Ensure feedback from these discussions is shared along with progress towards RAP commitments.	2026
Identify opportunities to enhance communication and raise awareness within Aboriginal communities to improve accessibility to sponsorships and donation programs.	2026
Continue to integrate Aboriginal cultural references and artworks in offices and sites across Agnico Eagle's operations.	Ongoing





## Our Stories

### Matachewan First Nation Community Health Care Centre

The Matachewan First Nation in northeastern Ontario is a thriving community, actively engaging in partnerships with the resource industry and deeply committed to environmental stewardship across their traditional lands. In 2022, Agnico Eagle made a \$2.5 million donation to contribute to the construction of a modern Health Care Centre in Matachewan. The facility will house essential programs such as the National Native Alcohol and Drug Abuse Program, Timiskaming Diabetes services, a Crisis Intervention Safe Space, and offices for healthcare professionals providing comprehensive care and support to the community.

#### Did You Know?



#### Community Relations

**Commitment:** A team of 65 dedicated individuals is working directly in Community Relations, exemplifying Agnico Eagle's commitment to engaging and supporting communities and Aboriginal people.







## Our Stories

# Country Food Nights in Nunavut

At Agnico Eagle's Nunavut sites, employees eagerly await Country Food Nights, where they come together to enjoy traditional Inuit foods. Food Nights are being hosted in on-site Country Kitchens – physical spaces to prepare food as well as symbols of Agnico Eagle's commitment to honouring local traditions and fostering cultural appreciation among our local workforce.

## Did You Know?



### Cultural Awareness

**Empowerment:** In 2023, we delivered an impressive 3,228 hours of Cultural Awareness training, strengthening mutual understanding and cultural sensitivity.



Pillar 5:

# Economic Engagement

Establish mutually beneficial economic relationships and opportunities that prioritise Aboriginal inclusion, participation, and empowerment.



## Pillar 5: Economic Engagement

Actions	Timeline
Facilitate positive and empowering learning experiences for procurement employees by providing training on leading practices in Aboriginal procurement, Impacts and Benefits Agreements and RAP commitments during onboarding, followed by regular refresher training sessions.	2025
Communicate regional or site-specific recommendations for Agnico Eagle suppliers regarding Aboriginal employment and cultural awareness training.	2026
Include report on Aboriginal procurement spend in the RAP annual report.	2024
Develop a reporting system to communicate the financial benefits shared with Aboriginal people by tracking the amount of: <ul style="list-style-type: none"><li>• Direct benefits shared with Aboriginal nations</li><li>• Procurement spend with Aboriginal businesses</li><li>• Donations and sponsorships supporting Aboriginal initiatives</li><li>• Scholarships to Aboriginal students</li></ul>	2027
In consultation with Aboriginal communities, advocate for economic reconciliation through industry-relevant policy building on topics such as: <ul style="list-style-type: none"><li>• Infrastructure and connectivity development</li><li>• Housing improvements</li><li>• Education and training</li><li>• Revenue sharing regulations</li><li>• Increased health and wellness services</li><li>• Better access to social services in Aboriginal communities</li><li>• Improved access to capital for entrepreneurship, economic development, community investments and participation in major projects</li></ul>	Ongoing



## Our Stories



## Indigenous Peoples Advisory Committee Leads the Way to a Culturally Rich and Respectful Workplace at the Detour Lake Mine

Located on the shared traditional territory of Moose Cree First Nation, Apitipi Anicinapek First Nation, and Taykwa Tagamou Nation in northeastern Ontario, our Detour Lake Mine (DLM) is one of the largest gold producing mines in Canada. In 2018, Agnico Eagle took an important step towards strengthening communication and building positive relationships with Indigenous employees at the mine and initiated the Indigenous Peoples Advisory Committee (IPAC).

At the heart of the IPAC is the commitment to provide a platform for Indigenous employees to voice their concerns, share ideas, and engage in dialogue with the DLM management team. IPAC's members all serve voluntarily on the committee and

represent various departments within the organization.

