



Global Approach, Regional Focus

2023 Sustainability Report

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102 Agnico Eagle Global Performance Summary Data

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 these countries as well as in the United States. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading environmental, social and governance practices. Agnico Eagle was founded in 1957 and has consistently created value for its shareholders, declaring a cash dividend every year since 1983.

On the cover: Truck driver at the Meliadine mine in Nunavut. 13% of our Nunavut employees are local to the Kivalliq or Kitikmeot regions.



GRI and SASB Index and Data Tables

Visit our website for our comprehensive performance data tables at www.agnicoeagle.com/sustainability/gri-and-sasb-index-and-data-tables

Navigating the Report



Supporting content (external links)



Material Topics

Overview

About This Report



The 2023 Sustainability Report marks the 15th year that Agnico Eagle has produced a detailed account of our health, safety, environmental and social performance.

This report is intended to provide information on Agnico Eagle's oversight, strategy, practices and risk management approach to key environmental, social and governance (ESG) areas and to report on the sustainability performance of all mining operations.

References to "Agnico Eagle", "the Company", "we" and "our" refer to Agnico Eagle Mines Limited. This report reflects performance from January 1 to December 31, 2023, of mining assets under Agnico Eagle's operating control as of December 31, 2023. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards with additional mining industry-specific indicators from the Sustainability Accounting Standards Board (SASB) Metals and Mining disclosures and metrics. It is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

To facilitate assessment of our performance against these frameworks, we have highlighted the standards throughout our report and included references to the relevant content that can be found on our website.

A five-year global performance summary of key indicators is included on page 102 of this report.

Our 2023 GRI and SASB indexes and disclosures of performance indicators by operation can be found on our [website](#). Details of reporting boundaries for the 2023 Sustainability Report are provided on page 9.

Unless otherwise specified, all funds are reported in USD and all information in this report is as of December 31, 2023.

Global Approach, Regional Focus

Our 2023 Sustainability Report theme highlights our commitment to ensuring that as we expand and evolve as an organization, we remain deeply rooted in and committed to the regions in which we operate. While our vision and goals are global, our strategies are tailored to meet the specific needs and challenges of each region's environmental, social and economic contexts. We prioritize close collaboration with local communities and Indigenous Peoples, valuing their perspectives and insights as integral components of our operational approach. This dedicated regional focus allows us to reduce our environmental impact, increase social benefits and positively contribute to local economies.

With every action we take, we strive to uphold our commitment to ensuring that every ounce of gold mined by Agnico Eagle meets the highest standards of responsibility and sustainability.

Messages from Leadership

A Message from Our President & CEO



Agnico Eagle brings together the best people, the highest-quality resources and industry-leading ESG practices to develop mineral resources for the benefit of all.

We work closely with local communities and Indigenous Peoples, valuing and including their views in how we operate. Our regional focus helps us reduce environmental impacts, increase social benefits and contribute to local economies.

We have developed a comprehensive action plan based on core principles to advance reconciliation with Indigenous communities doing what's right, respecting the rights of all and creating value for stakeholders. True reconciliation demands a deliberate, sustained effort. This plan enhances existing efforts and promotes opportunities to learn, adapt and replicate successful approaches across all our sites.

As we see the impacts of climate change around the world and with communities facing wildfires, floods and droughts, we continued to take action to support our neighboring communities, as well as assess and develop action plans to address climate change risks. Over the next decade, we see opportunities to transition towards lower carbon technologies such as electric mobile equipment to reduce greenhouse gas emissions and support initiatives for green energy infrastructure development.

We are also working on assessing the various climate change risks and opportunities facing our operations and impacting neighboring communities to develop strategies for adaption and mitigation and support initiatives that contribute to local economic capacity and flexibility to proactively address these challenges.

Our Towards Zero Accidents initiative, launched in 2020, led to a 34% improvement in safety performance this year, demonstrating the success of our safety-focused approach. Across the Company, 80% of active mine sites outperformed their objectives and our Goldex operation, Hope Bay project and Northern Territories project had zero lost time or restricted work injuries. An outstanding result in 2023 and a company record. These results weren't by chance; it is the result of hard work, intentional strategies, robust safety systems, a culture celebrating safe work and well-managed mines.

This intentional mindset is applied to addressing our ESG commitments across the company.

Whether in safety, Indigenous Relations or climate change, we consistently work to improve our performance. We stay focused, we employ intentional strategies, and we build on past successes and lessons learned.

I want to thank Agnico Eagle's community and Indigenous partners for supporting us on this journey. And to all employees, thank you for your hard work and dedication to advancing our sustainability performance.

Sincerely,

Ammar Al-Joundi
President and Chief Executive Officer

Messages from Leadership

A Message from Executive Vice-President, Sustainability, People and Culture



We strive to ensure that every ounce of gold mined by Agnico Eagle meets the highest standards of responsibility and sustainability.

In 2023, our employees achieved our safest year ever with a 34% improvement over the previous year. Special recognition goes to our Goldex, Hope Bay and Northern Territory sites for operating the whole year without any lost time or restricted work injuries. As we continue to work Towards Zero Accidents, this achievement shows that it is possible to work safely and underscores the importance of ensuring that everyone returns home safely each day, both physically and mentally.

We prioritize mental health and well-being, training our leaders and employees to recognize mental health challenges in themselves and others. Our mental health initiatives complement our broader health and safety efforts and align with the Mining Association of Canada's (MAC) updated Towards Sustainable Mining (TSM) *Safe, Healthy and Respectful Workplace Protocol*, which now includes a focus on psychological safety and respectful behaviour in the workplace.

Employees have access to mental health professionals at several sites and, at the Meadowbank Complex in Nunavut, experts conducted sessions with 200 employees to help them spot emotional distress and have supportive conversations. In 2023, our Ontario team created a Mental Health and Wellness Steering Committee and our Australian operations implemented the Mates in Mining support program.

We continue to work to expand and improve our approach to diversity, equity and inclusion (DEI) and strongly support MAC's new *TSM Equitable, Diverse, and Inclusive Workplaces Protocol* which encourages companies to employ a diverse group of people who bring varied perspectives and experiences to our workplaces. In 2023, we continued the Dr. Leanne Baker Scholarship and Development Program which helps women working at Agnico Eagle grow into leadership roles. Six women have completed the program, eight more began their first year and another eight have been selected to join the third group in the program. We are proud to support these women as they continue to advance their careers and move into leadership roles within the company.

In 2023, we maintained our position as one of the lowest intensity producers among major gold mining companies.

We took steps to address climate change by evaluating the climate risks at each of our operations and introducing a new Climate Action Corporate Standard. This standard helps us better identify, assess and manage climate risks and opportunities and establishes clear guidelines for GHG accounting.

In 2024, we will continue to invest in technological innovation and decarbonization opportunities across our portfolio including using more renewable energy and improving material handling efficiency. We are integrating climate risk management into our operational governance framework and launching a supplier engagement program to focus on decarbonization partnerships and decrease our Scope 3 emissions.

Agnico Eagle is committed to preserving biodiversity and is actively involved in several partnerships and committees that seek to address biodiversity loss and support nature-positive outcomes. For example, through its Community Partnerships Program Fosterville Mine is contributing \$AUD450,000 over two years to the Axe Creek Protection Project in Strathfieldsaye. We are also developing tools and collecting data to guide our business decisions, minimize negative impacts to nature and enhance our disclosures.

We regularly engage with Communities of Interest (COI), including Indigenous Peoples, on environmental issues, particularly water and biodiversity matters. Our updated Water Management Corporate Standard aligns with TSM's new *Water Stewardship Protocol*, focusing on conserving freshwater through reducing, reusing and recycling water across all our sites.

In addition to applying the TSM protocols at all our operations, we uphold our commitments to international standards including the Responsible Gold Mining Principles (RGMP), Voluntary Principles on Security and Human Rights (VPSHRs), Conflict-Free Gold Standard and the TCFD framework.

We have developed a Reconciliation Action Plan in collaboration with Indigenous communities, consulting with over 250 employees, stakeholders and rights holders. We plan to publish and start implementing this plan in the second half of 2024. This plan aligns with the United Nations Declaration on the Rights of Indigenous People and integrates our existing Indigenous programs into a comprehensive strategy.

We strive to be socially responsible and make a positive impact in our operating communities. In 2023, we announced a 10-year \$CAD3-million commitment to the Canadian Cancer Society aimed at improving the lives of people affected by cancer living in rural, remote and Indigenous communities in Northern Ontario. We also launched the Inunnguiniq project, a \$CAD5-million commitment to enhance food security, promote active lifestyles in Nunavut through traditional "on the land" activities and support Inuit-led non-profits to make lasting positive impacts. Our Inunnguiniq partners are the Arctic Rose Foundation, Ilitaqsiniq and the Breakfast Club of Canada.

I want to welcome all new employees into the Agnico Eagle family, especially those from Canadian Malartic and thank all our employees for their dedication to maintaining our high standards of responsibility and sustainability.

Sincerely,



Carol Plummer
Executive Vice-President,
Sustainability, People and Culture

At a Glance

CLIMATE HIGHLIGHTS

100%

Of mining operations
GHG intensity is under the
industry average¹

1.34M

Total tonnes CO₂e produced
by our operations
(Scope 1 & 2)

75%

Of electricity consumed
from low carbon sources

40

Number of battery
electric vehicles across
the organization

ENVIRONMENT HIGHLIGHTS

0

Significant environmental
incidents

71%

Water used is recycled

58M m³

Water recycled across the
Company's operations

70k

Trees and cacti planted
as part of restoration efforts
in Mexico

SOCIAL HIGHLIGHTS

34%

Reduction in
year-over-year health and
safety performance

649

Indigenous employees at
our operations

3,200

Hours of cultural
awareness training

\$1.9B

In local purchases of
goods and services

1. Industry average of 0.829 tCO₂e for Scope 1 and 2 emissions per oz of gold produced, as per S&P Global Market Intelligence 2022.

Operations At-a-Glance

2023 PRODUCTION¹

3.44M

Gold (in ounces)

2.41M

Silver (in ounces)

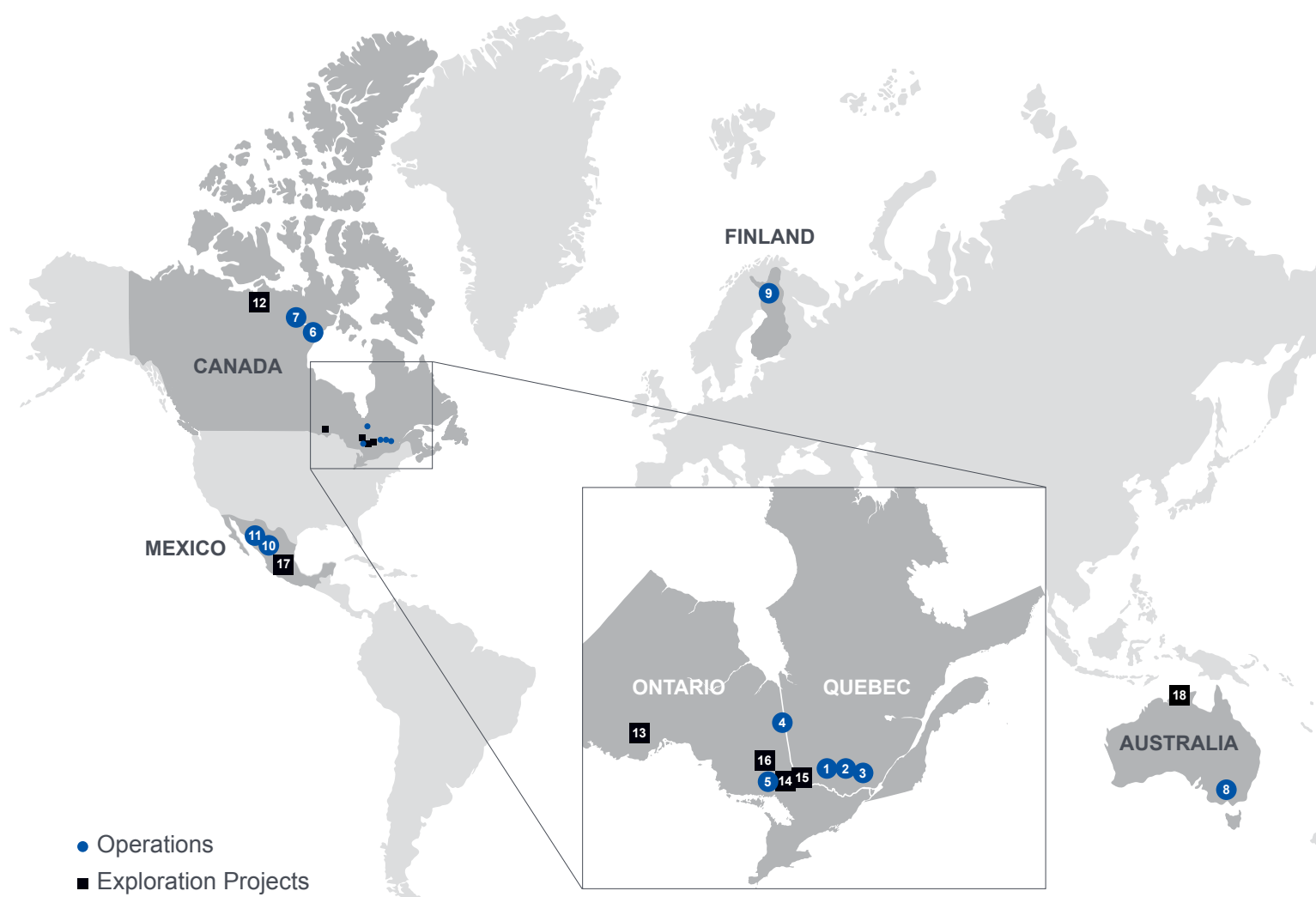
7.70k

Zinc (in tonnes)

2.62k

Copper (in tonnes)

Agnico Eagle has established a valuable reputation for staying true to our mission, faithfully executing our business strategy and delivering measured, responsible, growth.



1. 2023 production reflects Agnico Eagle's 50% interest in the Canadian Malartic complex up to and including March 30, 2023 and 100% thereafter.

MINING OPERATIONS

1 LaRonde Complex (100%)

Quebec, Canada

Underground mines in Abitibi region

2023 payable production:

306,648 ounces of gold**2 Canadian Malartic Complex (100%)**

Quebec, Canada

Open pit mine in Abitibi region,

Underground added in 2023

2023 payable production¹:**603,955 ounces of gold****3 Goldex Mine (100%)**

Quebec, Canada

Underground mine in Abitibi region

2023 payable production:

140,983 ounces of gold**4 Detour Lake Mine (100%)**

Ontario, Canada

Open pit mine in northeastern Ontario

2023 payable production:

677,446 ounces of gold**5 Macassa Mine (100%)**

Ontario, Canada

Underground mine in northeastern

Ontario

2023 payable production:

228,535 ounces of gold**6 Meliadine Mine (100%)**

Nunavut, Canada

Underground and open pit mine

2023 payable production:

364,141 ounces of gold**7 Meadowbank Complex (100%)**

Nunavut, Canada

Open pit and underground mine

2023 payable production:

431,666 ounces of gold**8 Fosterville Mine (100%)**

Victoria, Australia

Underground mine in southeastern

Australia

2023 payable production:

277,694 ounces of gold**9 Kittila Mine (100%)**

Lapland, northern Finland

Underground mine

2023 payable production:

234,402 ounces of gold**10 Pinos Altos Complex (100%)**

Chihuahua State, northern Mexico

Open pit and underground mine

with milling and heap leach operation
(gold, silver by-product)2023 payable production²:**98,280 ounces of gold****11 La India Mine (100%)**

Sonora State, northern Mexico

Open pit mine with heap leach

operation in Mulatos Gold Belt

2023 payable production:

75,904 ounces of gold

1. 2023 production at Canadian Malartic reflects Agnico Eagle's 50% interest in the Canadian Malartic complex up to and including March 30, 2023 and 100% thereafter.

2. 2023 payable production at the Pinos Altos complex includes 638 ounces of gold from the Creston Mascota mine.

EXPLORATION PROJECTS

12 Hope Bay (100%)

Nunavut, Canada

Underground project

The Hope Bay property contains substantial mineral reserves and mineral resources at the Doris, Madrid and Boston deposits.

13 Hammond Reef (100%)

Northwestern Ontario, Canada

A gold exploration project with significant open pit measured and indicated mineral resources.

14 Kirkland Lake Regional (100%)

Northeastern Ontario, Canada

Large property located in an historic gold district. Upper Beaver flagship project has gold-copper mineralization in an intrusive complex. Several other gold deposits (such as the AK, Anoki/McBean and Upper Canada zones) in altered rock near the Larder Cadillac Deformation Zone.

15 Wasamac (100%)

Quebec, Canada

The Wasamac gold project is comprised of six mining concessions, 281 mineral claims and five mining leases, covering approximately 10,269 hectares.

16 Timmins East Properties (100%)

Northeastern Ontario, Canada

The Timmins East land package covers 100 km strike length between Timmins, Ontario, and the Quebec border. Properties host multiple past-producing gold mines including Holt, Holloway, Hislop, Taylor and Aquarius.

17 San Nicolás (50%)

Zacatecas, Mexico

Large volcanic-hosted massive sulphide deposit, jointly developed with Teck Resources Limited.

18 Northern Territory (100%)

Gold targets at Pine Creek, Maud Creek, Mt Paqualin and Union Reefs in Australia's Northern Territory.

Reporting Boundaries

Over the years, we have continued to expand our operating portfolio, as well as our sustainability contributions, impacts and responsibilities. To maintain a high standard of reporting, we ensure that our full scope is covered and measure year-over-year performance. We also review historical data and, where necessary, restate significant differences.

Sites included in reporting boundary	Exceptions
Australia: Fosterville Mine ¹	<p>On March 31, 2023 Agnico Eagle acquired Yamana Gold Inc.'s Canadian assets including 100% of the Canadian Malartic Complex (CMC) (previously 50% Agnico Eagle). Unless specified otherwise, full year CMC data is included in Agnico Eagle's 2023 ESG performance, and exclusive for 2019-2022.</p> <p>Historical performances from assets acquired through the merger with Kirkland Lake Gold on February 8, 2022 have been consolidated for 2019-2022, unless otherwise specified.</p>
Canada, Quebec: LaRonde Complex, Goldex Mine, Canadian Malartic Complex (includes Odyssey Mine)	<p>On February 2, 2021, Agnico Eagle acquired TMAC Resources, which included Hope Bay. Data for Hope Bay Project is inclusive for 2021 and 2022, and exclusive for 2019–2020. Production at the mine was suspended in October 2021 and the focus in 2022 and 2023 was on exploration. Any present or forward-looking statements on active operations do not include the site.</p>
Canada, Nunavut: Meadowbank Complex, Meliadine Mine, Hope Bay Project	<p>Data from administrative offices, smaller exploration projects and closed sites is limited to health and safety, workforce and economic reporting unless specified otherwise.</p>
Canada, Ontario: Macassa Mine ¹ , Detour Lake Mine ¹	<p>Agnico Eagle's sustainability report includes information from mining sites where the Company has operational control.</p>
Finland: Kittilä Mine	
Mexico: La India Mine, Pinos Altos Complex (includes the Creston Mascota and Pinos Altos Mines)	

1. Sites acquired through the merger with Kirkland Lake Gold.



Detour Lake mine, Ontario.

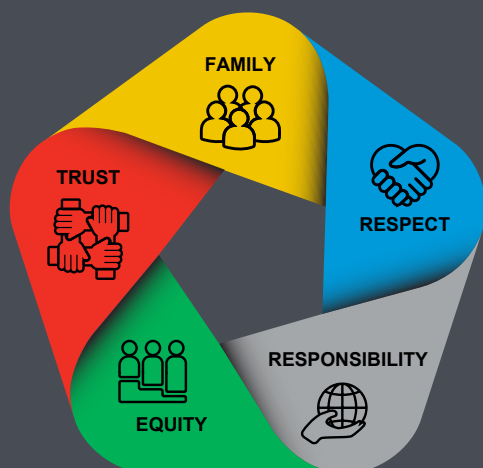
Supplemental Information

Agnico Eagle's approach is to disclose and report on its environmental, social and governance impacts and opportunities in a manner that is consistent, comprehensive and publicly accessible. To meet the varied needs of our stakeholders, sustainability-related information is disclosed through multiple platforms in addition to the Company's annual sustainability report. Below is a summary of where you can find key additional ESG-related information. If you are unable to find the information you are looking for, please contact sd@agnicoeagle.com.