The committee addresses a range of issues relevant to Indigenous employees. From incorporating Indigenous events and ceremonies to the availability of cultural leave and career advancement opportunities, the IPAC ensures that the voices of Indigenous employees are heard, while raising awareness and understanding of Indigenous cultures in the company.

The IPAC has not only strengthened relationships but has also contributed to a more culturally competent and respectful workplace at the Detour Lake Mine.



## Sagimeo Cultural Grounds

The Sagimeo Cultural Grounds, located beside Sagimeo Lake and a five-minute walk from Sagimeo Lodge, which serves Detour Lake Mine employees, has been a hub of cultural celebrations since 2012. The site has hosted important events, such as ceremonies for the children who did not return from residential schools, National Day of Truth & Reconciliation, and National Indigenous Peoples Day celebrations. The grounds witness spring and fall feasts, sacred fires, and Sweat Lodge ceremonies. Employees at Sagimeo Lodge enjoy traditional luncheons and, in 2024, anticipate the installation of a covered shelter for winter events and ceremonies.

## Our Stories



## Strengthening community bonds at the La India mine

Approximately 70 kilometres from Agnico Eagle's La India mine in Sonora, Mexico, is the home of the Pima community of San Juan Diego. Over the years since La India has been in operation, we have built strong ties with community members.

In 2023, the local Agnico Eagle team collaborated closely with community leaders to organize a number of gatherings connecting San Juan Diego with neighbouring communities. In addition, we extended support to San

Juan Diego by donating essential medical supplies and gifts for children during the holiday season.

Central to our approach to community engagement is a deep respect for the culture and traditions of Indigenous communities. We proudly sponsor Yúmare, a ceremony held by the Pima community in both November and February. The celebrations span three days and serve as a time of gratitude for blessings received and prayers for good harvests.

### Did You Know?

**Economic Reconciliation Impact:** Contributing significantly to Aboriginal business and economic reconciliation, Agnico Eagle awarded contracts totalling \$1.384 billion to Aboriginal businesses in 2023

By building positive and collaborative relationships with Indigenous communities globally, we are paving the way for sustainable partnerships that enrich both our organization and the communities in which we operate.

## Support for a CAVAC facility at Kitcisakik

In 2023, Agnico Eagle took a proactive step by jointly contributing towards the anticipated construction of a dedicated facility for a Crime Victims Assistance Centre (CAVAC) in the Algonquin community of Kitcisakik in northwestern Quebec. The donation covered half of the total private funds needed for the project.

The CAVAC, working in collaboration with professionals from the legal community, health and social services networks and community organizations, aims to provide essential front-line support for victims or witnesses of crime. The envisioned space in Kitcisakik will feature a confidential meeting room and an outdoor courtyard in the shape of a sacred fire. This thoughtful design ensures a culturally safe environment where community members seeking support can be treated with respect and consideration for their unique needs. The construction of this facility is yet to take place but stands as a testament to Agnico Eagle's commitment to community well-being.





Pillar 6:

# Environment

Listen to and incorporate guidance from Aboriginal nations in our environmental protection and remediation efforts.



Pillar 6: Environment

Actions	Timeline
Evaluate and enhance Agnico Eagle’s environmental monitoring by collaborating with local Aboriginal communities and Elders. Establish engagement mechanisms and, when absent, identify potential Elder committees.	2024
Develop a corporate standard under the Sustainable Development Policy on protocols relating to the discovery of Aboriginal archaeological items.	2025
Engage the Indigenous Advisory Committee on the ongoing sustainability initiatives of Agnico Eagle.	2026
Strive to actively involve and recruit employees from local Aboriginal communities into Agnico Eagle’s Environment and Sustainable Development teams.	Ongoing





## Kivalliq Inuit Elders Guide Agnico Eagle's Commitment in Nunavut

Established by Agnico Eagle in 2021, the Kivalliq Inuit Elders Advisory Committee plays a critical role in sharing Inuit Qaujimajatuqangit (a body of Inuit traditional knowledge) and Inuit Societal Values with Nunavummiut and our Nunavut operations teams.