GRI & SASB Index	ESG Data Tables	UN SDGs	Financial Reporting
<p>Every year we provide an index as part of our ESG workbook that specifies each of the GRI and SASB standards used and lists where you can find all relevant information related to the disclosures.</p> <p>Relevant GRI and SASB indicators are listed throughout this report in our analyst corners.</p>	<p>A complete list of annual global and site level results are provided in Microsoft Excel format as part of our ESG workbook available on our website.</p> <p>A three-year performance summary of key ESG data is provided at the end of this report.</p>	<p>A summary of our commitments and initiatives related to all 17 of the United Nations <i>Sustainable Development Goals</i> can be found on the UN SDG page of our website.</p> <p>Highlights of key contributions can be found on page 17.</p>	<p>For additional information on our annual financial results consult our 2023 <i>Annual Report</i>, for executive compensation consult our <i>Management Proxy Circular 2023</i>, for financial risks consult our <i>Annual Information Form</i>, for information on payments to governments consult our ESTMA reports.</p>
Tailings Management	Climate, Water & Biodiversity	Human Rights	Regional Information
<p>For more information on our tailings management, including a list of tailings storage facilities and risk evaluation details, consult our 2023 Tailings Summary Report.</p>	<p>For additional details, consult our CDP Climate, Water and Forests responses available on the CDP website.</p> <p>Facility-level TSM results for <i>Energy and GHG Emission Management, Water Stewardship and Biodiversity Conservation Management</i> are available on the MAC¹ website.</p>	<p>Detailed information on our human rights approach and actions is available in our Conflict-Free Gold Report and Report on Voluntary Principles and on Security and Human Rights.</p> <p>In accordance with new regulations, the Company will publish a Modern Slavery Report in May 2024.</p>	<p>Many of our mine sites have regional websites and social media pages where you can find additional information on operational activities including stakeholder engagement, project development and career opportunities.</p> <p>Access to these pages is available via our corporate website.</p>

1. Mining Association of Canada (MAC)

Who We Are



Our Values

At Agnico Eagle it's very simple; we are committed to creating a culture that is grounded in our history and on the importance of always doing the right thing.

Our Guiding Principles

Agnico Eagle developed Guiding Principles based on our values to reinforce our management approach and culture. These principles reflect how we live our values and what makes us successful.

- We value safe work as core to the sustainability and success of our business;
- We are open and transparent with stakeholders;
- We hold our people to the highest standards of honesty and responsibility;
- We strive to implement best practices and continuous performance improvement;
- We foster open honest discussions before making decisions;
- We encourage local decision-making, maintaining our entrepreneurial and innovative spirit;
- We encourage collaboration at all levels of the organization;
- We strive to maintain a simple business with practices based on common sense;
- We ensure clarity of roles and responsibility to maximize collaboration; and
- We make sure that employees and management are aligned on the company's priorities.

Our Business Strategy

Our mission is to build a high-quality, easy-to-understand business, one that generates superior long-term returns for our shareholders, creates a great place to work for our employees and contributes positively to the communities in which we operate. Our leadership team will continue to deliver on this mission and reflect the values that have propelled our company into a position of leadership in the global business community.

Our business strategy is centred on three pillars: **performance, pipeline** and **people**.

Three Pillars of Our Business Strategy

Performance

- Execute on Our Five-Year Plan
- Optimize Our Assets

Pipeline

- Build Reserves and Resources
- Add High-quality Development Assets

People

- Maintain an Engaged Workforce
- Improve Operational Efficiency

Our Performance, Objectives and Targets

We hold ourselves accountable for improved performance over time, ensuring rigorous and progressive oversight of high-performance standards in health, safety, environment and community relations.

We set sustainability goals that align with Agnico Eagle's business strategy and sustainable development commitments. By delivering on these goals, we can continue to build our production base and generate increased value for shareholders, while making meaningful contributions to the social, environmental and economic well-being of employees and communities.

Performance Highlights

+ Favourable - Unfavourable = Neutral



Health, Safety and Wellness

(See page 31 for more details)

	2021	2022	2023	Performance ¹
Total Recordable Injury Frequency ²	5.44	4.84	4.30	+
Employee Total Recordable Injury Frequency ²	3.23	3.71	3.08	+
Fatalities	1	1	0	+



Environmental Stewardship

(See page 42 for more details)

	2021	2022	2023	Performance
Total Tonnes CO ₂ e ³	1,401k	1,386k	1,337k	=
CO ₂ e/oz ³	0.36	0.38	0.38	-
Total Water Recycled ⁴	78%	78%	71%	-
Significant Spills	0	0	0	+



Our People

(See page 76 for more details)

	2021	2022	2023	Performance
Proportion of Women in the Workforce	15%	15%	15%	=
Local Employment	68%	61%	66%	=
Indigenous Employees	647	694	649	=



Communities

(See page 87 for more details)

	2021	2022	2023	Performance
Number of Significant Disputes	1	0	0	+
Operations Payments to Local Suppliers	1.58B	1.36B	1.87B	+

1. Performance is based on targets or where targets are absent three-year performance trend.

2. Per 1,000,000 hours worked. Excludes Australia and Ontario sites for 2021. Data for Total Recordable Injury Frequency includes employees and contractors. The value for year 2021 was restated to 5.44 from 5.26 following a review.

3. Total GHG emissions and GHG intensity values have been re-baselined to include values from Canadian Malartic complex.

4. Decrease in water recycling is due to the inclusion of Canadian Malartic

Our Objectives and Targets

✓ Achieved → Ongoing ... Delayed ✕ Not Achieved



Health & Safety

We aim to operate a safe and healthy workplace that is injury and fatality free.

Topic	2023 Objectives	2023 Status	2023 Progress	2024 Objectives
Injury Frequency	Achieve a Global Combined Incident Frequency Rate (GCIFR) of 3.85	✓	Achieved a significant reduction in the GCIFR in 2023	Achieve a 5% reduction in the GCIFR from 2023 Implement the injury severity rate as the key measurement in tracking injury management performance
Fatalities	Zero fatalities	✓	No work related fatalities in 2023	Zero fatalities
Employee Field Engagements	Year-over-year increase in the number of "Boots in the Field" visits	✓	Boots in the Field interactions increased in 2023	Standardize leading indicators for Boots in the Field interactions and measure performance against set targets
Critical Risk Management	Year-over-year reduction in the number of significant incidents	→	Significant incidents are tracked and monitored	Establish and deliver Major Hazard and Critical Control framework
Mental Health	Year-over-year reduction in number of short-term and long-term disabilities related to mental and psychological health	→	Implemented onsite support and education programs across the group	Complete Psychosocial Hazard Risk Assessments

Long-Term Objective & Goals¹

Toward Zero Accidents: Reduction of 25% in both global combined and total recordable incident frequencies over a period of 5 years

1. Long-term objectives and goals have timelines of 3 to 10 years.



The tag board provides a method to ensure all workers are accounted for in the event of an emergency situation. (Fosterville mine, Australia)



Environmental Stewardship

We aim to eliminate, minimize and mitigate impacts of our operations on the environment.

Topic	2023 Objectives	2023 Status	2023 Progress	2024 Objectives
Environmental Compliance	Continue to implement the Environmental Incident Corporate Standard at the sites with a focus on the newer sites in the organization	→	Environmental incident investigations for all incidents with a consequence of Moderate or greater were completed as required by the Corporate Standard	Complete investigations for all incidents having a consequence of Moderate or greater and share key learnings with other operating sites
	Achieve zero major or critical/extreme environmental incidents	✓	No major or critical/extreme environmental incidents occurred in 2023	Achieve zero major or critical/extreme environmental incidents
Water Stewardship	Ensure an updated water balance model is in place at all sites to predict water needs in the short and medium term	→	Developed clear corporate standards for various elements of operational water management, including a site water balance. A framework with a corporate target and a scoring matrix was rolled out to all sites	Self-audit by all sites for the elements found in the Operational Water Management Framework and development of action plans for any elements not meeting the corporate target
Integrated Closure	Continue to focus on progressive reclamation and assessing site-based approaches to closure planning. Continue to reduce risk at both active mine sites and closed sites	→	Identified opportunities for progressive reclamation at Canadian Malartic, LaRonde, Meadowbank and La India	Identify opportunities with all operating sites to implement 2 or 3 progressive reclamation projects
	Develop closure guidelines and conduct trial of the gap assessment tool at two mine sites that are updating existing closure plans	→	The guidelines have advanced and will be completed in 2024	Finalise the guidelines and complete assessments at MCM, LaRonde and Detour
Tailings & Waste Management	Continue to implement the governance of critical infrastructure at Detour Lake, Macassa and Fosterville	✓	The governance structure was implemented at Detour Lake, Macassa and Fosterville	Operations, Maintenance and Surveillance manuals and Infrastructure Emergency Response Plans reviewed and updated by all sites. Assign Engineers of Record to closed sites
Climate Change	Develop a Corporate Climate Standard and site-level reduction targets	✓	Climate Action Corporate Standard and site-level activity based reduction targets established	Implement the Climate Action Corporate Standard across organization and pursue reduction targets
Long-Term Objective & Goals <ul style="list-style-type: none"> – Reduce overall number of environmental incidents (moderate and above) – 30% reduction of Scope 1 & 2 emissions by 2030 and Net Zero by 2050 				



Our People

We aim to maintain a work environment that is based on mutual respect, fairness and integrity.

Topic	2023 Objectives	2023 Status	2023 Progress	2024 Objectives
Workforce and employee engagement	Develop and implement a plan for key opportunities identified in the 2022 Great Place to Work (GPTW) survey. Target a 3% increase globally for the Respect dimension	→	Agnico Eagle globally increased 2% in the Respect and Credibility dimensions in the 2023 GPTW survey. The fairness dimension maintained the same score as in 2022	Develop and implement a plan for key opportunities identified in the 2023 GPTW survey. Target a 2% increase globally for the Fairness dimension and an additional 1% increase in the Respect dimension
Diversity & Inclusion	Ensure Diversity, Equity and Inclusion (DEI) strategy is communicated and adopted throughout the organization Develop baseline for DEI reporting in all regions where we operate	→	Our DEI strategy continues to be communicated throughout the organization. The strategy has been shared with the DEI Steering Committee and Human Resource (HR) leaders. A baseline has been identified to measure progress on DEI actions	Ensure DEI strategy is communicated and adopted throughout the organization. Develop an action plan to address gaps identified vs the TSM Equitable, Diverse and Inclusive Workplaces Protocol. Rollout training focused on building an inclusive mindset

Long-Term Objective & Goals

- Agnico Eagle is recognized by GPTW as a Best Place to Work by 2026
- Demonstrate progress on advancing women into leadership roles and overall female representation across the organization





Communities

We aim to contribute to the social and economic development of sustainable communities associated with our operations.

Topic	2023 Objectives	2023 Status	2023 Progress	2024 Objectives
Community Relations and Satisfaction	<p>Address 100% of grievances within 30 days</p> <p>Develop a baseline of community relations and satisfaction in all regions where we operate</p>	✓	<p>100% of grievances were addressed in 30 days and we have a corporate procedure for all our community relations teams to ensure consistency in reporting</p> <p>We are developing a survey that includes standard questions allowing us to measure across the organisation as well as questions adapted to the needs of each region</p>	<p>Address 100% of grievances within 30 days. Adjust our KPI to report not only number of grievances but also number of complainants.</p> <p>Develop a baseline of community relations and satisfaction in all regions and begin implementing new KPIs, including communication method and interaction atmosphere</p>
Indigenous Rights and Relationships	<p>Develop and implement a Truth and Reconciliation plan with a focus in 2023 on education and awareness</p>	→	<p>Developed a Reconciliation Action Plan, engaging with more than 250 employees, external stakeholders and rightsholders</p>	<p>Launch and begin implementing our Reconciliation Action Plan</p>
	<p>Deliver 2,000 hours of cultural awareness training/activities throughout the Company</p>	✓	<p>Delivered 3,200 hours of cultural awareness training</p> <p>Our sites also held 135 activities aiming to raise awareness about Indigenous Peoples, history and culture</p>	<p>Deliver over 3,000 hours of indigenous cultural awareness training and organize 150 indigenous cultural awareness activities throughout the Company</p> <p>Implement our agreements with Indigenous Nations and develop a global approach to measure implementation conformity</p>

Long-Term Objective & Goals

- Improve community relations satisfaction in all regions where we operate
- Enhance capacity-building initiatives focussed on employment, education, training and business opportunities with, and for, Indigenous Peoples


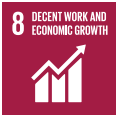




On-site events are held at our different operations as part of community engagement initiatives. (LaRonde complex, Quebec)

Committed to the UN Sustainable Development Goals

The United Nations *Sustainable Development Goals* (UN SDGs) are a universal set of 17 goals, 169 targets and 230 related indicators aimed at eliminating poverty, protecting the environment and providing a blueprint for peace and prosperity for our society. We recognize that we have a role to play in contributing to the UN SDGs and a responsibility to enhance the quality of life in the areas where we operate. Agnico Eagle's work contributes directly and indirectly to each of the 17 UN SDGs, however the significance of our potential impact varies. We will continue to work on defining priorities and goals related to the UN SDGs and further integrating them in our business strategy. The following pages cover many key UN SDGs relevant to our activities and impacts.

Examples of related commitments and impacts

UN SDG	Our Commitments	Our Impacts
Climate Action 	We are taking action to reduce greenhouse gas emissions by improving our overall energy efficiency and by implementing our <i>climate strategy</i> .	Our combined emission intensity (0.38 tonnes of CO ₂ e for every ounce of gold in 2023) and our net emissions (1.34 M tonnes of CO ₂ e) have stabilized over the last few years. We are working to decarbonize our operations and reduce our overall carbon footprint as we work towards net-zero.
Decent Work and Economic Growth 	We promote social economic growth in the regions where we operate by providing high-quality employment opportunities and having community investment programs that target initiatives supporting local economic development, even after mining ceases.	We continue to increase our local procurement spend with a combined spend of over \$1.9B in 2023. Local employment in many of our operating regions exceeds 80%. Several career development programs, training and recruitment initiatives focus on building future leaders from local communities and providing high-quality employment in the regions where we operate.
Good Health and Well-Being 	We aim to ensure our workforce has the knowledge, tools and training necessary to perform their duties in an optimal and safe manner, developing well-being programs to promote and support healthy lives.	2023 marked a strong-performance year in health and safety. We have several ongoing programs aimed at mitigating risks, reducing the numbers of injuries on site and addressing the wellness of our employees. We continued to target community investments to support vulnerable groups and support health care research.
Life on Land 	Under the <i>Biodiversity Conservation Protocol</i> of the TSM initiative, each of our mines is tasked with finding ways to contribute to the preservation of biodiversity and to leave as small an ecological footprint as possible using the mitigation hierarchy.	The total area physically disturbed by mining activity is approximately 11 thousand hectares for our operations. We continue to rehabilitate areas where mining activity has ceased and collaborate on biodiversity-related research initiatives (see page 63).

Examples of Initiatives that Contribute to the UN SDGs

Composting Programs

Agnico Eagle has composting programs at several mining operations (see page 62). These programs have a variety of benefits, depending on the location, such as reducing waste, providing organic material to support revegetation and reducing GHG emissions.

SDG 9.4, 12.5



Providing Access to Higher Education

Agnico Eagle has helped improve access to higher education for hundreds of people in Mexico.

Specifically, Pinos Altos has funded construction of 25 classrooms improving infrastructure at 41 schools, provided 1,254 educational scholarships, funded online classes, supported adding master's degree options to the local University, and more.

SDG 4.4



Goldex-Manitou Project

In partnerships with the Quebec government, the Goldex-Manitou project continues to use alkaline tailings produced by the Goldex mill to rehabilitate the abandoned contaminated Manitou tailings site. As rehabilitation progresses, many species of flora and fauna have returned to the surrounding wetlands.

SDG 6.6, 15.1, 15.5, 17.17



Supporting Vulnerable Populations

We continue to provide support to vulnerable groups throughout our community. In September 2023, Agnico Eagle Nunavut introduced the Inunnguiniq project which included a CAD 2.5M commitment to Breakfast Club of Canada.

SDG 2.1, 3.3, 11.1, 17.17



SUSTAINABLE DEVELOPMENT GOALS

Piloting Low-carbon Technology

An important step to decarbonization is the expansion and testing of battery electric vehicles (BEVs). Fosterville was the first mine on Australia's East Coast to trial the Sandvik LH518B underground battery electric loader.

Learnings from the trial will help inform future decision-making as society transitions to using more BEVs in the future.

To date Agnico Eagle's operations have a total fleet of 40 BEVs.

SDG 7a, 13.3



Regional Connectivity Program

In partnership with Telstra and Australian State and Federal governments, we have committed to support the improvement of 4G/5G connectivity to our Fosterville operations and surrounding communities.

The first of seven towers was erected in 2023.

SDG 9.1, 11.a, 17.17



Unlocking Collective Impact: The Power of Partnership



Agnico Eagle has a long history of partnering with communities, governments, non-profits and the private sector to collaborate on projects and initiatives that create positive change. Embracing these partnerships amplifies impact, fosters innovation and optimizes resources. Our partnerships help us understand local needs and priorities and by working together we can support the sustainable development of the regions where we operate.

Agnico Eagle has pledged \$2.5 million to Breakfast Club Canada to ensure students in Nunavut have access to breakfast.

Examples of Partnerships and Collaboration Projects

Inunnguiniq Project

A partnership with the Arctic Rose Foundation, Ilitaqsiniq and Breakfast Club of Canada (learn more on page 92).

Research Institute of Mines and Environment

A unique joint research program created in collaboration with the University of Quebec in Abitibi-Temiscamingue, Polytechnique Montreal and six major industrial partners.

Rankin Inlet Fire Department

In 2021, Meliadine Mine and the Rankin Inlet Fire department established a Mutual Aid Agreement. The partnership creates opportunities to learn from one another and ensures everyone is well-prepared in case of emergency situations (learn more on p.39).

Abeille citoyennes

Since 2021, Goldex Mine has participated in a large-scale bee monitoring project that combines community science and taxonomist expertise.

Cancer Research and Care at Princess Margaret

Over the past decade, Agnico Eagle is proud to have made one of the largest cumulative corporate charitable investments in Canadian history by supporting cancer research and clinical trials at Princess Margaret Cancer Centre (learn more on page 96).

Axe Creek Protection Project

Agnico Eagle Australia's Community Partnerships Program is the funding partner for Axe Creek River Bank Rehabilitation project providing AUD 450,000 over the next two years to improve the waterway (learn more on page 68).

Sustainability Governance Structure

Sustainability is integrated at the Board, executive and operational levels. Agnico Eagle's governance structure, as of the date of this report, is illustrated on page 21. Our governance structure creates clear lines of accountability, gives us the flexibility to adapt to unforeseen circumstances and ensures sustainable practices are considered in all aspects of our business.

At the Board level, sustainability matters are presented to the Health, Safety, Environment and Sustainable Development (HSESD) Committee at each quarterly Board meeting.

At the executive level, corporate oversight and implementation of the sustainability program are the direct responsibility of one executive officer – the Executive Vice-President, Sustainability, People and Culture who reports directly to the President and CEO. The corporate sustainability team is responsible

for overseeing our sustainability strategy and, in collaboration with the operations and corporate teams, for setting and implementing goals and measuring progress against key performance indicators.

At the operational level, processes are in place to ensure that sustainable development matters, including implementation of Towards Sustainable Mining (TSM) protocols as well as risk assessment and mitigation, are integrated into the day-to-day management of our business. General Managers are responsible at the site level for the implementation of our RMMS, adherence to our [Sustainable Development Policy](#) and continuous improvement toward our sustainability goals.

Analyst Corner

GRI 2-12

MT

A Message from the Chair of the HSESD Committee of the Board

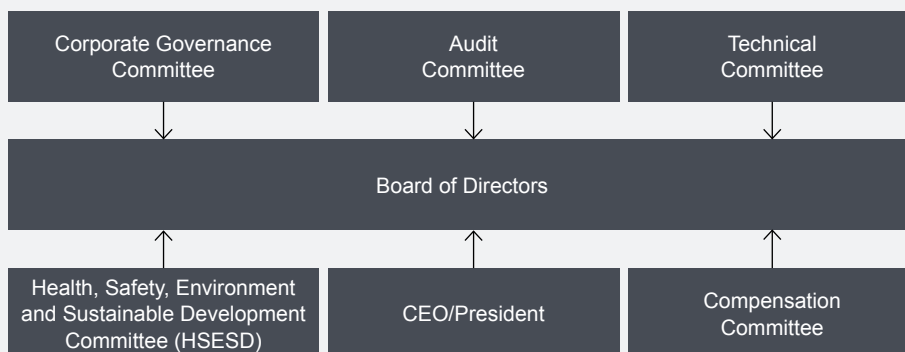
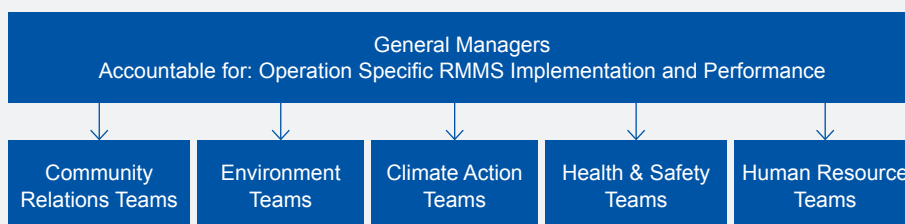


Deborah McCombe

"Sustainability issues can pose significant risks to companies, including reputational, regulatory, operational and financial. Therefore, strong governance and oversight of Agnico Eagle's sustainability performance are critical to the Company's success and to maintaining the confidence and trust of not just our shareholders, but also our employees and the communities in which we operate. By integrating sustainability considerations into our governance process, the Board contributes to the overall success and sustainability of the Company.

At the Board level, our focus is to ensure health, safety, environmental (including climate change) and social risks are monitored, assessed and managed appropriately to reduce the likelihood of negative impacts on the Company's performance and reputation. The Board also ensures that the Corporation complies with legal and regulatory requirements associated with these matters, and, equally important, that no matter where we operate in the world, our sites adopt the same best practices and management frameworks, which allows our internal and external stakeholders to fully measure and understand our performance. I believe that by being accountable, we can play an integral part in building, maintaining and promoting a culture of responsible behaviour."

Figure 1

Sustainability Management Structure**Board of Directors****Executive Management Committees****Corporate Sustainability Structure****Sustainability Management at Operations****Role of HSESD Committee**

The HSESD Committee of the Board of Directors oversees health, safety, environmental and corporate social responsibility strategies, policies, programs and performance. In this role, the Committee assists the Board in monitoring and reviewing risks and ensuring compliance in these matters. The HSESD Committee also encourages the adoption of best practices in mining operations, the promotion of a healthy and safe work environment and the development and implementation of environmentally sound and socially responsible practices.

For more details on the role of the HSESD Committee consult Agnico Eagle's Health, Safety, Environment and Sustainable Development Committee Charter available on our [website](#).

ESG Performance Incentives

All operations have remuneration incentives linked to health, safety and environmental objectives. Short-term incentive compensation (i.e., annual bonus) for the Named Executive Officers is broadly based on the Company's three pillars: people, performance and pipeline. For the year ended December 31, 2023, 25% of the short-term incentive plan was linked to sustainability performance.

For more details on executive compensation consult our Management Proxy Circular 2024.

Analyst Corner

GRI 2-9, 2-13

MT



Environmental monitoring at Macassa mine, Ontario. We have measures in place to monitor and control the quality of water discharged from our sites and ensure we meet regulatory requirements.

Our Approach

We are committed to not only meeting, but going beyond, regulatory requirements for health, safety, environmental, social and governance matters. With the expertise of the Agnico Eagle team, and our strong regional focus in some of the most politically stable jurisdictions in the world, we firmly believe we will continue to demonstrate clear leadership not only in sustainability, but in all aspects of our business.

Our Sustainability Commitment

At the core of our [Sustainable Development Policy](#), we are committed to creating value for our shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families and our operating communities and respecting the human rights, cultures, customs and values of those impacted by our activities.



Operate a Safe and Healthy Workplace

We believe that all accidents/incidents are preventable. We aim to operate a safe and healthy workplace that is injury and fatality free. We believe that if we all work together, we can achieve zero accidents in the workplace and enhance the well-being of employees, contractors and communities.



Respect for Environment

We aim to eliminate, minimize and mitigate impacts of our operations on the environment and maintain its viability and diversity.



Respect for Employees

We aim to maintain a safe and healthy work environment that is based on mutual respect, fairness and integrity.



Respect for Community

We aim to contribute to the social and economic development of sustainable communities associated with our operations.

Sustainability is a fundamental consideration during all phases of operations from exploration to reclamation. We assess potential impacts, risks and opportunities associated with our activities across the whole life cycle of our projects and operations, including the potential impacts of possible acquisition and divestiture decisions.

We are committed to implementing standards developed through international initiatives, principles, codes and programs to which Agnico Eagle is a signatory.



Policies & Codes of Conduct

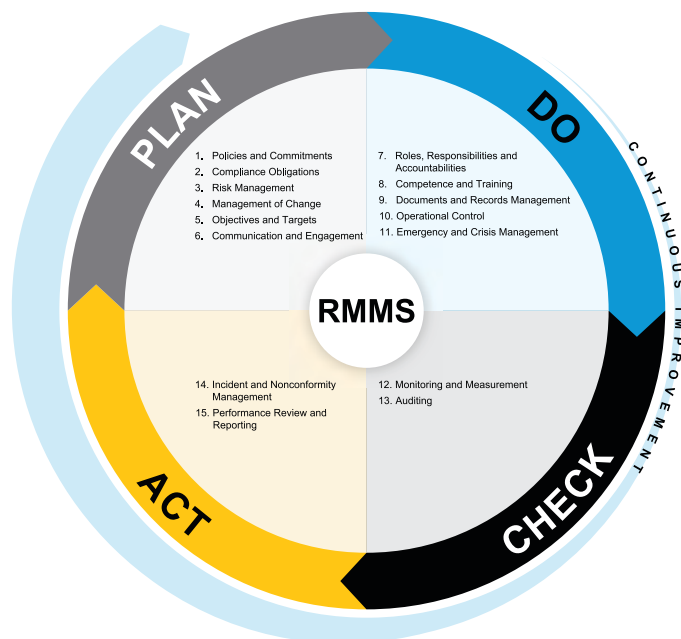
- Sustainable Development Policy
- Anti-Corruption and Anti-Bribery Policy
- Code of Business Conduct & Ethics
- Indigenous Peoples Engagement Policy
- Diversity and Inclusion Policy
- Tailings Management Policy
- Water Management Policy
- Supplier Code of Conduct
- Confidential Anonymous Complaint Reporting Policy
- Privacy Policy

Risk Management and Monitoring System

The Risk Management and Monitoring System (RMMS) is the foundation for managing the commitments made in our *Sustainable Development Policy* and under the international initiatives, principles, codes and programs to which we adhere. The RMMS is a continuous improvement management system based on the plan-do-check-act series of actions (ISO-type) aimed at supporting the organization in achieving standardization and performance in the integration of sustainability concerns in our decision-making processes and day-to-day activities.

RMMS Update

A review of performance and suitability of the system was conducted in 2021-2022 and an action plan was developed in 2023 to update the RMMS standards. The objectives of this update include improving alignment with the continuously evolving industry sustainability standards and adapting the system to accommodate the Company's growth. Similarly, the updated system will aim to be more accessible and user friendly for improved efficiency in its implementation and maintenance. We are convinced that a strong and accessible management system is one of the keys to ensuring common understanding and application of our sustainability commitments and to support smoother and quicker adoption of any new industry sustainability standard. The updated RMMS is expected to provide this flexibility, supporting Agnico Eagle in keeping our leadership position in sustainability management.



Towards Sustainable Mining

The Towards Sustainable Mining (TSM) initiative promotes best practices and continuous improvement in sustainability including biodiversity and water, climate change, equity, diversity and inclusion, Indigenous and community relations and safe, healthy and respectful workplaces. Agnico Eagle is a strong supporter of TSM, committed to applying the TSM protocols at all operations, and we will continue to actively support this initiative in the future.

TSM external verifications are part of the initiative's assurance process on a three-year cycle with internal verifications in the intervening years. Agnico Eagle's next external verification cycle will occur in 2024-2025.

Our Ontario and Australian sites are in the process of adopting TSM. Macassa, Detour Lake and Fosterville will publicly report on their TSM self-assessments in 2024 and be externally verified in 2025. Canadian Malartic

Complex has been following TSM since early operations. Their next scheduled external verification is in 2024. The Complex is in the process of extending TSM implementation to the Odyssey mine.

International Cyanide Management Code

The Detour Lake mine, Kittilä mine, La India mine, Meliadine mine, Canadian Malartic mine, as well as the Pinos Altos, LaRonde and Meadowbank complexes are currently certified as compliant with the International Cyanide Management Code (ICMC). The Fosterville mine became a signatory to the Code in 2023 and is currently in implementation; initial certification will be sought in 2026.

Audit reports are disclosed publicly on the ICMC [website](#) mine by mine.

Conflict-Free Gold Standard

Agnico Eagle understands that operating responsibly and maintaining the trust of our stakeholders requires that we demonstrate that the gold we produce has been extracted in a manner that does not fuel unlawful armed conflict, nor contribute to serious human rights abuses or breach international law. As such, we have adopted and implemented the World Gold Council's (WGC) *Conflict-Free Gold Standard (CFGS)*. An annual standard report and Independent Assurance report are available on the Agnico Eagle [website](#).

Responsible Gold Mining Principles

The WGC Responsible Gold Mining Principles (RGMP) aim to address key environmental, social and governance concerns for the gold mining sector. Agnico Eagle is a member of the WGC and remains committed to implementing and upholding the RGMP. Annual assurance reports on RGMP conformance are produced using third-party verifiers. The RGMP requires on-site external audits once every three years. The next audit cycle will be done in conjunction with the TSM external verification process (2024-2025), using the TSM Supplement as created jointly by TSM and the WGC. Agnico Eagle's RGMP Annual and Independent Assurance Reports are available on our [website](#).

Voluntary Principles

The Voluntary Principles on Security and Human Rights (VPSHR) guide companies in maintaining the safety and security of their operations within an operating framework that ensures respect for human rights and fundamental freedoms. Agnico Eagle began adopting the VPSHR in 2016 and became a formal member in 2017. Agnico Eagle reports annually on VPSHR conformance.

All reports are on the VPSHR [website](#).

The United Nations Sustainable Development Goals

Agnico Eagle is working to support progress on the United Nations (UN) Sustainable Development Goals (SDGs). We recognize that the mining industry has an opportunity to positively contribute to all 17 of the SDGs. We also have a responsibility to manage the potential negative impacts of mining. A summary of our efforts to contribute to UN SDGs is provided on page 17.

CDP

The CDP, formerly known as the Carbon Disclosure Project, goal is to encourage a rational response to climate change, water management and biodiversity by facilitating a dialogue between stakeholders and businesses supported by harmonized, quality data. Agnico Eagle has been reporting to CDP for over a decade and continues to report on an annual basis. We participate in all three questionnaires: Climate Change, Water Security and Forests.

To consult our latest CDP disclosures, visit the CDP [website](#).

The Task Force on Climate-Related Financial Disclosures¹

Agnico Eagle recognizes the importance of providing clear, comprehensive, high-quality information on the impacts of climate change on our business and our impact on the climate. In 2021, we committed to support the recommendations of the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) and have aligned our sustainability report's energy and climate change section accordingly (see page 45). We continue to refine our understanding of climate-related financial risks and in 2022 released our first [Climate Action Report](#), and are working to provide more detailed disclosures as outlined by the TCFD framework. We plan to release an update to our Climate Action Report in 2024.

Workforce Disclosure Initiative

The [Workforce Disclosure Initiative \(WDI\)](#) aims to improve corporate transparency and accountability on workforce issues, provide companies and investors with comprehensive and comparable data and help increase the provision of good jobs worldwide. Agnico Eagle has participated since 2022.

Analyst Corner

GRI 2-23, 2-28, 3-3

MT

1. As of October 12, 2023, the TCFD has fulfilled its remit and disbanded; its work has been taken over by the IFRS Foundation.

Stakeholder Engagement



Gathering with community members in Rankin Inlet, Nunavut.

Engagement with our key stakeholders – from local communities and rightsholders, to our investors – helps to enhance mutual understanding of interests, concerns and objectives, while also strengthening relationships throughout the mining life cycle.

We have a responsibility to ensure we address the evolving needs and priorities of our business as well as those of key stakeholders.

Our approach is to foster open, transparent and respectful dialogue that encourages collaboration and builds long-term trust-based relationships. Direct engagement with local stakeholders is fostered by our presence in the communities, open dialogue, information and consultation sessions, social media presence, availability to local media and providing access to a confidential grievance reporting mechanism.

Stakeholder Advisory Committee

Our Stakeholder Advisory Committee (SAC) provides feedback on our corporate social responsibility efforts and helps us make strategic adjustments to stakeholder engagement activities. This group of independent individuals, from an array of stakeholder groups, is selected to be representative of civil society. Members have expertise in ESG, community development, Indigenous affairs, mining, reporting and governance matters. This approach supports our global efforts to engage stakeholders on a regular basis and in a meaningful way. The SAC was established in 2011 and has met annually since then.

SAC MEMBERSHIP

2

SAC members identify as Indigenous

3

Members have a background in education or academia

70%

of SAC members are female

1

SAC member is under the age of 25

2023 SAC Key Recommendation Highlights

Nature & Climate Change

- Develop scope 3 targets once data stability is sufficient to provide a confident target;
- Prepare for the International Financial Reporting Standards (IFRS) Sustainability Standards becoming mandatory and begin establishing systems to respond accordingly;
- Focus natural capital solutions in regions where Agnico Eagle operates and prioritize ecosystems close to the site; and
- Leverage natural capital solutions as an opportunity to build partnerships with Indigenous communities.

Human Rights & Modern Slavery

- Provide training on human rights and modern slavery to employees, contractors and high-risk suppliers;
- Apply negative screening and adequate due diligence across suppliers, proportionate to their size and risk; and
- Review grievance mechanisms and HR practices to ensure they are appropriate/accessible to vulnerable groups.

Other Recommendations

- Develop a global cultural heritage standard that includes Chance Find procedures;
- Define clear criteria, indicators, targets and financial resources to implement the Company's Reconciliation Action Plan; and
- Tailor sections of the website to different audiences, looking at examples from academia and other sectors.



Water sampling near the Amaruq mine site in Nunavut.

2023 Key Engagement

Our Workforce

Key Topics

- Ensure workforce availability, productivity and long-term sustainable jobs
- Employee engagement
- DEI plan implementation
- Integration of employees following acquisitions

Our Response

- Analyzed GPTW engagement survey results and developed improvement plans;
- Completed a gap analysis with regions to prepare for Towards Sustainable Mining Equitable, Diverse and Inclusive Workplaces protocol to identify actions required; and
- Continued ongoing efforts to harmonize total rewards, systems, policies and processes to complete successful integration and merger activities.

Communities

Key Topics

- Community consultation
- Community cohabitation
- Community support

Our Response

- Informed, consulted and collaborated with communities on activities to enhance social and economic benefits and mitigate potential negative impacts;
- Actively engaging with and addressing concerns of local communities;
- Establishing open channels of communication with local communities from early stages of exploration;
- Provided support and training on community engagement best practices to our workforce from exploration through operation and closure; and
- Consulted with communities to align support and donations where most needed and identify opportunities for partnerships.

Indigenous Groups

Key Topics

- Reconciliation
- Collaboration and benefit agreements
- Indigenous employment

Our Response

- Implementation of our corporate strategy to contribute to Canada's reconciliation process;
- Preparation of our first Reconciliation Action Plan with Indigenous Peoples;
- Cultural awareness training and activities provided to our workforce;
- Ongoing negotiations and discussions with Indigenous groups;
- Implemented initiatives at our different sites to create an inclusive workplace and for hiring and retention of Indigenous workers; and
- Communicated in plain and accessible language, adding more visuals and when required, communicating in local languages.

Governments and Regulatory Bodies

Key Topics

- Community support and economic development
- Indigenous relations and partnerships
- Environment, climate change and GHG reduction
- Employment and training
- Responsible mining development
- Innovation

Our Response

- Undertook discussions with governments for energy alternatives and infrastructure in Nunavut and Ontario;
- Raised awareness on projects, activities and opportunities with government and community stakeholders; and
- Outlined key actions to our pathway to decarbonization.

Investors and Analysts

Key Topics

- Climate change
- Business sustainability
- Risk management
- Workforce diversity
- Governance

Our Response

- Continued to develop our decarbonization pathway to meet our commitments of 30% reduction of scope 1 and 2 emissions by 2030 and net-zero by 2050;
- Organized ESG-focused investor meetings to provide an update on business sustainability and risk management;
- Comprehensive engagement with investors on governance, including executive compensation; and
- Advanced our DEI Action Plan.

Suppliers

Key Topics

- Increased opportunities for local and Indigenous businesses
- Supply chain resilience
- Pathway to decarbonization

Our Response

- Supported local and Indigenous businesses;
- Collaborated with suppliers to identify and mitigate supply chain risks; and
- Continued our electrification journey by working closely with our supply chain in assessing and ordering BEV equipment.

Analyst Corner

GRI 2-12, 2-29



Sustainability Materiality Assessment

As part of meeting our sustainability commitments and providing high-quality reporting, it is important to have a thorough understanding of which economic, environmental and societal topics matter most to our stakeholders, as well as understanding the significance of our impacts.

We assess these topics regularly and update them through a collaborative process. This includes research studies, stakeholder and operational risk-mapping, surveys, data collection and engagement with leadership. This enables us to build a network of sustainability topics that have an impact or potential impact on the environment and/or society and/or have a current or potential impact to our business.

We recognize many topics are interrelated and that the relative priority and significance of impacts may be viewed differently by each stakeholder group and by each individual operation. In both our initiatives and reporting we strive to balance global and regional interests while highlighting the interconnectivity of relevant topics.

In 2022, we reviewed our materiality process and completed a new assessment. Topics assessed were identified as emerging topics, important topics, priority or high priority. Priority and high priority topics are considered material for sustainability reporting. No emerging topics were identified in our 2022 assessment. In 2024, we will review and update our material assessment process to prepare for alignment with ESG financial materiality assessments and double materiality assessment processes outlined by the *IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information* and the *European Sustainability Reporting Standards*.

Analyst Corner

GRI 3-1, 3-2

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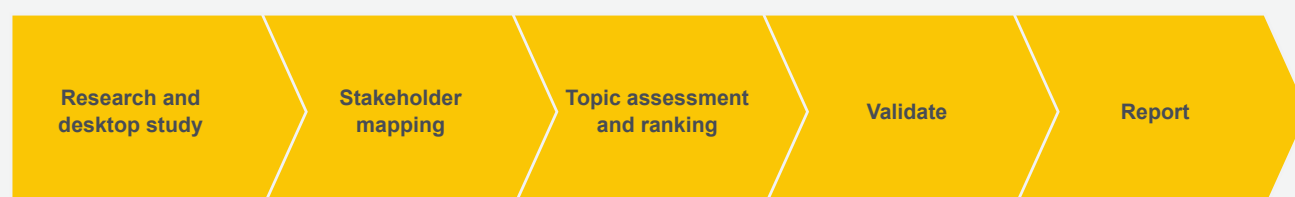


Materiality Assessment

- Material Topic – High Priority
- Material Topic – Priority
- Other important topics



Our materiality assessment process:



Health, Safety and Wellness

2023 KEY HIGHLIGHTS

4.30

Workforce Total Recordable
Injury Frequency
(per 1 M hours worked)

3.08

Employee Total Recordable
Injury Frequency
(per 1 M hours worked)

35 M

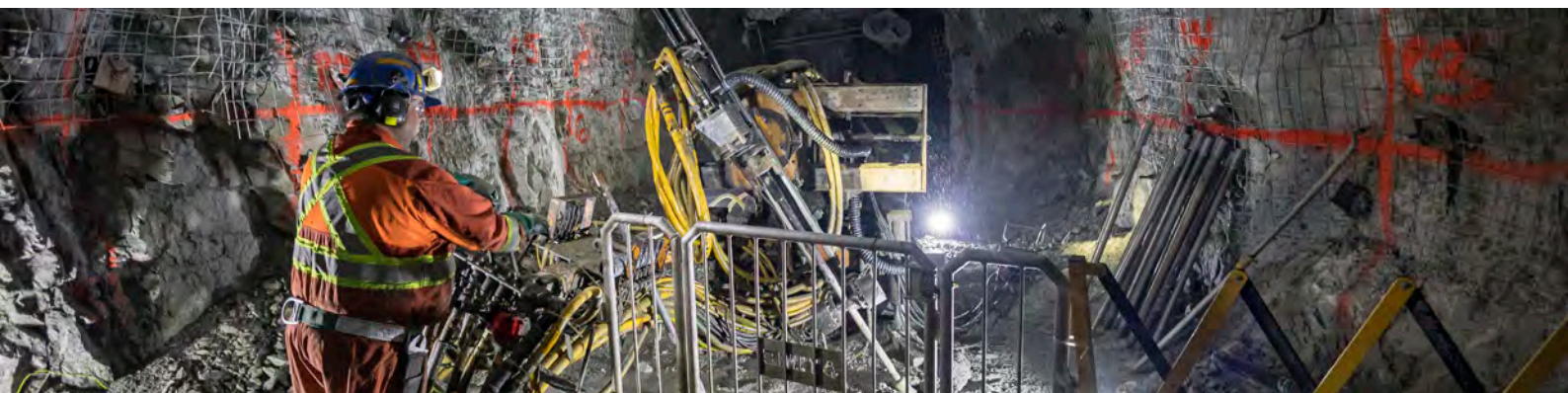
Hours worked

0

Fatalities

AWARDS & RECOGNITION

- Meliadine Mine won the John T. Ryan Regional Safety Award from the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) for experiencing the lowest reportable injury frequency in the Prairie Provinces and Territories in 2022.
- The Quebec Mining Association acknowledged the Company's strong performance in the area of health and safety, recognizing 49 of the Company's supervisors from the LaRonde Complex and the Goldex, Odyssey and Canadian Malartic mines for keeping their workers safe. The supervisors received AMQ security awards for overseeing between 50,000 and 750,000 hours without a lost-time accident.
- The COVID-19 Management Team for Nunavut Operations received a Certificate of Gratitude from the Premier of Nunavut, P.J. Akeeagok for their exemplary contributions during the pandemic response.
- Agnico Eagle's 2023 Mine Rescue Hall of Fame inducted Dave Loder (Meliadine Mine), Cliff McGill (Macassa Mine), Éric Collin (Goldex Mine) and Joni Kangas (Kittilä Mine) for their leadership, dedication and service to mine rescue and emergency response.
- Macassa Mine Rescue Competition team became the 2023 Kirkland Lake District Mine Rescue Competition district champions and took home prizes for Best Overall Written Exam Award, Best Overall First Aid Award and Best Overall Technician's Award.
- Agnico Eagle Fosterville Emergency Response Team received Best Overall, 1st in Search and Rescue, 2nd in Road Crash Safety and Mass Casualty, as well as 2nd in the First Aid, Overall Team Safety and Team Captain categories at the Victorian Mine Rescue Competition for their performance and dedication to safety and rescue protocols.
- The Goldex, Hope Bay and Northern Territory operations achieved a year without recording a lost time or restricted work injury.