The Committee's guidance helps inform exploration, planning, workforce development, wellness, and operational strategies, allowing Agnico Eagle to identify knowledge gaps in project development and address community concerns and questions.

The Elders Committee allows Agnico Eagle to enrich modern practices with Traditional Knowledge. Their support extends to community engagement activities as well as offering insights into traditional land use, community traditions, culture, and priorities.

[Learn more](#)





## Learning about Dja Dja Wurrung culture at Fosterville Gold Mine

Agnico Eagle's Fosterville Gold Mine is the largest gold producer in the state of Victoria, Australia. Most of the mine's workforce of 800 people is local to the area, a tribute to Fosterville's close ties to the local community.

Members of Fosterville's Environment and Community, Geology, Human Resources and leadership teams attended Malamiya (Cultural Heritage) training provided by DJAARA – Balaki Wuka ('Giving to community'), a representative body for the Dja Dja Wurrung People.

Through classroom training and a field visit, attendees learned about the Dja Dja Wurrung history, customs, stories and language, as well as their responsibilities for looking after Country. The goal of the training was to promote awareness and respect for Dja Dja Wurrung culture through managing and protecting Malamiya.

**"The training gave me a much better insight into the way that the Dja Dja Wurrung have lived in the area, the things they valued,**

**and how they interacted with each other and members of other tribes, and a deeper understanding of the impacts of European settlement on their lives, the environment, and their health, particularly in context of the importance of Country in**

**Aboriginal values systems."**

**- Steve Pugh,**  
*Senior Environment & Community Advisor,  
Fosterville Mine*

### Did You Know?



#### **Building Partnerships:**

Agnico has solidified 21 agreements with Indigenous Nations, fostering collaboration and respect in our shared journey towards sustainable development.





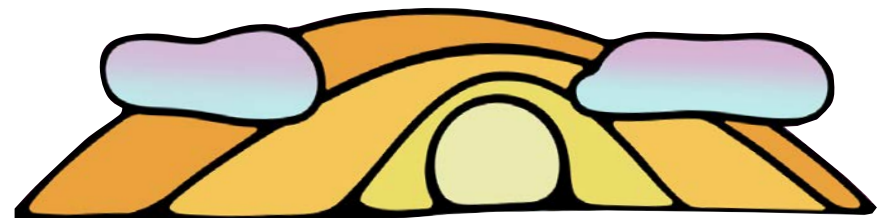
Pillar 7:

# Wellness, Health and Safety

Prioritise the well-being and safety of vulnerable groups in our workforce and the communities where we operate.

## Pillar 7: Wellness, Health and Safety

Actions	Timeline
Review current health and well-being support programs to identify opportunities for providing support for mental health and wellness to Aboriginal employees that are considerate of Aboriginal worldviews and culture.	2025
Identify opportunities to support social infrastructure needs in Aboriginal communities where we operate, including resources for vulnerable populations such as women's shelters.	2025
Promote awareness among employees on the importance of reporting workplace incidents related to harassment.	2026
Seek opportunities to participate in and support research projects related to the global well-being of Aboriginal nations in collaboration with our Aboriginal partners and neighbours.	2026
In collaboration with various communities, particularly Aboriginal neighbours and local governments, assess challenges related to basic needs and healthcare. Identify areas where Agnico Eagle can provide support and contribute to the well-being of the community.	Ongoing
Create a dedicated space for Aboriginal women to provide feedback and guidance within standard engagement processes.	Ongoing
Continue to raise awareness of violence and discrimination against Aboriginal populations.	Ongoing



# The Path Forward

As we embark on the implementation of this RAP, we are firmly engaged in building equitable and respectful relationships with Aboriginal people and we recognise the key role they have played in shaping this path forward. As we progress, we will ensure that those directly affected by our initiatives can actively contribute to assessing the outcomes of our commitments through consistent and frequent engagement.

We are committed to transparency and will report annually on our progress. These reports will not only showcase successes but will also address the challenges faced and lessons learned, underscoring our commitment to open and honest dialogue.

Our path forward is not simply about meeting commitments. It is about co-creating a future where accountability, trust and mutual understanding are at the core of our journey towards reconciliation.