Remote drilling at Macassa mine, Ontario.

Health and Safety Management

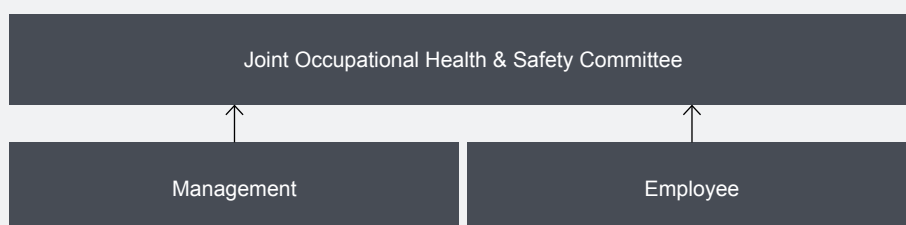
Safety is fundamental to our business, and our [Sustainable Development Policy](#) outlines our commitment to creating an injury- and fatality-free workplace. Under our Risk Management & Monitoring System (RMMS), a global set of health and safety standards detail the responsibilities and requirements for managing health and safety in our organization. These requirements apply to anyone at an Agnico Eagle site including employees, contractors and visitors. Appropriate induction training is provided to anyone new to a site regardless of employment status.

Every single person in our organization has health and safety responsibilities. Making sure everyone understands their contribution to a healthy and safe workplace is a key component of our health and safety management system. The governance of health and safety is incorporated in our sustainability governance structure which is outlined on page 21. Management reports on our health and safety performance to the HSESD Committee each quarter. Additionally, the HSESD Committee reviews significant health and safety matters (including incidents, risks and mitigation plans) as part of its oversight responsibilities. All our operations have Occupational Health & Safety committees in place that review and discuss health and safety issues at regular intervals.

We report all incidents involving workers at our sites. We perform thorough investigations to understand root causes and to implement appropriate mitigation measures. We believe in sharing lessons learned across our operations and projects promoting the use of “safety shares” in meetings across the Company.

Joint Health and Safety Committees (JOHSCs)

Joint Health and Safety Committees (JOHSCs) are an integral part of our health and safety program.



Each operation (including the Corporate Office) has a JOHSC, which includes representation from management and employees. The JOHSC serves to keep our workplace safe and healthy by working together to identify issues and develop recommendations and action plans to address them.

JOHSCs are meant to be representative of the entire workplace and have representatives from the different areas within a mine site. Frequency of meetings vary depending on the operation with most of our sites meeting monthly.



Mexico's Twelve Rules that Save Lives

Mexico's Rules that Save Lives are a practical, simple and quick way for workers to be able to identify when they are working in higher risk environments and ensure they are following the proper precautions. Ten years after the original implementation of the Rules that Save Lives our Mexican sites reviewed and updated the rules. Promoting the updated rules encourages workers to lead by example and care for the safety and wellbeing of their colleagues.

1. Working at heights

2. Hazardous Energy

3. Mobile Equipment and Light Vehicles

4. Confined Spaces

5. Physical and Mental Health

6. Cranes and Hoisting

7. Hazardous Material

8. Ground Control

9. Tools

10. Working with Sparks and Welding

11. Change Management

12. Safety Devices

Hazard Identification and Risk Assessment

Identifying and mitigating hazards and risks is a key component of ensuring the health and safety of everyone at our sites. We are focused on prevention and use a risk-based approach consistent with the ISO 45001 – Occupational Health and Safety Management System.

We maintain a risk register at all our operations and risks are reviewed at regular intervals. We complete regular inspections and audits to ensure the highest standard of health and safety at our operations.

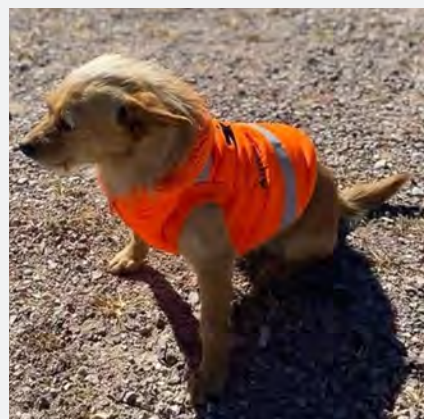
We use the Supervision Formula or an equivalent system as a daily risk assessment tool at all Agnico Eagle operations and exploration sites. This tool gives workers clear roles, responsibilities and expectations for identifying, mitigating and communicating risks. We continue to develop additional support tools and training to ensure the optimum use and success of the Supervision Formula at our operations.



Analyst Corner

GRI 403-2, 403-3, 403-7, 403-8





Canelita (meaning “little cinnamon”) is the smallest member of our Agnico Mexico family. She has an important role at the Pinos Altos mine - keeping other animals (such as local cows and wildlife) safe by herding them away from the airport runway when it is in use. Canelita reached canine celebrity status this year after appearing on Agnico Eagle’s Instagram page.

Aviation Safety

Aviation is an important aspect of our Company’s operations involving commercial flights, charter flights and helicopter use to transport equipment and personnel. The use of aviation in mining operations, particularly in remote and inaccessible locations, presents unique risks and challenges. Ensuring the safety of these flights is crucial to prevent incidents, protect lives and minimize environmental impacts. This involves rigorous maintenance of aircraft, comprehensive training of pilots and strict adherence to safety protocols.

Aviation services related to our operations are performed by third parties. We engage with our aviation suppliers to ensure rigorous safety assessments are in place and that they are reviewing and addressing any identified areas of improvement. We conduct BARS (Basic Aviation Risks Standards) audits to identify gaps with chartered aviation suppliers to improve our internal knowledge on aviation standards and safety.

Additionally, we are working with an aviation expert to help ensure aviation safety for all our sites and communicate best management practices in aviation safety.

In 2023, there was one incident involving a third-party aircraft. A small plane experienced a runway excursion while attempting to land at the Detour Lake Aerodrome. All occupants safely evacuated the aircraft. The incident is being investigated internally and by an independent third-party with final investigation results pending. In the meantime, remediation and modifications were implemented including the review of aircraft procedures and runway checks. We have also asked our BARS advisor to work with the third-party airline to identify any gaps with the BARS standard and ensure the third-party airline is implementing the advisor’s identified remediations.

Hazardous Substances and Exposure to Contaminants

Robust industrial hygiene programs are in place at all of our sites. The programs include procedures to safely manage hazardous substances and protect workers from harmful exposures to contaminants. Employees receive comprehensive training on hazardous products intended for use, handling or storage in the workplace. Our sites are aligned with the Globally Harmonized System of Classification of Labelling of Chemicals (GHS). We keep a complete inventory of all hazardous products, assess the hazards related to new products and comply with jurisdictional inspection requirements.

Our industrial hygiene programs cover the following elements related to contaminants:

- Identify the nature and concentration of contaminants present at the various workstations;
- Evaluate physical, chemical and biological contaminants in the work environment;
- Promote the elimination of contaminants at the source;
- Train and inform employees and contractors on the contaminants inherent to their work and their environment; and
- Follow up on operational controls.

Crisis Management and Emergency Preparedness

We aim to provide a safe place to work but recognize that there is always the potential for unplanned outcomes. Being prepared to respond quickly to all forms of emergency remains a key element of our health and safety management system. Mine General Managers are responsible for emergency preparedness and response at the local level and work closely with Health & Safety management to ensure teams have the necessary resources and are always ready.

All operations have Emergency Response Plans for first responders and personnel trained to respond safely to foreseeable emergencies. Each site also maintains appropriate response equipment. If a significant incident occurs, our Crisis Management Plans ensure that in addition to managing the situation, there is effective coordination with local and corporate teams, as well as clear communications with employees and external stakeholders on how the situation is being managed and resolved. The plans are reviewed annually, and simulation exercises are performed to test the efficacy of the plans as well as train personnel.



Mine rescue teams from Agnico Eagle's Abitibi operations, including our Canadian Malartic, Odyssey and Goldex mines, along with our LaRonde Complex, gathered for emergency response, mine rescue and first aid training at the third annual Robichaud Olympics, a special event held in memory of Claude Robichaud, a Goldex employee and long-time mine rescuer.



Meliadine Emergency Response Team Conducts 30-Hour Rescue Mission During Blizzard

In a 30-hour mission, the Meliadine mine Emergency Response Team rescued a stranded member of the community who was trapped in their pickup truck on the All-Weather Access Road during a blizzard.

Facing relentless conditions, including wind gusts over 120 km/h, near-zero visibility due to blowing snow and wind-chill temperatures plunging below -30 degrees Celsius, the team carefully travelled approximately 20 km to rescue the motorist. Meanwhile, the site maintained constant radio contact to monitor the condition of the

trapped individual and ensure they remained safe throughout the rescue operation.

With precision and expertise, the team assessed the situation, safely extracted the motorist and navigated back through the challenging conditions for a swift return to safety for all. This successful mission highlights their exceptional training, dedication and professionalism. Their bravery and quick response are a true embodiment of Agnico Eagle's commitment to the safety and well-being of employees and community members.

Infectious Disease Response

Preventing and managing the spread of contagious diseases is essential for protecting our workers and keeping our operations running smoothly. Our health and safety staff are trained in outbreak management and each operation has protocols in place to maximize prevention and decrease the spread of illness.

Cases of flu, and other respiratory illness such as COVID-19, can happen throughout the year but see an uptick during the cold weather months when the spread of these illnesses is common. To mitigate the risk, we conduct educational campaigns to raise awareness about the importance of personal hygiene practices such as regular hand washing and proper cough etiquette. Our facilities are regularly cleaned and sanitized, with special attention to high-touch areas. Personal Protective Equipment and additional sanitary equipment, such as masks and hand sanitizer, are made available to our workforce. Additionally, many of our operations offer free vaccinations at site.

Due to the geographic location of our mine sites, most of our operations are not at significant risk of other common infectious diseases such as malaria and HIV. When entering a new region, infectious disease risk is assessed and plans are tailored to suit the local context.

Fosterville's Bushfire Readiness Grants Program: Strengthening Community Resilience and Emergency Response



Our Fosterville mine's Bushfire Readiness Grants Program is making a significant impact on regional safety and emergency response capabilities. One notable success story is the installation of two 35,000L concrete water tanks at the Mandurang Country Fire Authority Brigade, a move that has fortified the community against the looming threat of bushfires.

In rural areas, where traditional water hydrants are scarce, these tanks serve as critical central points for emergency response. Ken Butler from Mandurang's Brigade expressed the importance of these tanks, stating, "With a lack of above-ground water resources in certain parts of our area, the tanks, which are already fully operational, allow us to fill and dispatch two 18-bulk water tankers before any other resources are called upon."

The grants program is integral to fostering resilience and community well-being. Ken Butler further acknowledged the impact, saying, "From a community point of view, the support we've received from the Fosterville mine has been incredibly beneficial, and we deeply appreciate the assistance."

The grants program also benefitted Strathfieldsaye Country Fire Authority Brigade, where crucial upgrades to its facilities were made. The funding enabled the construction of an additional engine bay, a dedicated turnout change room, a breathing apparatus cleaning and maintenance room and a small storeroom.

Matt McCarthy from Strathfieldsaye Brigade highlighted the practical implications, stating, "The dedicated breathing apparatus room has enabled us to better store and maintain this critical equipment, which, as a result, helps us to respond to emergencies more effectively."

The expansion of the Strathfieldsaye station is particularly vital given the area's rapid population growth. Fosterville's support has ensured that the brigade is well-equipped to handle emergencies, providing a safer environment for both the community and the volunteer firefighters.

By investing over AUD 400,000 in bushfire readiness improvements for nine brigades, Fosterville's Bushfire Readiness Grants Program has helped to protect communities and support those who selflessly serve as firefighters.



As part of its Community Grants Program, the Fosterville mine has helped the Heathcote State Emergency Service (SES) purchase new, efficient and eco-friendly light towers to enhance its rescue operations and to replace their old, less efficient and eco-friendly equipment. The Heathcote SES unit gets called upon to help the community at all times of the day and night, which means effective lighting is critical to successful and safe operations.

Health, Safety and Security Initiatives and Training

Strong health and safety training programs are in place at all of our operations, and we harness interactive technology to provide online training modules, analyze employee training needs and maintain up-to-date training records.



Examples of initiatives and programs in 2023 include:

- Expanding the use of wearable technology for the prevention of injuries;
- Collaboration programs with contractors to ensure they meet our operational health and safety expectations;
- Major Hazard Risk Assessments and a fully integrated behavioral safety observation program in Australia;
- Medical Surveillance program at Macassa with a focus on spirometry and audiometry testing;
- Specific training on operating and working with heavy equipment;
- Leadership training for managers and supervisors;
- Improvements to on-site clinic at Hope Bay; and
- Crisis Management and Emergency Preparedness Training completed at all operations, with mock scenarios conducted for hazards such as underground fires, cyanide, SO₂, motor vehicle incidents and fire preparedness.

In 2024, we will continue our journey towards zero accidents by:

- Advancing risk identification and mitigation activities;
- Implementing Incident Cause Analysis Method (ICAM) investigation training and reporting;
- Completing executive training on Supervision Formula and boots in the field interactions;
- Maintaining the Community of Practice for tire management;
- Training of key personnel in Basic Aviation Risk Standards (BARS);
- Reviewing shaft and hoisting operating practices; and
- Linking travel planning services to emergency response services and travel risk awareness to ensure travelling employees have everything necessary to remain safe while travelling on business.



Analyst Corner

GRI 403-5, 403-6, SASB
EM-MM 210b.1



Fostering Community Safety: Meliadine Mine and Rankin Inlet Fire Department Forge a Mutual Aid Partnership

In Rankin Inlet, Nunavut, the Meliadine mine Emergency Response Team (ERT) developed an inspiring bond with the Rankin Inlet Fire Department. What started out as a Mutual Aid Agreement in 2021 has grown into a successful partnership that benefits not just these organizations but the whole community.

Members of the mine's ERT have been volunteering their time and expertise to join the Rankin Inlet Fire Department's weekly training sessions. The primary goal is to enhance their mutual aid agreement, learn from one another and ensure they are all well-prepared for emergency situations.

This collaboration has a significant impact not only on the participating teams but on the broader community. Chris Pitre, the Mine Rescue Captain of the Meliadine mine's ERT, highlighted the advantages of training in real-world conditions with the Rankin Inlet Fire Department. He emphasized the positive effect it has on both teams, not just professionally but also in terms of community building and relationship development.

"There are limited resources in Rankin Inlet to fight fires. Now, they've got an additional 70-plus ERT crew to support them, which is really going to be helpful as the town grows. Our eyes get brighter because we are involved in the community in a positive way, and they get to train with us and bring their training to the next level. At the end of the day, they're here to help us and we're here to help them."

Mark Wyatt, Rankin Inlet's Fire Chief, expressed his satisfaction with how the mutual aid agreement has evolved into a partnership. He emphasized the enhanced training opportunities and camaraderie that have emerged from this collaboration, enabling the sharing of resources and the improvement of skills vital for firefighting and emergency response.

"Our goal is to work together, support each other in times of need and help keep the community safe. This mutual aid agreement is helping us foster stronger, more resilient communities."

Health and Wellness

Physical and mental well-being are key to healthy and safe workplaces. Our operations provide mental health awareness training to leaders and employees so they are not only aware of warning signs in others, but also themselves.

We encourage employees to lead active healthy lifestyles. Our operations and offices offer a variety of initiatives and programs, such as on-site gyms, nutritional awareness, access to health professionals such as physiotherapists and group exercise programs to support and engage employees.

2023 Key Health and Wellness Activities

- Suicide Awareness Activities undertaken during Suicide Awareness Week;
- Australia completed a Psychosocial Risk Assessment;
- Our Head Office offered regular wellness challenges and E-Campaigns;
- Abitibi launched a Move-It Challenge to help facilitate active living;
- Updated Drug and Alcohol Policies and Testing Procedures;
- Australia provided a Healthy Lifestyle Program for all personnel including contractors;
- Mental Health Training offered on site at Meadowbank by a third party company;
- Mates in Mining support program and training in place at the Australian operations;
- Established the Ontario Mental Health and Wellness Steering Committee;
- Provided mental health training to supervisors and emergency responders;
- On-site mental health professional located at select operations to provide support to employees, make recommendations and implement initiatives related to wellbeing and mental health; and
- Online mental health support offered through employee benefits at all sites.



Prioritizing Mental Health: Training Initiatives in Nunavut

Agnico Eagle's commitment to employee well-being at its Nunavut operations is taking a proactive approach through mental health training initiatives. At the Meadowbank Complex, Certified Psychological Health and Safety Advisors conducted 28 sessions, reaching 200 employees. The training focused on a Mental Health Continuum Model, empowering supervisors and workers to identify signs of emotional distress and engage in supportive conversations.

In addition, our Meliadine operations invested in First Aid Mental Health training for key personnel. Members of the Occupational Health & Safety Committee, Collaboration Committee, Health & Safety department, Human Resources department and front-line supervisors received tools to navigate mental health crises, showcasing the organization's dedication to a holistic approach to employee health.

Agnico Eagle's commitment to training signifies a workplace culture prioritizing mental health. These initiatives not only equip employees with valuable skills, but also contribute to fostering a safer and healthier work environment. Investing in mental health training showcases Agnico Eagle's commitment to creating a workplace that values the holistic well-being of its employees, positively impacting both individuals and the organization.

Sustaining Vital Youth Support in Australia

In a commitment to community well-being, the Agnico Eagle Australia Community Partnership Program supported the return of Anglicare Victoria's KIT program (Keep In Touch), a mobile mental health service benefiting young individuals in the Loddon Campaspe region. The KIT team regularly visits schools and community events, where they engage with youth and offer mental health support. This funding ensured KIT's continued operation into 2024, which is especially needed in rural areas. Tim McCormick of Anglicare Victoria noted how Agnico Eagle's contribution aids the project's expansion, emphasizing the importance of accessible, judgment-free mental health services for over 5,000 young people.



Analyst Corner

GRI 403-9, SASB EM-MM 320a.1



Global Safety Performance

Table 1

Work-Related Fatal Injuries

	2020	2021	2022	2023
Fatalities	0	1	1	0

Overall, during 2023, 74 people experienced a workplace injury which kept them from performing their regular duties or coming to work the next day and an additional 75 required medical aid (see Figure 2). All operations and projects continue to work on providing employees with an accident-free work environment and, to that end, have detailed action plans in place with the goal of mitigating risks and preventing workplace accidents.

Agnico Eagle's Total Recordable Injury Frequency Rate (per 1M hours worked) for our global workforce improved to 4.30 in 2023, down from our previous year's frequency of 4.84 (see Figure 3). We also surpassed our target of 3.85 Global Combined¹ Injury Frequency Rate (per 1M hours worked) with a 2023 rate of 2.14. In 2023, our operations had strong health and safety performances with 80% of active mine sites outperforming their objectives and our Goldex operation, Hope Bay project and Northern Territories project having zero lost time or restricted work injuries.

All incidents that are considered to be significant were thoroughly investigated to identify corrective actions to minimize the likelihood of a similar event reoccurring. Incidents are ranked using a probability/consequence matrix and consider the potential consequence of the event. A significant incident is an incident that, in a

reasonable scenario, has a risk or potential risks that would be classified as high or very high. This includes events such as fire, material or equipment damage, injury or near miss. In 2023, 208 significant incidents occurred across our organization.

We continue to emphasize the importance of reporting near miss events at all our operations. Reporting and investigating near-miss events provides us the opportunity to be proactive and address a health or safety-related event without having incurred injuries, damage to equipment, fires or spills to the environment. Managing these near-misses correctly, conducting thorough investigations and analyses and ultimately making solid recommendations can prevent a similar event from occurring.

The specific contributing factors vary from incident to incident and across the organization. Teams are working to adapt practices and put action plans in place to meet our collective ambition of zero accidents.

Detailed performance results including contractor, employee and combined frequency rates are available in the ESG data tables on our [website](#).

Figure 2

2023 Total Health & Safety Incidents Resulting in Injury by Type

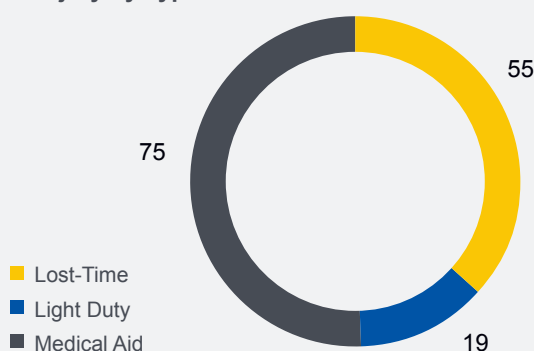
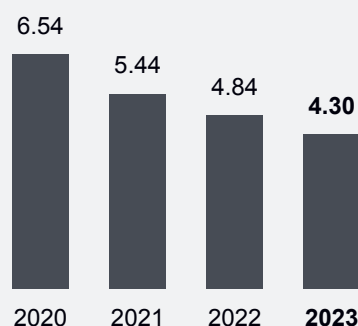


Figure 3

2023 Global Workforce Total Recordable Injury Frequency Rate (per 1M hours worked)²



1. Includes restricted duty and lost time injuries.

2. Data for year 2021 was restated to 5.44 from 5.26 following a review.

Environment

2023 KEY HIGHLIGHTS

1.34 M

Total tonnes CO₂e
produced by our operations
(Scope 1 & 2)

75%

Of electricity consumed
from low carbon sources

71%

Freshwater recycled

8.62 M m³

Freshwater withdrawn for use

AWARDS & RECOGNITION

Agnico Eagle Abitibi was honored with the **Eco-Responsible Business Practices** award at the **43rd Rouyn-Noranda Chamber of Commerce and Industry Gala** for its commitment to sustainable development.



Quarterly vegetation monitoring performed by Fosterville Environmental staff to assess the health of the vegetation, canopy cover, species diversity and ground cover. (Fosterville mine, Australia)

Nature and Natural Capital

Agnico Eagle understands the importance of protecting, conserving and restoring nature and ecosystems and recognises the growing emphasis that is being placed on this subject by investors and society at large. We understand the importance of knowing both how the Company impacts nature and how nature impacts our business. We recognize that nature is a broad and holistic concept and that Agnico Eagle's direct operations and value chain interface with a variety of realms, biomes, environmental assets and ecosystems services.

We are closely following global market-led initiatives such as the Taskforce on Nature-related Financial Disclosures (TNFD). Agnico Eagle is a member of the TNFD Forum, a global multi-disciplinary consultative group of institutions influencing the development of the framework. Our existing governance, strategy, risk and impact assessment, metrics and targets cover many of the components of our nature-related dependencies, impacts, risks and opportunities (see Table 2). We continue to develop tools, implement processes and collect data to inform business decisions, mitigate negative impacts on nature and improve our disclosures.

Table 2

Examples of Existing Nature-related Governance, Strategy, Risk and Impact Assessment, Metrics and Targets

Governance

The Board's [HSESD Committee](#) is responsible for monitoring and reviewing environmental risks, ensuring compliance with applicable legal and regulatory requirements associated with environment matters and supporting the furtherance of the Agnico Eagle's commitment to environmentally sound and socially responsible resource development. Environmental matters include topics such as climate change, water stewardship, tailings and waste management, air quality, biodiversity and closure and rehabilitation.

The Corporate Environmental Management team is responsible for managing environmental risks through the development and oversight of effective controls, systems and standards. The team provides support and guidance to the operating sites to meet our environmental commitments, optimize costs and identify opportunities by promoting innovation, continuous improvement and best practices. The team also oversees closure planning and implementation and legacy site management. Agnico Eagle has a thorough governance structure for tailings and critical infrastructure management as outlined in our [2023 Tailings Summary Report](#).

In alignment with TSM's Biodiversity Conservation Management Protocol and TSM's Water Stewardship Protocol, our operations engage with Communities of Interest (COI), including Indigenous Peoples, on water and biodiversity (see pages 54 and 69). Our Water Management Policy includes a commitment to engage proactively with COI in relation to water management practices and our [Indigenous Peoples Engagement Policy](#) commitments include fully informing and consulting with Indigenous communities during the social and environmental impact assessments (SEIA) of any new projects.



Sampling vegetation as part of the dust monitoring and management program at our Akasaba West operation in Quebec.

Table 2 (continued)

Examples of existing nature-related governance, strategy, risk and impact assessment, metrics and targets

Strategy	<p>Agnico Eagle has nature-related dependencies and impacts that inform our business model, strategy and financial planning. For example:</p> <ul style="list-style-type: none"> – Water is a critical input for our mining operations and water supply, management and availability challenges could impact operations over the short, medium and long-term. We have detailed plans and processes in place to manage water (see page 54). – We also consider mine closure, reclamation and remediation costs as these can be significant and change over time. The Company plans for the potential costs and liabilities related to closure and has processes in place to optimize mine reclamation and remediation, while ensuring the end of the mine life cycle minimizes any long-term impacts to the local ecosystems (see page 65). – We rely on a complex supply chain that has nature-related dependencies for the production and transportation of goods and services such as renewable energy resources, mineral and energy resources and water supply. We also purchase products and supplies that contain high impact commodities that are essential for operations including cement, copper, steel and petroleum. We buy from local suppliers as a way of supporting the economic development of our operating communities and minimizing our environmental footprint. Our Supplier Code of Conduct includes requirements related to climate and environment. We continue to develop more thorough supplier engagement programs related to sustainability matters (see page 99).
	<p>Our existing RMMS risk assessment matrix includes criteria for consequences on ecosystems, land use, water, cost of remediation, legal and other requirements. As part of the RMMS risk assessment process, sites regularly assess risks related to their operations. Communication and action plans are implemented accordingly.</p> <p>Risk evaluation methodology and risk ratings for tailings facilities are disclosed in our 2023 Tailings Summary Report. We report using the WRI Water Risk Aqueduct Tool to identify sites operating in areas with high baseline water stress (see page 56). We have also completed a detailed climate risk assessment for our operations (see page 49).</p> <p>In accordance with local regulations, new operations and major development projects undergo extensive Social Environmental Impact Assessments (SEIAs). SEIAs are a systematic process used to predict and evaluate the potential environmental, social and other relevant effects of a project before its implementation. The process includes measures to prevent or minimize environmental impacts and help ensure development activities are environmentally sustainable and within the limits of ecosystems capacities. The process also includes consultation with affected COIs and Indigenous Peoples. Links to recent SEIAs and related management plans are available on our regional websites.</p>
	<p>Many metrics provided in our 2023 Sustainability Report and 2023 ESG Workbook provide insight into our nature-related impacts, dependencies, risks and opportunities. Additional disclosures are also available in our CDP responses. These metrics include GHG emissions (page 50), freshwater use (page 59), water withdrawals from areas of water stress (ESG Workbook), amounts of hazardous waste generated (page 62) and lands disturbed by ecosystem type (ESG Workbook).</p> <p>Every year, Agnico Eagle sets a target of zero significant environmental incidents and there were zero significant environmental incidents in 2023. We have short-term qualitative targets related to environmental compliance, water stewardship, integrated closure, tailings and water management and climate change. We also have long-term targets to reducing our Scope 1 and Scope 2 emissions by 30% by 2030 and to reduce the number of environmental incidents (moderate and above) (see page 14).</p>

Energy and Climate Change

The escalating challenges of climate change such as rising sea levels, intensified natural disasters and environmental degradation pose significant threats to vital resources like food, water and energy security. The World Economic Forum's 2023 Global Risks Report underscores the urgency of addressing climate change, identifying it as the foremost global risk in the coming decade.

Aligned with the United Nations Framework Convention on Climate Change (Paris Agreement), which advocates for limiting global temperature rise below 2°C and strive for 1.5°C, Agnico Eagle is committed to minimizing our carbon footprint, aiming for global net zero emissions by 2050. To reach this goal, we actively seek collaborations to advance climate solutions, including the development and scaling of low emissions and negative emissions technologies critical for Paris Agreement goals. Engaging with stakeholders across the value chain including investors, researchers and governments – we are dedicated to achieving collective progress toward a carbon-neutral future.

Since formally endorsing the TCFD in 2021, Agnico Eagle has published TCFD indices and a dedicated Climate Action Report to enhance transparency regarding our climate resilience initiatives. We will continue to expand the business's resiliency and annual climate-related disclosures.

Analyst Corner

Our CDP Climate Change Response

GRI 201-2, 302-1, 302-3, 302-4, 305-1, 305-2, 305-4,
SASB EM-MM-110a.1, SASB EM-MM-130a.1



Fosterville mine, Australia

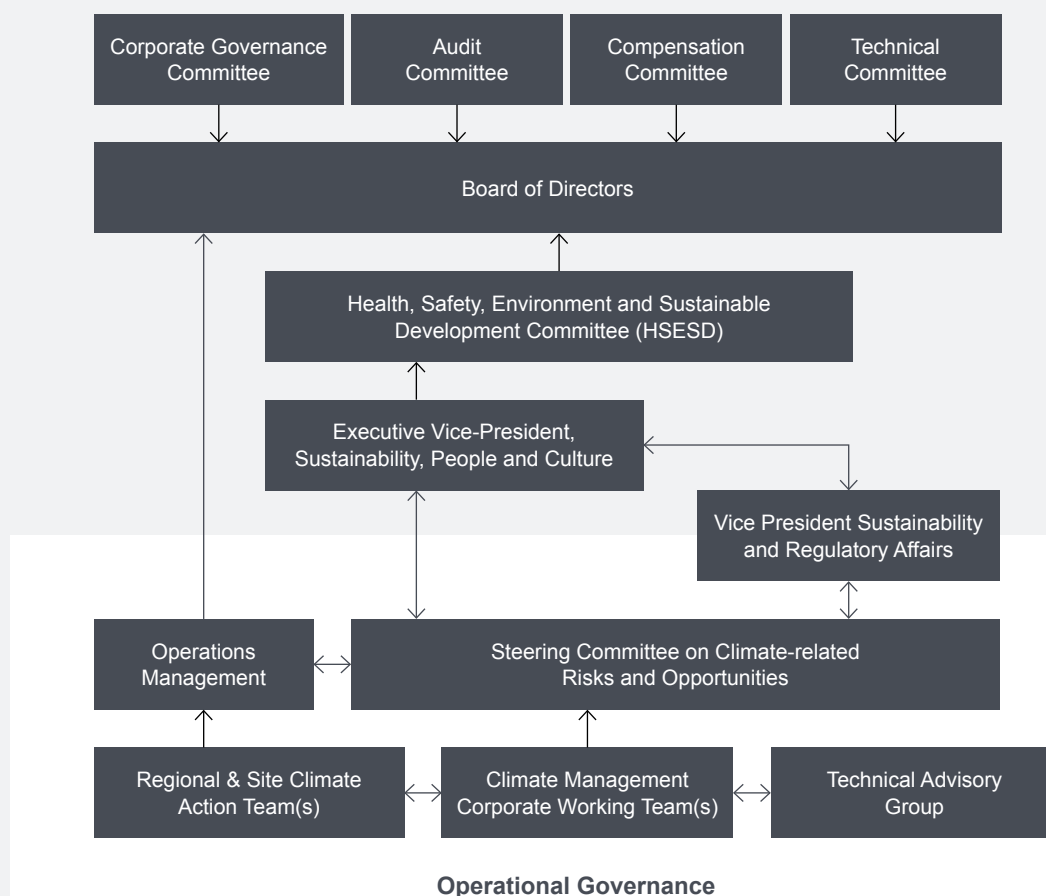
Governance

Our governance structure creates clear lines of accountability, provides flexibility to adapt to unforeseen circumstances and ensures sustainable practices are considered in all aspects of our business. Within this governance structure, accountability for climate-related matters sits at the Board level with the HSESD Committee, at the Executive Level with the Steering Committee on Climate-related Risks and Opportunities and at the site level with Operations Management and Climate Action Teams (see Figure 4).

The Steering Committee on Climate-Related Risks and Opportunities oversees corporate-level climate risks and opportunities while keeping the board informed on the overall vision and approach to decarbonization. The Corporate Climate Change Working Group formulates strategies for managing climate risks, promoting decarbonization and investing in low-carbon technology. Site Climate Action Teams focus on energy efficiency projects and emissions reduction, managing site-specific risks and opportunities.

This approach acknowledges the interconnectedness between Agnico Eagle's impact on the climate and the climate's influence on the Company, ensuring responsible and effective management of both aspects. By integrating climate-related roles and responsibilities into various positions, Agnico Eagle ensures that climate considerations are woven into the fabric of its operations across all levels. This comprehensive strategy is described in the Climate Action Standard, which serves as a guiding document for Agnico Eagle's climate-related initiatives.

Figure 4

Climate Action Governance

For more information on executive oversight, board involvement and other Climate Action teams, please refer to our [2022 Climate Action Report](#).

Strategy

We are committed to achieving net-zero emissions globally by 2050. To track our progress, we have established an interim goal of reducing absolute Scope 1 and Scope 2 emissions by 30% by 2030, using 2021 as our baseline. Our strategy, underpinned by three core pillars – Performance, Pipeline and People – guides our approach to realizing these targets.

Performance

Maintain our position among the lowest GHG emission senior gold producers, backed by the strong technical expertise required to achieve sustainable energy efficiency improvements and successfully manage large, complex projects.

Optimize energy use, deploy clean energy solutions at the mine sites and shift to renewable energy sources.

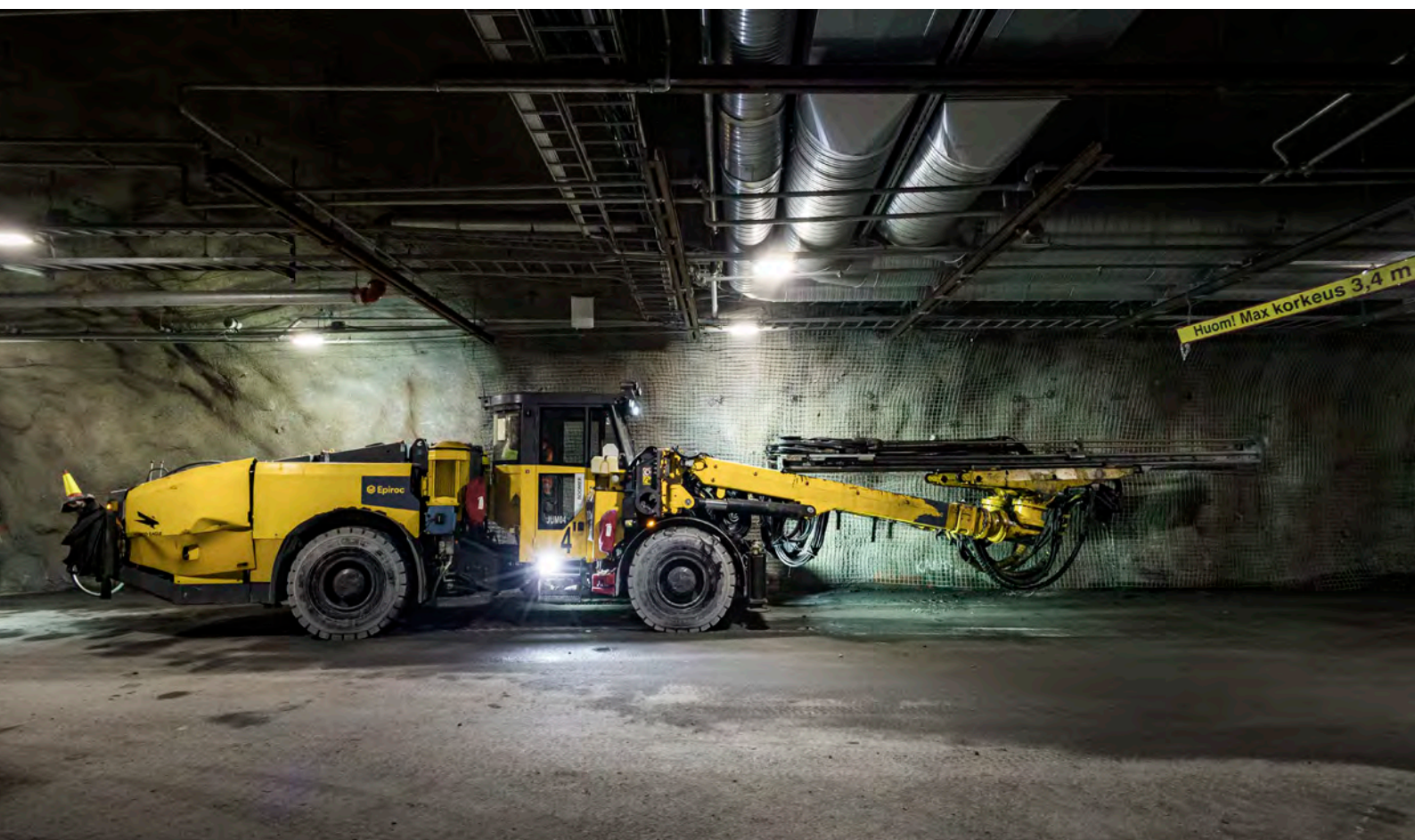
Pipeline

Maintain our reputation for being a transparent operator active in politically-stable jurisdictions based on a regional platform model for developing projects.

Build our pipeline in a manner that aligns with our Climate Strategy.

People

The skills and experience of our employees will drive our transition efforts forward. By leveraging our relationships and partnerships with governments, industry peers and local communities, we advocate for clean power initiatives and support transition projects. Additionally, we actively seek key partnerships along the value chain to develop strategic ideas that deliver benefits beyond our organization.



Our Kittilä mine in Finland has been testing and integrating battery electric vehicles into its underground operations.

Decarbonization Approach

In line with our net-zero ambition, we have worked to define the key actions and goals needed to reach our targets. This work identified three primary areas of focus across all our operations – energy efficiency, technology transition and increased renewable energy (via Agnico Eagle developed renewable energy solutions and through the shift to increased renewables availability in our public and private electricity supply).

Energy Efficiency

Energy efficiency plays a crucial role in the decarbonization efforts of the mining sector. By adopting innovative measures such as improved heat recovery and ventilation-on-demand systems, we have been able to reduce energy consumption and lower GHG emissions across our mining operations. The former utilizes the recovered heat to reduce reliance on GHG-emitting energy sources, while the latter allows for the management of ventilation remotely from the surface based on real-time needs based on the work plan. As an example, at Meliadine, by harnessing and repurposing this recovered heat, we significantly avoided 12.2k tonnes of carbon dioxide equivalent.

Moreover, Agnico Eagle's digital transformation initiatives play a crucial role in pinpointing opportunities for energy efficiency and climate action throughout its global operations. The results of our first Monitoring Operation Centre (MOC) in 2023 in the Abitibi region exemplifies how increased data availability fosters enhanced decision-making at operational and centralized levels. This, in turn, establishes a solid foundation for advancing energy efficiency and facilitating knowledge sharing across various sites and regions.

Technology Transition

Initiatives categorized as technology transition projects generally focus on electrification of material handling equipment and use of alternative and more sustainable fuel types. These types of projects play a pivotal role in our decarbonization journey. Agnico Eagle currently operates one of the largest fleets of battery electric vehicles (BEVs) across its operations, including the Odyssey, Macassa, Kittilä and Detour Lake mines. The adoption of BEVs results in reduced direct GHG emissions and heat generation, as well as decreased noise and vibration levels, enhancing working conditions for miners. Being at the forefront of this adoption, Agnico Eagle recognizes the untapped potential of BEV batteries. This extends beyond their primary use, encompassing applications like energy storage systems. Agnico Eagle proactively seeks to understand and implement optimal strategies to maximize the value of BEVs within the industry. Furthermore, we have implemented innovative technologies, such as an automated haulage system ("Rail-Veyor") at the Goldex mine. This electrically powered system reduces the site's usage of conventional diesel haul trucks, leading to decreased GHG emissions and improved operational efficiency.

Increased Renewable Energy

The most substantial opportunity to reduce emissions is by using cleaner energy solutions at our operations. In 2023, 56% of our electricity consumption was generated from renewable sources, an increase of more than 10% from last year. We are working to continue to increase this percentage. Notable examples include the Pinos Altos Complex, utilizing Power Purchase Agreements (PPA) to source purchased electricity from solar power, and the Kittilä mine, which, starting in 2023, secured commercial assurances via Certificates of Origin for 100% of its grid electricity from zero-emission sources.