## Special Acknowledgements

Agnico Eagle would like to thank everyone who generously shared their knowledge, insights, and experiences during the engagement sessions to support the development of this Reconciliation Action Plan with Indigenous Peoples.

A special thank you to the Native Women's Association of Canada (NWAC) for their pivotal role in our engagement process.

Warm thank you to the traditional language translators: Madeleine Kioke (Cree), Tom Mapachee (Anishinaabemowin) and Aglu (Inuktitut and Inuinnaqtun).

Meegwetch to Caley Leroux for providing the beautiful artwork in this document.

We also wish to acknowledge the role of Indigenous-owned consulting firm, Creative Fire, in facilitating the engagement sessions and supporting us through this process.





# Scope of Agnico Eagle's Reconciliation Action Plan



The purpose of this RAP is to present the guidelines and measures Agnico Eagle Mines Limited (“Agnico Eagle” or the “Company”) intends to take to achieve its goals of reconciliation with Indigenous Peoples in the jurisdictions in which it operates. While the RAP represents an important step in weaving various existing programs and initiatives to benefit Indigenous Peoples into a central, comprehensive strategy, the RAP is not an exhaustive statement of all the measures implemented by the Company with regard to the economic and social well-being of its Indigenous host communities. The Company is signatory to specific agreements with several Indigenous groups, aimed in particular at sharing the benefits of the Company’s mining projects. These agreements may contain guidelines and measures that differ from those identified in the RAP – in the event of conflict with the guidelines and measures of the RAP, the Company will

give precedence to its contractual commitments.

The guidelines and measures described in this RAP are global in scope and apply to all of the Company’s activities. However, some jurisdictions in which the Company operates may have specific legal requirements that prevent the implementation of certain measures in the RAP and the full achievement of its objectives. In such cases, the Company will consider reasonable alternative measures where available.

The Company recognises that, in some jurisdictions like Australia, the term RAP has a particular meaning and is subject to an approval process conducted by a designated authority, such as Reconciliation Australia. In adopting this RAP, the Company does not claim any approved RAP status in any specific jurisdiction, including in the Australian context.

## Forward-Looking Statements

Certain statements contained in this RAP constitute “forward-looking statements” within the meaning of the United States Private Securities Litigation Reform Act of 1995 and “forward-looking information” under the provisions of Canadian provincial securities laws and are referred to herein as “forward-looking statements”. When used in this RAP, the words “could”, “estimate”, “expect”, “future”, “plan”, “potential”, “strive”, “will” and similar expressions are intended to identify forward-looking statements. Such statements include, without limitation, the Company’s goals and plans with respect to reconciliation with Indigenous Peoples and the partial or complete achievement of any action or objective set out in this RAP, within the given timeframe, as well as the specific means to achieve it. Such statements reflect the Company’s views as at the date of this RAP and are subject to certain risks, uncertainties and assumptions, and undue reliance should not be placed on such statements. Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by the Company as of the date of such statements, are inherently subject to significant business, economic and competitive uncertainties and contingencies. The material factors and assumptions used in the preparation of the forward-looking statements contained herein, which may prove to be incorrect, include, but are not limited to, the assumptions set forth herein and in management’s discussion and analysis (“MD&A”) and the Company’s Annual Information Form (“AIF”) for the year ended December 31, 2023 filed with Canadian securities regulators and that are included in its Annual Report on Form 40-F for the year ended December 31, 2023 (“Form 40-F”) filed with the United States Securities and Exchange Commission (the “SEC”). For a more detailed discussion of such risks and other factors that may affect the Company’s ability to achieve the expectations set forth in the forward-looking statements contained in this RAP, see the AIF and MD&A filed on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and included in the Form 40-F filed on EDGAR at [www.sec.gov](http://www.sec.gov), as well as the Company’s other filings with the Canadian securities regulators and the SEC. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.

## Feedback

Please direct any feedback concerning  
Agnico Eagle's inaugural Reconciliation Action Plan  
to [reconciliation@agnicoeagle.com](mailto:reconciliation@agnicoeagle.com)



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