Given that a large part of our GHG footprint is generated at sites without access to clean energy infrastructure, a significant part of our decarbonization journey also necessitates collaboration. Agnico Eagle is actively engaging with governments at various levels – national, territorial, provincial, regional and local – to establish the necessary energy infrastructure in both on and off-grid communities. This collaborative effort aims to facilitate a collective transition away from diesel fuels to green, renewable energy, addressing the challenges posed by climate change.

Risk Management

At Agnico Eagle, our goal is to ensure our portfolio delivers on expectations and operational risk is managed effectively. To achieve this, we identify, assess and manage risks using our RMMS (see page 24) which adopts two primary methods to effectively address the challenges of transitioning to a low-carbon economy: a comprehensive corporate climate risk assessment as well as scenario analysis and planning. The climate risk assessment is divided into two key components that consist of the physical risk assessment and transition risk assessment. Key findings are compiled in a corporate risk register which serves as a systematic tool for categorizing risks. Each risk is thoroughly evaluated based on a set of criteria: indicators, potential consequences, probability of occurrence and an overall risk level.

To provide a clearer understanding, the examples below showcase the types of topics that are examined in this analysis.

Physical Risks

Acute:

- Increased frequency and severity of storms
- More frequent hurricanes and tropical cyclones
- Heat waves and intensified flash flooding
- Wildfires
- Rapid freeze/thaw cycles impacting northern operations
- River and lake flooding
- Coastal flooding
- Landslides, including pit slope failures
- Water stress

Chronic:

- Change in average temperatures
- Change in precipitation patterns

Transition Risks

Economic and Regulatory Changes:

- Increased fossil fuel prices
- Implementation of carbon pricing
- Introduction of Carbon Border Adjustment Mechanisms
- National Determined Contributions affecting operations

Corporate Responsibility and Reputation:

- Failure to meet publicly disclosed emissions targets
- Poor performance against industry benchmarks in emissions intensity or reduction
- Stigmatization of the mining industry due to climate concerns
- Exposure to litigation related to climate impacts

Market and Community Impacts:

- Climate-related influences on mergers and acquisitions
- Potential reduction in the importance of gold as a value store due to greener alternatives
- Low community resilience to climate change impacts

Additionally, this risk management approach strategically incorporates scenario analysis and planning as key tools in bolstering climate resilience within the Company's business strategy and decision-making processes. This approach aligns with global climate frameworks, like the Paris Agreement, and focuses on adapting to an evolving climate landscape while aligning operational practices with these changes.

For more information on our approach to climate-related risk management, please refer to our [2022 Climate Action Report](#).

Metrics & Targets

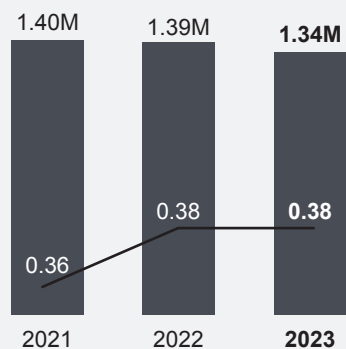
Metrics and targets guide our efforts to execute our three-pillar climate strategy and help our operations to achieve net-zero emissions. From the time the Board of Directors initially approved Agnico Eagle's commitment to achieve net-zero by 2050, formally announced the support of TCFD and an interim target of a 30% reduction by 2030, we have been working to develop climate action plans and reduction pathways to meet these targets. Our interim emissions reduction target is defined as an absolute reduction in the amount of Scope 1 and Scope 2 GHGs emitted to the atmosphere from our operations in the target year, relative to the base year. These targets are driven by both risks and opportunities related to climate change and will help shape the future of our business.

We have reported annually on key environmental and corporate social responsibility performance metrics since 2009. Since then, we have increasingly provided data related to GHG emissions, energy use, initiatives to transition to net-zero and risk management, among other performance indicators. To manage climate risks and opportunities, our primary metrics are GHG intensity per ounce of gold produced, total Scope 1, 2 and 3 GHG emissions and energy consumption and composition including energy use from non-carbon-emitting sources.

Figure 5

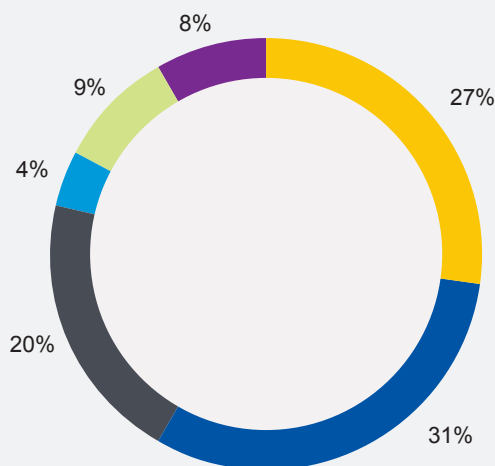
Total GHG Emissions (CO₂e Scope 1 and 2) and Emission Intensity (tonnes CO₂e by gold oz)

- Agnico Eagle total emissions (tonnes CO₂e)
- Agnico Eagle GHG intensity (tonnes CO₂e/gold oz)

Figure 6¹

2023 Proportion of Agnico Eagle Total GHG Emissions (Scope 1 and 2) by Region

- Ontario
- Quebec
- Australia
- Nunavut
- Finland
- Mexico



Climate Targets

30%

Agnico Eagle has set an interim target to reduce absolute Scope 1 and 2 carbon emissions by 30% by 2030 (from a 2021 baseline).

Net Zero

Goal of achieving net-zero Scope 1 and 2 carbon emissions by 2050

1. Note that the percentages in the chart may not add up to exactly 100% due to rounding.

GHG Emissions and Intensity Performance

For direct (Scope 1) and indirect (Scope 2) GHG emissions, we measure our performance on a monthly basis internally and report on an annual basis externally, using both absolute tonnes of GHG (CO₂e) and GHG production intensity.

Energy usage and intensity for fuel and electricity consumption is monitored systematically. GHG emissions are calculated in line with GHG Protocol Standards across the Company and Scope 1 GHG emissions for Nunavut, Quebec and Ontario are reported to regulatory authorities for carbon pricing programs that require independent verification by a qualified third party. For Scope 3 emissions, we report an estimate annually using incurred expenses and industry averages.

Total GHG Emissions

As shown in the Total GHG Emissions Figure 5, direct (Scope 1) and indirect (Scope 2) GHG emissions for 2023 were 1,337k tonnes of CO₂e. The 2021 baseline for Scope 1 and 2 emissions was recalculated to reflect the acquisition of 100% of Canadian Malartic. Our average GHG emissions intensity (tonnes of CO₂ per oz of gold produced) was 0.38 tonnes of CO₂e per oz of gold produced globally in 2023.

Our largest source of Scope 1 GHG emissions is diesel fuel consumption for mobile equipment and electricity generation. Most of our Scope 2 emissions come from the purchase of electricity in Mexico and Australia where a significant proportion of the grid is powered by non-renewable electricity.

Total 2023 Scope 3 GHG emissions are estimated at approximately 2.02 million tonnes of CO₂e. Most of these emissions (67%) come from the purchase of standard goods and services from carbon-intensive industries such as chemicals, mining services and construction. In 2023, we enhanced our method of calculating Scope 3 emissions. We updated the emission factors for our most material Scope 3 sources using current and more accurate industry-specific data.

Agnico Eagle is among the gold industry leaders in GHG emissions performance. In 2023, all 11 of our active operations outperformed the industry average¹ for GHG emissions intensity per gold oz produced, which allows Agnico Eagle to have one of the lowest GHG emission intensities of any senior gold producer.

Figure 7

2023 Proportion of Direct and Indirect GHG Emissions

■ Scope 1 ■ Scope 2

■ Goods and Services ■ Capital Goods ■ Fuel, Energy and Waste
■ Transportation, Travel and Commuting ■ Other Upstream

Scope 1 and Scope 2



Scope 3



1. Industry average of 0.829 tCO₂e for Scope 1 and 2 emissions per oz of gold produced, as per S&P Global Market Intelligence 2022.

Energy Consumption

Agnico Eagle employs a range of energy sources, encompassing electricity, diesel, gasoline, propane and natural gas to fuel our operations. Notably, purchased electricity and diesel constitute the primary sources. The majority of our electricity originates from renewable and low carbon resources, with the energy mix varying significantly depending on our operational locations. For instance, some of our more remote sites rely on onsite diesel generators, while our Quebec and Ontario facilities have access to low-emission public grids. In Quebec, the grid is predominantly powered by hydroelectricity, while in Ontario, it is a mix of hydroelectricity and nuclear energy.

Figure 8

2023 Electricity by Type

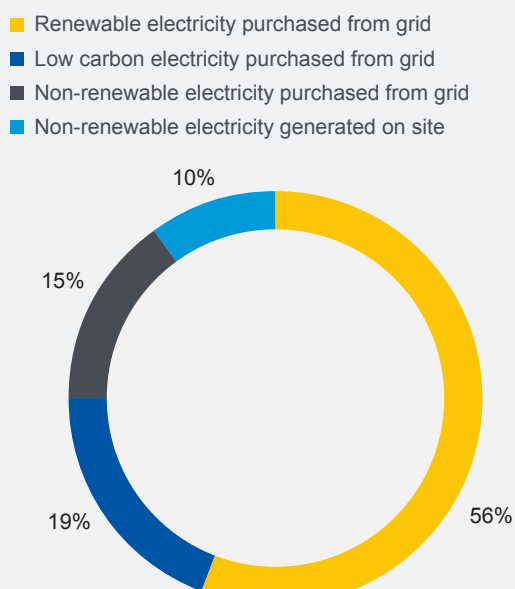
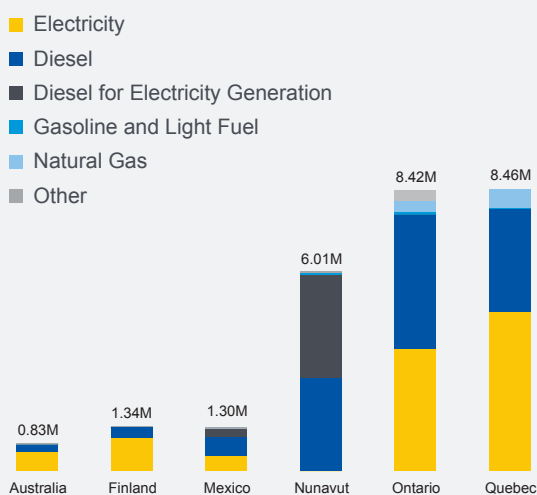


Figure 9

2023 Energy Consumption by Type (GJ)



Our Meliadine mine in Nunavut uses a heat exchange system to efficiently use and re-use the energy produced on site.

Mitigation and Adaptation

In our ongoing commitment to proactive climate adaptation, we recognize the critical importance of mitigating potential risks posed by climate change and extreme weather events across our mining sites. Our strategy aims to enhance resilience and safeguard operations while also leveraging opportunities presented by changing climate conditions. By implementing robust measures, we prioritize the safety of our workforce, minimize disruptions, safeguard infrastructure and assets and fortify business continuity. Our site-specific Climate Action Plans adhere to a comprehensive set of guidelines to identify vulnerabilities, assess risks and opportunities and develop tailored adaptation strategies.

Guided by these principles, we prioritize areas for adaptation measures based on the severity and likelihood of climate-related risks, as well as the resilience of our infrastructure. Secondly, we evaluate the adaptive capacity of each site, assessing key factors such as transportation systems, water management and emergency response capabilities. Subsequently, we develop targeted adaptation measures, integrating climate risks into operational planning and management. These measures encompass a range of actions, from fire management plans to nature-based solutions, aimed at addressing gradual temperature increases, biodiversity variations and changes in precipitation patterns. Upon implementation, we establish monitoring systems to assess effectiveness, ensuring ongoing improvement through adaptive management principles.

We prioritize our emissions reduction investments in the hierarchy that follows:



Figure 10

Our Operations: GHG Reduction Initiatives

Energy Efficiency	Improved Heat Recovery	Water System Optimization	Improved Compressed Air Management
	 <p>8,139 tonnes Estimated CO₂e saved per year</p> <p>LaRonde, Meadowbank, Meliadine, Kittilä</p>	<p>5,656 tonnes Estimated CO₂e saved per year</p> <p>Kittilä, Hope Bay</p>	<p>685 tonnes Estimated CO₂e saved per year</p> <p>Meadowbank</p>
Electrification and Fuel Switching	Battery Electric Vehicles	Railveyor™ TrulyAutonomous System	Electric Car Charging
	 <p>40 vehicles Current BEV Fleet size</p> <p>Canadian Malartic, Odyssey, Macassa, Kittilä, Detour, Fosterville</p>	<p>7,900 tonnes Estimated CO₂e saved per year</p> <p>Goldex</p>	<p>40+ Stations Total stations across all locations</p> <p>LaRonde, Macassa, Goldex, Rouyn-Noranda, Toronto</p>
Waste Reduction and Circularity	Waste Reduction Programs Implemented in 2023	Tire Longevity Program	Energy Efficiency and Waste Reduction Programs
	 <p>1,621 tonnes Estimated CO₂e saved as alternative to diesel in 2023</p> <p>Meliadine, Meadowbank</p>	<p>2,324 tonnes Estimated CO₂e saved in 2023</p> <p>Detour Lake Mine</p>	<p>18,169 tonnes Combined Estimated CO₂ saved per year</p> <p>Kittilä, Meliadine, Meadowbank, LaRonde</p>
Renewable Energy Projects	Solar Energy Installations	Green Power Purchase Agreement	Community Partnership Program
	 <p>LaRonde, Pinos Altos</p>	<p>Kittilä, Pinos Altos</p>	<p>Fosterville</p>

Water Stewardship

Water stewardship includes using water efficiently, maintaining water quality and engaging with communities to collaboratively manage shared water resources through the mining life cycle. Water is an important interface between our operations and our stakeholders, including various regulatory agencies, surrounding communities, environmental protection organizations and the public in general. Through these interactions, we aim to demonstrate how we sustainably manage resources by committing to responsible water use and protection of water quality.

Management Approach

Access to safe water is a fundamental human right and managing and using water responsibly is a critical component of our operations and overall approach to responsible mining. We consider water quality and water quantity as indicators of performance and understand that water management strategies at each operation must be tailored to manage potential impacts, risks, opportunities and efficiencies specific to the operation. Each operation has unique monitoring and treatment requirements, based on their location, climate and on-site processes and regulatory requirements.

Agnico Eagle's Water Management Policy emphasizes our commitment to manage water using Best Applicable Practices with the objective to protect public health and safety, minimize harm to our employees and protect the environment. This includes proactive management to reduce socio-economical impacts, engagement with communities of interest and assessing catchment-level water-related risks and opportunities. Our Corporate Standard for Water Management provides guidance and a framework for water management that aligns with TSM's Water Stewardship Protocol and promotes comprehensive and consistent water management practices for governance, modelling, infrastructure design and construction and monitoring. This standard has provisions in place to ensure our operations monitor and mitigate impacts on fresh water sources which includes developing site specific water management strategies that prioritize the conservation of freshwater by reducing, reusing and recycling water. The Corporate Standard is intended to apply across the organization and all sites have been working toward compliance in 2023.

In 2023, an Operational Water Management Framework was rolled out to all the operating sites which identifies several criteria required for a robust operational water management system. Each criteria has an associated scoring matrix to measure the various levels of implementation. Sites will complete a self-assessment for each criteria in 2024 to assess if the target level of implementation is achieved, otherwise action plans will be put in place for selected criteria based on risk. We also plan to update the Corporate Standard in 2024 to include more risk-based approaches.

Water Quality

Operations have water treatment installations designed to meet compliance requirements. Treatment processes vary across our operations and include measures such as biological treatment, metal removal, cyanide destruction and filtration/sedimentation technologies. We have measures in place to monitor and control the quality of water discharged from our sites. Our practices are designed to mitigate potential environmental impacts on local water bodies and ecosystems and meet regulatory requirements.

Analyst Corner

GRI 303-1, 303-2, 303-3
SASB EM-MM 140a.1



A Milestone in Sustainability: Nitrogen Removal Plant at Kittilä Mine Exceeds Expectations

For Agnico Eagle, the inauguration of the new nitrogen removal plant at the Kittilä mine marks a significant step forward in our commitment to environmental sustainability. Officially opened in early February, this plant is an important milestone in our commitment to making Kittilä an exemplary operation with respect to its environmental management.

The journey toward the establishment of the nitrogen removal plant began in 2019 with comprehensive pilot projects focused on nitrogen removal. The Moving Bed Biofilm Reactor (MBBR) method emerged as the optimal long-term solution based on the success of these trials. Construction commenced in early 2021, and by the end of November 2022, the plant entered its testing phase.

The early results clearly met the design intent, with the treated water maintaining a nitrogen level of less than 2mg/l – below the required environmental permit threshold of 15mg/l.

The plant's operational efficiency is evident in its daily removal of approximately 140kg of nitrogen, achieving its design intent to effectively remove ammonium nitrogen and total nitrogen. Furthermore, a post-processing unit effectively removes phosphorus and solids from the water. The mine is now well positioned to meet its new permit limit of 60 tonnes per year, which came into effect at the beginning of 2023.



Water Availability and Use

Natural water inflows and surface water accumulation from precipitation and runoff occurring at our operations in Ontario, Quebec, Nunavut and Finland represents more than 85% of the water managed by the Company. In the regions where we operate in Mexico and Australia water is more scarce. According to the WRI Water Risk Aqueduct Tool, the Pinos Altos complex, La India mine and Fosterville mine are classified as having high or extremely high baseline water stress.

Operations in these regions have initiatives in place to optimize water collection and consumption including rainwater collection systems and water recycling programs. For example Fosterville uses Class B recycled water from the Coliban Water's Waste Water Treatment Plant for makeup water, which is used to supplement the lack of water in the event of low-precipitation periods of the year.

Stakeholder Engagement on Water

We are committed to engaging proactively with communities of interest (COI) in relation to our water management practices. This informs us of COI needs and concerns and creates opportunities to proactively mitigate and collaborate on regional sustainability goals.

We engage with regulators to adapt to and ensure compliance with upcoming regulatory changes, as well as to understand future potential regulatory changes that could impact our operations. We participate in industry associations that foster collaboration and learning across companies and advocate for responsible water use in the industry.

Following consultations with impacted stakeholders, and evaluation of available options, Meadowbank adjusted road sections to be alternatively closed or opened during the cyanide transportation process to ensure community safety while maintaining access to a local lake. The community of Baker Lake was pleased with the modifications as it allowed the community, especially Elders, to maintain access to the land for harvesting and collecting fresh water.

The Kittilä mine and the local water management company are cooperating to investigate the impacts of discharge water to the Loukinen river and its adjacent groundwater area. This includes data sharing and identification of possible risks. The mine also continues to collaborate with the Ounasjoki river joint monitoring community by providing data for the monitoring program.

In 2023, in commemoration of World Water Day, the Pinos Altos mine carried out an "Accelerating change" campaign to promote respect and care for water with employees and schools in neighboring communities. Students at the schools gave examples of how they can take care of water in their homes and the community in general, with the participation of 58 outstanding students.



Water sampling near the Canadian Malartic mine in Quebec.

2023 Key Water Stewardship Activities

- At Macassa, the mine's water balance and water quality model was updated to improve predictions for site water management conditions. Trigger Action Response Plans were set up for the main water storage ponds. The volume of water stored on site was reduced through optimization of the water management system;
- Fosterville implemented initiatives to improve water management such as adding additional groundwater monitoring bores and piloting evaporator equipment;
- Detour implemented the use of a dust suppressant to reduce the amount of water required for dust suppression at site;
- At Hope Bay, a new effluent water treatment plant was commissioned. This new plant improves treatment of the Tailings Impoundment Area (TIA) and underground mine effluents and ensure compliance with new regulations;
- Kittila continued to improve its water discharge quality to meet increasing regulatory standards. Following the commission of a new Total Nitrogen Treatment Facility total nitrogen loading decreased about 43% in 2023 compared to 2022. The mine also increased its use of seepage water to reduce freshwater consumption from the nearby river;
- The Energy & Infrastructure and Environment water management teams at Meliadine collaborated to improve the efficiency of water-related decision-making and execution. Many projects were prioritized and tracked closely resulting in the successful implementation of many change initiatives;
- Pinos Altos improved its underground water treatment system to allow for the reuse of treated water underground without having to send it to the surface for complete treatment; and
- Improved water management by redirecting snowmelt and runoff to a northern ditch, thereby mitigating environmental effects on Baker Lake to the south. Meadowbank reduced the risk of dust from tailings by storing fresh wet tailings in the South Cell TSF.



Water sampling to ensure Fosterville mine operations do not impact the water quality downstream of the mining site or nearby groundwater.

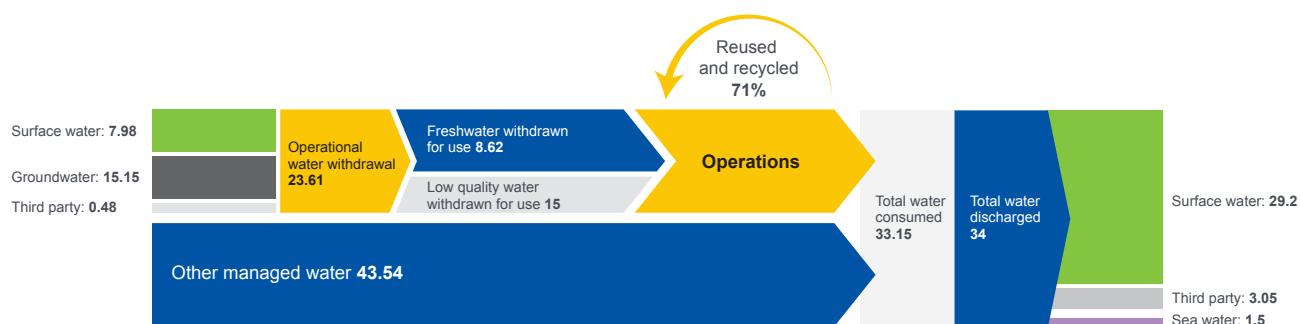
Performance and Metrics

Water metrics are tracked across all our operational sites. The overall water balance for the Company, depicted in Figure 11, is a compilation of individual site water metrics and includes the different sources of water used and managed at our facilities. This overall balance is influenced by various factors such as changes in rainfall, snowmelt, varying climates and geology, as well as the design of mining operations.

Figures 12 and 13 present historical freshwater withdrawn for operational demands and water recycled for Agnico Eagle. For facility-level results consult our [ESG workbook](#).

Figure 11

Water Balance (million m³)



Operational water withdrawal

All water that enters the operational water system used to supply the operational water demand and is available for use.

Freshwater

Water with high socio-environmental value. Water has multiple potential beneficial uses and/or receptors, including water supply for drinking, agriculture, food production, amenity value, industrial use and ecosystem function.

Low-value water

Water of poorer quality that may restrict potential suitability for use by a wide range of other users/receptors, excluding potential industrial use and adapted ecosystem function.

Other managed water

Water that is managed by the operation but is not used to supply the operational water demand includes dewatering of surface and underground operations and water collected from runoff.

Total water consumed

Water that is removed by evaporation or other losses or is retained on-site and is not released back to the environment during the reporting year.

Third-party water

Water provided by, or to, an entity that is external to the site or company. This includes water received from municipal services and water discharged to reclaimed site not owned or operated by the Company.

Figure 12

**Total Freshwater Withdrawn for Use (m³)
and Freshwater Withdrawn for Use Intensity
(m³/gold oz)**

- Total freshwater withdrawn for use (m³)
- Total freshwater withdrawn for use intensity (m³/gold oz)

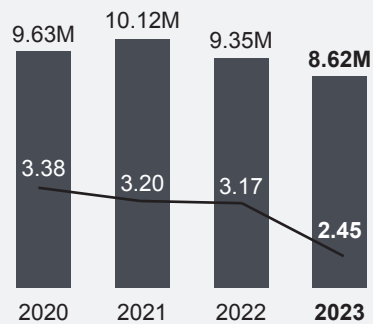


Figure 13

Percent Water Recycled



Water treatment plant at Kittilä mine, Finland.

Tailings and Waste Management

The health and safety of our people, communities and the environment are a top priority of Agnico Eagle's critical infrastructure management programs. As such, our management systems are based on a commitment to safety and technical rigour at all stages of the mine life cycle – design, construction, operation, closure and post-closure. We recognize gold mining by its nature generates large volumes of waste rock and tailings.

We monitor waste segregation and rock usage and are always pursuing opportunities to optimize use while meeting environmental protection requirements.

Analyst Corner



GRI 306-2
SASB EM-MM-150a.1 & SASB
EM-MM-150a.2

LaRonde Complex's Transition to Filtered Tailings Management



The LaRonde Complex had been utilizing slurry tailings deposition since its operation started in 1988. The tailings storage facility was approaching its maximum storage capacity and additional capacity was required. A transformational project was initiated in 2018 to transition from slurry tailings to filtered tailings commonly referred to as best available technology (BAT). This important transition represented major investments for Agnico Eagle but achieved many objectives like not increasing the already impacted areas for tailings disposal and reducing the overall risk profile for tailings management.

A dedicated task force conducted a comprehensive comparative study to assess a variety of storage approaches. Considering construction, operational and rehabilitation costs, along with other factors, the transition to filtered tailings emerged as a potentially viable option. Despite the high capital cost, the company selected this option as the best pathway for LaRonde from technical, financial and societal perspectives.

Amongst the many innovations this project required, the utilization of mined waste rock to act as a platform (bridgelift) to build the stacked tailings addressed two issues: the re-utilization of waste rock and the construction of a robust platform upon which the stack could be constructed. A water storage basin (Cell 5) was built to store process water separately from the tailings facility thus reducing the overall risks for the site.

Stakeholder engagement emerged as a driving factor of success with this project, with Agnico Eagle actively involving community representatives and regulatory bodies throughout the project lifecycle. This collaborative approach fostered transparency and ensured that sustainability goals were aligned with local needs and regulatory requirements.

Filtered tailings management can be economically advantageous when closure costs can be integrated in the equation such as at LaRonde. By prioritizing environmental stewardship, community engagement and operational efficiency, this transition to filtered tailings management exemplifies a holistic approach to sustainable mining practices.

While each mine site presents unique challenges, the success to date of the LaRonde Complex Filtered Tailings project underscores the potential for broader applicability. By considering operational costs, as well as rehabilitation and environmental factors, other projects can explore similar transitions to filtered tailings management.

Tailings Storage Facilities

Agnico Eagle has internal guidelines that govern management of our Tailings Storage Facilities (TSFs) to ensure, whether operating or closed, we meet or exceed regulatory requirements.

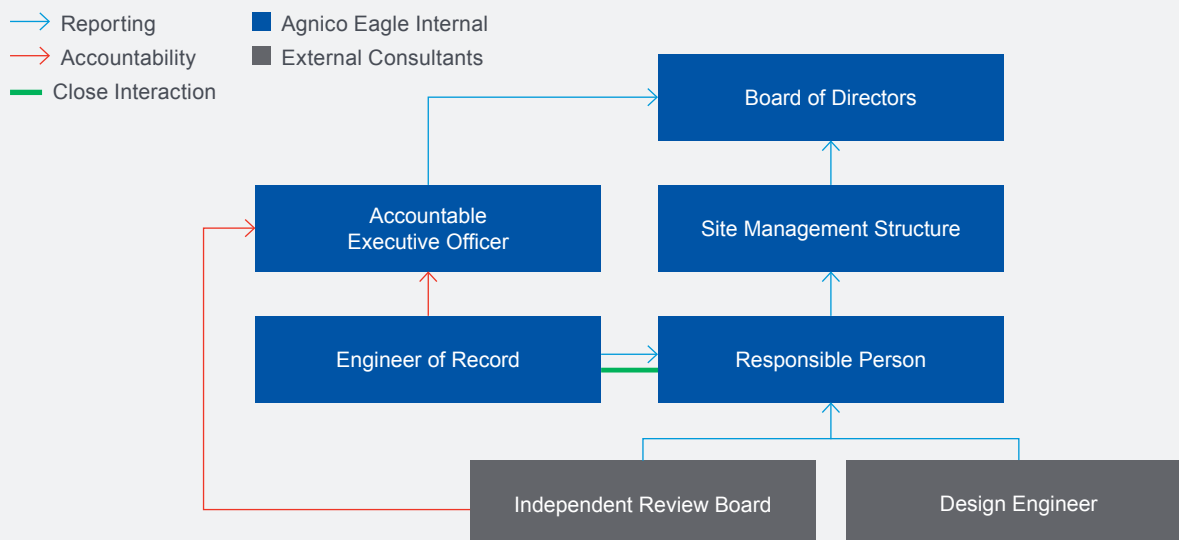
We are committed to the safe and responsible management of our TSFs and to continually improving the management of our facilities through developing and incorporating best practices. Our Accountable Executive Officer (AEO) reports to our Board of Directors annually on the compliance of TSFs to regulatory requirements and guidelines; as well as on whether all operations have the resources to continue to meet or exceed these standards. As of 2023, Independent Review Boards (IRB), composed of highly reputable and competent individuals with tailings management expertise, are in place for all Agnico Eagle operations. Responsible Persons (RP) and Engineers of Record (EoR) are assigned to all Agnico Eagle operating sites.

We recognize the important role of both our in-house and external experts and the competence they bring to this critical work. Following the merger with Kirkland Lake Gold, we worked to align each site's existing tailings management governance model with Agnico Eagle's governance structure, including implementing Agnico Eagle's IRB model. In 2023, IRB's were established at the operating sites in Ontario and Australia, with the inaugural IRB meetings taking place at both Detour Lake and Fosterville in 2023, and the Macassa meeting scheduled for spring 2024.

Our [2023 Tailings Summary Report](#) includes an updated quantitative risk assessment of our infrastructures at Agnico Eagle properties as of January 1st, 2023.

Figure 14

Governance Structure for Critical Infrastructure at Agnico Eagle



Waste and Materials Management

In addition to mining and mineral processing by-products, such as tailings and rockfill, our operations generate non-mining waste through routine mine operations and domestic use by the workforce that requires proper end-of-life management. Hazardous wastes (such as used oils, batteries and reagents packaging) and non-hazardous waste (such as food waste, recyclables and construction materials) are disposed of off-site by licensed waste management companies, landfilled, composted or incinerated in onsite facilities. All waste disposal and recycling programs are compliant with local regulations.

Detailed information on waste and tailings metrics can be found on our website in our [ESG Workbook](#).

Many sites have implemented programs to reduce waste and increase recycling and composting on site. In 2022, Creston Mascota implemented a worm composting initiative aimed at managing organic waste from the camp area. This program remained active throughout 2023, yielding approximately 20 litres of vermicompost leachate and 150 kg of solid compost per month. The resulting material is used to enhance nutrient-deficient surfaces before revegetation efforts. Meadowbank consistently runs the composter at its maximum capacity, and there were no instances of incineration of food waste at Meadowbank in 2023, thus positively impacting the overall GHG emissions for the site. Hope Bay received authorizations to begin to use their composter in 2024.

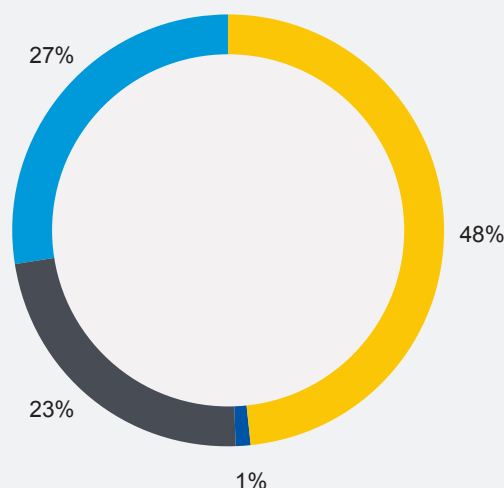
We work in collaboration with local communities to support waste management and reduction initiatives.

Throughout 2023, the cleaning campaign along the Cascada de Basaseachi river in Mexico continued, with the active involvement of 205 students from Basaseachi high school. The initiative resulted in the collection of over 1,220 kg of waste, which was subsequently disposed of in the sanitary landfill at the Pinos Altos unit.

Figure 15¹

Non-Mineral Waste Generated

- Domestic waste sent to landfill
- Domestic waste incinerated
- Domestic waste recycled
- Hazardous waste generated



1. Note that the percentages in the chart may not add up to exactly 100% due to rounding.

Driving Sustainability: Kittilä Mine's Pioneering Waste Management Project

Kittilä mine in Finland is spearheading a transformative waste management initiative aligned with the EU Waste Framework Directive. Committed to achieving ambitious recycling targets, the mine has undertaken a comprehensive project to enhance waste sorting and increase recycling rates. The initiative mandates separate waste bins for paper, batteries, combustible waste, metal, glass and biowaste in all offices. This not only reduces waste volume, but also lowers disposal costs, fostering a cleaner and more sustainable environment. Early results are promising, with mixed waste decreasing by an impressive 50%.



Environmental Research and Development

Agnico Eagle works with universities and research groups in the regions where we operate to develop environmentally friendly, innovative and practical solutions for the entire life cycle of a mine. Much of this work is accomplished by students thus supporting the training of highly qualified personnel who represent the workforce of tomorrow. Agnico Eagle is working to actively collaborate with research partners because we believe that building a sustainable future for all requires robust, effective collaboration that maximizes partnership impacts.

The environmental research and development group facilitates interactions between sites and research centres and coordinators to focus R&D on environmentally responsible resource extraction. Current projects include:

- Critical infrastructure reclamation in northern climates;
- A partnership with Research Institute in Mine and Environment (RIME) UQAT Polytechnique;
- Partnering in the NSERC-UQAT Industrial Research chair on Northern Biodiversity in a Mining Context;
- A project dedicated to developing an integrated system for monitoring biodiversity changes with the University of Sherbrooke and several industry and government partners;
- An Industrial Research chair with the University of Toronto on mine water treatment with freezing technology;
- Waste rock geochemistry characterization program with the University of Waterloo in support of closure cover design and implementation;
- Waste rock stockpile revegetation and lichen/biological soil crust restoration research program with University of Guelph;
- A collaboration with Charles Darwin University, Australasian Bat Society and the Northern Territory Government to study the social and spatial ecology of the ghost bats; and
- A project with the University of Queensland to support ongoing rehabilitation in the Northern Territories, Australia.

KEY RESEARCH AREA

Restoration and Closure

Characterization and treatment of contaminants in mine effluents

Revegetation

Valorization of tailings and waste

Integration of climate change into mine design



2023 Research and Development Project Highlight

Agnico Eagle is reusing waste and tailings in our underground operations to make our excavations more stable, optimize mining techniques and reduce our surface footprint. Monitoring changes in the mineral content of tailings is crucial for predicting how well cemented paste backfill will work and reducing the amount of binder needed. We are using innovative methods for tracking, controlling and predicting to adjust our backfill mix based on changes in the tailings' mineral content.

Environmental Compliance

Environmental impacts are managed through our Risk Management and Monitoring System (RMMS). Activities that can have environmental impacts are identified and assessed; while relevant control measures are implemented, maintained and verified. Emergency response plans are also developed and tested. Every mine and exploration project reports environmental incidents.

Each operation has a dedicated environment department that ensures environmental impacts and incidents are managed according to approved and applicable procedures. Incidents are categorized (e.g., spill, dust exceedance, etc.) and evaluated in terms of consequence and probability, according to a 5x5 matrix (see Figure 16). The consequence, from negligible to extreme/critical, is defined by looking at the severity of impacts on the ecosystem, land use, water and evaluating the cost of remediation and legal aspects. Agnico Eagle considers any incident with a consequence of 4 or higher as significant. Based on our incident consequence criteria there were no significant incidents at our operations in 2023.

However, the Company encountered two cases of non-compliance leading to regulatory notice in 2023 and received two notices related to non-compliances and one alleged non-compliance that occurred in 2022.

Hope Bay received two warning letters from an Environment and Climate Change Canada (ECCC) inspector in September and October regarding the violation of the Metal and Diamond Mining Effluent Regulation (MDMER). All required corrective measures were implemented in October, and a subsequent assessment by the ECCC inspector in early 2024 confirmed compliance with the MDMER regulation for Q4 2023.

Meadowbank received two written warning letters from ECCC in 2023 due to breaches of MDMER that occurred in 2022. These non-compliances involved the discharge of effluent exceeding the authorized concentration limits and failure to select and record sampling dates at least 30 days in advance for acute lethality grab samples. Investigations were conducted into these non-compliances, and mitigation measures were implemented. These measures included submitting annual acute lethality sampling dates, adjusting them as necessary, to the ECCC's Enforcement Officer, reviewing on-site sampling procedures and implementing new measures to enhance environmental performance.

Meadowbank received one order from Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) for alleged non-compliance with the Terrestrial Ecosystem Management Plan outlined in the NIRB Project Certificate. After discussions, CIRNAC acknowledged compliance with the order had been achieved, and the Order was subsequently closed.

Figure 16

Consequence and Probability Matrix

Consequence	Probability				
	Very Low 1	Low 2	Moderate 3	High 4	Very High 5
Extreme/Critical 5	Low	Medium	High	Very High	Very High
Major 4	Low	Medium	High	High	Very High
Moderate 3	Low	Medium	Medium	High	High
Minor 2	Low	Medium	Medium	Medium	Medium
Negligible 1	Low	Medium	Medium	Medium	Medium

■ Low
 ■ Medium
 ■ High
 ■ Very High

Air Quality, Noise and Vibration

Active management of air quality, noise and vibration is important to mitigate potential impacts on communities and the environment. As part of our environmental management system, our sites are equipped, where necessary, with devices to monitor levels of dust, noise and vibration in accordance with regulatory requirements.

We work to incorporate mitigation measures and consider air quality, noise and vibration impacts in our design and expansion activities. We monitor our activities to minimize impacts on employees and, where applicable, local communities. We are committed to keeping local communities informed about the timing and extent of activities they may perceive (such as blasting). In addition, we keep an active register of complaints from neighbouring communities regarding air, noise and vibration and work with residents to manage impacts.

Innovative Dust Control: 'Nilas' Paving the Way to Environmental Excellence at Meliadine Mine



The Environment and Energy & Infrastructure teams at our Meliadine mine in Nunavut were awarded Agnico Eagle's Michel Létourneau Award, in recognition of their outstanding contributions to teamwork, innovation and environmental impact. The teams collaborated to develop 'Nilas', a device akin to a Zamboni, which applies water to create an ice surface on tailings. Successfully sealing Meliadine's tailings storage in March 2022, 'Nilas' drastically reduced dust emissions. This innovation will help to foster cleaner air, protect ecosystems and preserve water resources in the region.

Integrated Closure

Closure and reclamation are core elements of our business as ore bodies are finite and therefore deplete over time. Mine closure, when well managed, can minimize direct and indirect impacts on ecosystems and society such as environmental contamination, health and safety hazards and impacts on the livelihoods of local communities. We integrate closure in life of mine planning and engage with stakeholders so that our operations mitigate risks and can leave a lasting positive legacy in the regions where we operate.

Planning early, and updating often, is key to ensuring successful closure. Progressive reclamation and development of the final closure plan is initiated in the early phases of a project, where possible, and undergoes continuous improvement throughout life-of-mine. We engage local communities, governments and other interested stakeholders often on this topic, and we seek to minimize impacts and maximize benefits whenever possible.

Preserving Biodiversity: Agnico Eagle's Innovative Approach to Bat Conservation in Historic Mining Sites

In the rugged landscapes of northeastern Ontario's Cobalt Mining Camp and Northern Australia's Pine Creek Orogen, Agnico Eagle is pioneering a ground-breaking initiative to preserve biodiversity and protect the silent guardians of our ecosystems – bats.

Over a century of mining activities in Canada and 150 years in Australia have left behind abandoned mine openings, which have become unexpected sanctuaries for bats. These creatures play a vital role in maintaining ecological balance by controlling insect populations, acting as essential pollinators and facilitating seed distribution. Recognizing the ecological significance of bats, Agnico Eagle has embarked on unique conservation initiatives to ensure their survival and well-being.



In Canada, where White-Nose Syndrome has impacted bat populations, Agnico Eagle has collaborated with engineering consultants and government stakeholders since 2016 to install bat-friendly gates in abandoned mine workings across Ontario. These gates provide protection for the bats and facilitate their access to these habitats, contributing to the preservation of endangered species.

In the vast landscapes of Northern Australia, Ghost Bats face challenges due to habitat loss and human disturbances. With 16% of Australia's Ghost Bats residing on Agnico Eagle properties, we are employing cutting-edge technology, including acoustic, infrared and thermal sensors, to study bat behavior in old mines. This research lays the foundation for innovative conservation techniques and the design of artificial roosts, addressing the pressing need to protect bat populations from further decline.

The juxtaposition of historical mining sites and bat conservation reveals a hopeful narrative – that human-made structures of the past can be repurposed to safeguard the wildlife of the future. Through collaboration and technological innovation, Agnico Eagle is redefining mine closure practices, ensuring that these abandoned sites become safe havens for bats, fostering biodiversity across diverse landscapes. This pioneering approach underscores Agnico Eagle's commitment to environmental stewardship and the harmonious coexistence of nature and industry.

Learning and Sharing

Sharing lessons learned and best practices in mine closure, remediation and reclamation is important for the industry to be able to leave a positive legacy after mining ceases. Agnico Eagle was an active participant in many committees related to mine closure throughout 2023, including:

- Canadian Land Reclamation Society;
- Ontario Mining Association (Innovation and Mine Closure);
- Environmental Committee of the Québec Mining Association;
- Society for Ecological Restoration;
- International Committee of Mining and Metals;
- Mining Association of Canada (TSM, Mine Closure);
- North American Mine Closure Working Group;
- International Network on Acid Prevention Working Groups;
- United Nations Closure Working Group and Facilitator of Industrial Closure Coursework; and
- University and Research partnerships.



Seed Collection

In support of their environmental restoration strategy, the mine closure team at Agnico Eagle Mexico conducted a very successful seed collection campaign in 2023. They collected over 150 litres of seeds from oak trees, tropical pokeweed and alligator juniper, which will be used in future reforestation efforts.

All our operations have closure plans that are updated based upon regulatory and site needs. Financial assurance in accordance with applicable laws is held in association with these plans. Moreover, where applicable, closure plans and financial assurance are in place for our closed and legacy sites and a closure and legacy team is dedicated to carry out monitoring and oversee environmental and social performance.

Agnico Eagle is preparing to implement an updated Corporate Standard on Mine Closure. This document provides a framework and direction for Agnico Eagle operations with respect to closure activities.

This Standard is intended to:

- Generate consistency and robustness for closure activities at all Agnico Eagle sites, including projects, operations and closed and legacy sites;
- Provide high-level guidance on closure planning including the preparation of closure plans and calculation and update of closure costs; and
- Minimize potential negative impacts and identify opportunities associated with closure.



Reforestation is integrated into progressive closure activities at our La India mine in Mexico.

Based on industry leading practices, this Standard sets out guidelines in the following areas to reduce closure risks and build upon opportunities:

- Protecting public health and safety;
- Minimizing potential social and environmental impacts (e.g., land use, landform stability, water quality, soil quality, air quality, vegetation, wildlife and aquatic habitat, etc.);
- Minimizing long-term care requirements;
- Considering closure in all stages of mine life, including project assessment, facility design and permitting;
- Incorporating innovation;
- Iterative closure planning;
- Strong site-specific knowledge bases (physical, biophysical, social and regulatory);
- Risk/opportunity assessment;
- Considering and assessing climate change;
- Considering social transition;
- Fiscal responsibility;
- Integrating community feedback into closure planning at early stages;
- Achieving productive post-mining land use;
- Defining site-specific closure objectives; and
- Integrating closure into life-of-mine planning.

Development of a supporting document, the Closure Guidance Document, has advanced throughout 2023 and is targeted for finalization in 2024. The Closure Guidance Document complements the Closure Standard by providing more specific guidelines to support sites in aligning with the core concepts and the principles covered in the Closure Standard. Concurrently, the gap assessment tool is being updated to consider alignment with the Standard and Guidance Document and will act as a standardized platform for closure practitioners to identify areas of strength and opportunities for improvement at our sites.

In 2023, we made progress on closure activities at our sites where mining has concluded. Key highlights include:

- **Lapa Mine:** Closure activities continued through 2023. The first agronomic monitoring was done on the western portion of site that was revegetated in 2022, producing good results. Earthworks on the main portion of the site progressed through 2023. Revegetation of this portion is planned following completion of the earthworks.
- **Pinos Altos Complex:** Revegetation activities are ongoing at El Castor Rockfill Storage Facility. Red Oak, White Pine and other native seeds are grown in the site's greenhouse. These and other native plants are collected to be planted at the El Castor Rockfill Storage facility.
- **La India:** Pre-closure studies continued throughout 2023 and into 2024. These studies have mainly been focused on characterization and management of environmental risks as a key step toward final closure design.
- **Timmins East Mines:** This region is comprised of three mines in care and maintenance (Taylor, Holt and Holloway) and three sites currently in closure (Aquarius, Hislop and Kirkland Minerals). Work is ongoing to complete risk assessments and progressive reclamation plans.
- **Meadowbank:** A number of closure studies continued in 2023. The main studies include updating the Tailings Storage Facility cover landform design, reviewing the performance of the Waste Rock Storage Facilities (WRSFs) cover, reviewing the in-pit water management strategy and the in-pit tailings cover. Progressive closure of the Whale Tail WRSFs on completed areas continues, and opportunities for additional progressive closure activities for the Meadowbank Complex during the remaining life of mine are being explored.
- **Detour Lake Mine:** Detour continued progressive reclamation and restoration research for the completed waste rock storage facility areas, including earthworks and revegetation. Efforts toward Tailings Management Area Cell 1 closure continued in 2023, with a focus on practical cover designs based on multidisciplinary inputs.
- **Northern Territory, Australia:** Reclamation of a 100-year-old mining camp is underway. In 2022, acid generating waste rock was capped and submerged within the Cosmo pit to inhibit acid generation. In 2023, the water collection ponds, which captured runoff from the waste rock, were rehabilitated. The final landform has been made physically and chemically stable through careful capping and water management design. Hand seeding was completed in December 2023.

Additional information on closure and remediation activities can be found in our CDP Forest Response.



A Commitment to Environmental Stewardship: Supporting the Axe Creek Protection Project in Strathfieldsaye

Agnico Eagle's Fosterville mine continues its dedication to environmental stewardship through its Community Partnerships Program, contributing AUD 450,000 over two years to the Axe Creek Protection Project in Strathfieldsaye. The project, launched in June 2023, aims to rehabilitate and enhance a 25km stretch of Axe Creek through riparian rehabilitation and native fish enhancement works.

At the launch event, Tim Jenkyn from BUSHCO Land Management explained that the project focuses on reducing pests and weed species while revegetating the creek's banks. Invasive gorse and blackberry are targeted for control to restore the creek to its natural state.

The project, supported by 50 creek-side landholders, offers the community an opportunity to revive the waterway, fostering the potential return of a healthy population of platypus and other indigenous creatures. Dennis Johanson, from Strathfieldsaye and Districts Community.

Enterprise (SDCE), emphasized the collaboration's positive impact on both the community and the environment.

Ion Hann, Vice President of Agnico Eagle Australia, expressed the Company's pride in partnering with volunteer groups dedicated to community improvement. Ion highlighted the project's alignment with Agnico Eagle's values. This collaboration exemplifies our commitment to supporting initiatives that enhance local environments and contribute to sustainable community development.

Biodiversity

Agnico Eagle operates in a variety of different ecosystems, from the Arctic tundra in Nunavut and the boreal forests of Finland, Ontario and Quebec, to the arid and semi-arid environments of Australia and Mexico. Our intent is to adapt our biodiversity management approach to the unique circumstances of each operation. We recognize that our biodiversity footprint extends beyond the limits of our properties to areas of immediate influence. Land use planning, done in consultation with authorities and local communities, allows us to identify critical habitat and species and advance initiatives to monitor, study, protect and support the sustainability of ecosystems.

Agnico Eagle's biodiversity approach is structured to meet TSM's Biodiversity Conservation Management Protocol. In the coming years we will review our biodiversity approach to ensure we are consistently applying best practice across the Company and meeting our stakeholders' needs while continuing to meet our TSM objectives.

Key Components of Our Biodiversity Approach

Identify and Categorize

An important part of protecting and preserving biodiversity is building our knowledge base about species. These activities inform biodiversity efforts and management plans, and can lead to positive outcomes not only for the local area, but broadly to provide benefit to the overall species.

We are continuously working to gather valuable information on the ecosystems in which we operate and the species that utilize these habitats and call them home. This includes consulting with Indigenous Peoples, Knowledge holders and integrating Indigenous Knowledge in our biodiversity management plans.

Monitoring and Reporting

The International Union for Conservation of Nature (IUCN) Red List of Threatened Species™ is the world's most comprehensive information source on the extinction risk of animals, fungi and plants. We report IUCN species in the geographic areas of our operations in our ESG Workbook available on our website.

All of our operations have been assessed for biodiversity and have biodiversity conservation plans or managed systems.

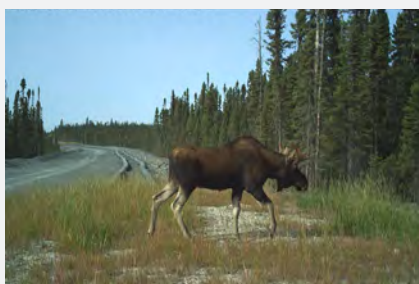
Many of our operations engage in multi-stakeholder-based monitoring programs that support our routine biodiversity assessments.

Research and Development

R&D opportunities allow for information to be reviewed in a technical manner, and also allows data to be considered in a broader scale, while being exposed to new areas of research and focus.

We are involved in various R&D projects to help further the science on areas of focus and interest for our sites, while also bolstering Provincial and National academic research programs.

Wildlife Crossing



To accommodate the ongoing expansion of mining operations at Detour Lake, a mine water effluent discharge location with greater capacity was required to maintain the site's water management infrastructure. In 2023, construction of a 6 km pipeline was completed, extending from the mine water pond to Sunday Creek. To minimize the overall impact on wildlife, seven wildlife crossings were installed, ensuring animals could traverse the pipeline easily. Additionally, to encourage vegetation growth, a native seed mix was used to seed the crossings. Trail cameras were employed to monitor the effectiveness of these crossings, capturing a total of 78 wildlife sightings in 2023, including 14 black bears, 16 red foxes, 31 moose and 17 wolves.

Mitigation

As per our Sustainable Development Policy, we aim to eliminate, minimize and mitigate impacts of our operations on the environment and maintain its viability and diversity. By using the mitigation hierarchy, we can support this vision.

		Examples
Avoid	Avoid creating any negative impact on biodiversity from the outset of the project	The West Detour Expansion Project at the Detour Lake Mine underwent various proposed configurations and layouts, with the intent of avoiding additional negative impacts to water. As such, the final site plan is more compact and avoids an additional 4.5 hectares of impacts to water.
Minimize	Minimize negative impacts on biodiversity at every opportunity	Every construction or drilling project at Meliadine gets reviewed first by the Environment department, which then issues an Internal Environmental Permit (IEP). When applicable, protection buffers are put in place to minimize disturbances. The IEP process allows the site to minimize impacts on the environment, wildlife, sensitive features and community.
Rehabilitate	Rehabilitate or restore negatively impacted ecosystems	Since 2018, rehabilitation initiatives have been ongoing at LaRonde within various test plots, with a focus on evaluating native plants potential future performance. An additional pilot area of 26,000 m ³ was initiated in 2023.
Offset	If an ecosystem cannot be restored, offset impacts by restoring other degraded habitats	As part of Macassa's 20-year tailings storage expansion project, impacts to water will be offset with a 2:1 ratio, meaning that double the fish habitat will be created compared to what will be impacted by the project.

Regional Initiatives

Abitibi, Quebec

Goldex continues to work with local universities to introduce pollinating species in mining reclamation. In 2022, LaRonde installed birdhouses for swallows and duck nests to provide these animals with safe nesting spaces and to avoid installation of nests on infrastructure. In 2023, monitoring results showed the swallows nesting in the birdhouses and there were no instances of swallows attempting to nest on infrastructure. Monitoring results for the duck nests are expected in 2024.

As part of a collaboration project Goldex contributed towards the construction of two wash stations for boats. The stations were installed near the mine site to prevent invasive alien species being transported from other water bodies into the Thompson river.

In 2023, Canadian Malartic worked with Ducks Unlimited Canada (DUC) to preserve the Parguère lake (significant area of the Parguère marsh is an integral part of the province's water domain) by rebuilding the dike in order to maintain the water level of the lake and preserve existing wildlife habitats.

Finland

Kittilä mine regularly builds and repairs fences to reduce occurrences of reindeer and other wildlife intrusions to the mining area. Reindeer health has been considered when planning mining activities by mitigating the disturbance to the movement of reindeer in collaboration with the local reindeer herders by building bridges for reindeer to cross ditches and funding tracking collars for studying reindeer movements in the area.

The mine has a fish monitoring program, which includes introduction of one-year-old trout into two rivers, Seurujoki and Loukinen, each year. In addition, trout roe was stocked to the two rivers, Seurujoki and Loukinen, to supplement the existing trout population in Autumn 2023.

Since Kittilä started using the discharge waterline, the infiltration fields are no longer used. Planting trees will enhance biodiversity within the mining lease area and help restore the site in the long term.

Kittilä has an extensive program for monitoring the mine's impacts on biodiversity and environment. The mine's closure plan was updated in 2022 with a target goal of no net-loss regarding biodiversity in the post-operation phase.

Mexico

Pinos Altos began seed sowing using a specialized agricultural drone. Reforestation activities continue in Pinos Altos with more than 182 hectares reforested with native species to date. Since 2022, approximately 70,000 trees and cacti were planted. The mine has a total of 3,000 plants of the pseudotsuga pine and abies duranguensis genera, both of great ecological interest for the region, growing in greenhouses.

La India mine continues to make a positive impact through the monitoring of local flora and fauna and continually evaluating health status and distribution within local ecosystems.

Nunavut

Both Meliadine mine and Meadowbank Complex have TEMMPs that identify potential effects of the mining operations to wildlife and wildlife habitat and implements measures to mitigate any effects. This includes measures to protect caribou such as giving caribou the right-of-way on all roads, protocols for suspending operations when caribou are in proximity to the operations, wildlife surveys and a Terrestrial Advisory Group (TAG).

The TAG is a collaborative forum to discuss Inuit Qaujimajatuqangit (IQ), Traditional Knowledge (TK) and western science applications for mitigation and monitoring programs related to the protection of terrestrial wildlife and wildlife habitat. Hope Bay also has ongoing caribou monitoring on-site that includes the participation of members of the local Hunters and Trappers Organization as trained observers. In 2023, as part of the program the Inuit Environment Advisory Committee for Hope Bay came to the site to review the height of land locations and to receive training.

Meadowbank established a Memorandum of Understanding with the local Hunters and Trappers Organization to ensure that communities have the capacity to assist in monitoring the ongoing 'Roads' project, which extended into 2023. All new employees receive training on the wildlife protocol which includes directives to minimize disturbance to wildlife as part of the onboarding program.

At Meliadine, as part of its continuous improvement process, and as recommended by the Nunavut Impact Review Board (NIRB), the Environment department hired an external consultant to perform a wildlife audit on site in April 2023. The results of this audit were generally positive however, significant improvements in waste management practices were noted by the consultant. Following the audit, Meliadine quickly implemented the consultant's recommendations and is committed to maintaining good practices to limit possible attractants at the site.



Tree nursery at the Pinos Altos mine, Mexico.

At Hope Bay, an invasive plant species survey was carried out in order to quantify the impact of the site on the local flora. This work is expected to continue in future years.

Ontario

Detour Lake mine continues to expand its progressive reclamation program to include new areas of focus and research. In addition to the ongoing native plant revegetation research, tailings and test cover programs, as well as the lichen and soil biological crust restoration projects, the team has included studies using moss and co-planting strategies to help improve tree seedling survival. In 2023, Detour Lake partnered with UQAT and NRCAN to support research investigating the impact of the mine footprint on soil and aquatic biodiversity at multiple trophic levels and how the effect changes with distance from the mine.

The mine partnered with the University of Guelph to research how restoring habitats along roads affects predator behaviour and habitat use. They studied how various species, as well as predators like wolves and black bears, interact with restored areas and their prey, such as moose and beavers.

Australia

Fosterville Gold mine continues to conduct baseline aquatic macroinvertebrates and river health assessments of the nearby Campaspe River. The study focuses on water quality, macrophytes, aquatic macroinvertebrates, fish and other aquatic fauna (including platypus). The 2023 study confirmed expectations about the strong seasonal variation of aquatic diversity and abundance, with fewer macroinvertebrates and macrophytes found during winter surveys than summer.

The mine also commissioned an assessment of the endangered Pink-tailed Worm-lizard found within the Mount Sugarloaf Nature Conservation Reserve. The survey demonstrated that a relatively large remnant population of this lizard occurs within the Mount Sugarloaf Nature Conservation Reserve area, which is publicly assessable land. Fosterville provided the assessment report to the relevant public land managers to inform management strategies of the Pink-tailed Worm-lizard population within the reserve.

Additionally, an ecological assessment was conducted across the site and adjacent land to map large old trees, listed species and potential habitats for listed fauna species.



Woodland Caribou Tracking and Monitoring: Supporting Wildlife Conservation at Detour Lake Mine

One of the ways Agnico Eagle demonstrates its commitment to wildlife conservation at Detour Lake mine in Northern Ontario is through caribou tracking and monitoring initiatives.

Annually conducting aerial surveys covering an expansive 2,300 km² area, the Environment and Sustainability team at the mine records sightings of caribou, moose and wolves.

In addition, every four to five years, in February, collaring activities commence, a critical step in understanding the movements and behaviours of Woodland Caribou. The period from 2016 to 2020 witnessed the collaring of 20 female caribou, which provided valuable insights into their movements around the mine and helped identify their preferred habitats. These insights help to inform conservation and management strategies that can be implemented around the mine.

In 2024, the team plans to collar 30 female caribou to provide additional data to help the regulators, utilizing advanced technology to track their movements over the next four years. These collars will send GPS signals eight times a day through satellite communication. Notably, five of the collars deployed in 2024 will be equipped with cameras, capturing 14 to 45-second videos daily. This innovation allows for a deeper understanding of caribou interactions and their feeding behaviours.

Detour's caribou tracking and monitoring program helps to ensure the preservation of local wildlife. By employing innovative technology and expanding our monitoring efforts, we contribute to the ongoing sustainability and biodiversity of the region surrounding our Detour Lake operations.

Social

2023 KEY HIGHLIGHTS

15,828

Employees and contractors working worldwide at the end of the year

440,000

Training hours delivered to employees in 2023

649

Indigenous employees at our operations

\$16M

In community investments

\$1.9B

In local procurement spend

\$1.2B

Paid to employees in wages and benefits

AWARDS & RECOGNITION

- Agnico Eagle Mexico placed 19th on the Best Places to Work in Mexico list in the Great Places to Work for Women™ survey rankings in the category of 500-5,000 employees.
- Agnico Eagle Mexico recognized as one of the Best Place to Work in Mexico for the 12th consecutive year. Pinos Altos ranked 28th in the category of up to 5,000 employees and La India ranked 13th in the category of up to 500 employees.
- Canadian Malartic mine and Odyssey mine honoured with a Distinction Award from the Quebec Mining Association in the Human Resources category for the implementation of an employee transfer process from the Canadian Malartic mine to Odyssey mine.
- CSD Payroll Team – Quebec and Nunavut Divisions won the National Payroll Institute's Award of Merit in the category "At the Heart of Business" – Payroll Team of the Year 2023 in Canada. Additionally, Chantal Gauthier, General Payroll Supervisor won Payroll Leader 2023.
- Agnico Eagle was acknowledged at the WDI Workforce Transparency Awards, receiving a special mention for the 2023 "Most Transparent" Award for making their Workforce Disclosure Initiative (WDI) response public.
- Agnico Eagle won the Nunavut Literacy Council's Arctic Inspiration Prize for the Pilimmaksaijuliriniq Project. The award of CAD 1M will be directed to help build additional mental health competencies and support Inuit wellness, traditional teachings and the delivery of community-based programming in Nunavut.
- Agnico Eagle was awarded with the Sponsor of the Year award at the Annual Sturgis Chamber banquet in North Dakota, USA, recognizing the Company's outstanding support for Chamber events and community initiatives.



Security and Human Rights

We conduct business in regions where human rights laws are respected and promoted, and we are committed to upholding fundamental human rights as defined in the United Nations Universal Declaration of Human Rights (UDHR). This includes providing assurance that our operations will not support, benefit or contribute to unlawful armed conflict, human rights abuses or breaches of international humanitarian law. We believe everyone has the right to a life free from modern slavery and condemn all forms of severe exploitation for personal or commercial gain. Agnico Eagle does not tolerate the use of child labour, prison labour or any form of forced labour, slavery or servitude.

We ensure the protection of human rights by:

- Actively communicating our approach and expectations to all stakeholders, including suppliers;
- Engaging with stakeholders to understand the impacts of our activities and working with them to optimize benefits and mitigate negative impacts;
- Implementing effective grievance mechanisms;
- Providing human rights training; and
- Promoting our expectations of suppliers through the [Supplier Code of Conduct](#).



Human rights risks can impact our core operations, supply chain, communities, society and government in the regions where we operate. Key issues relevant to our industry include labour practices (see page 84), security, safety (see page 31), discrimination (see page 77), environmental impacts (see page 42) and rights of Indigenous Peoples and other communities (see page 92).

The Executive Vice-President, Sustainability, People and Culture is the executive responsible for human rights due diligence. The senior management team (page 20) is directly responsible for overseeing the application of human rights due diligence in their respective disciplines. Mine General Managers are responsible for ensuring Agnico Eagle commitments to human rights are upheld at site. Human rights risks are cross-disciplinary and therefore managed throughout our organization in areas such as health, safety and security, environmental management, human resources, procurement, community and Indigenous relations.

Our policy commitments to human rights are included in our [Sustainable Development Policy](#). Our [Code of Business Conduct and Ethics](#) demands that concern for the personal dignity and individual worth of every person be an indispensable element in the standard of conduct of employees and directors. Agnico Eagle's [Supplier](#)

[Code of Conduct](#), whether they are suppliers of services or goods, demands that suppliers uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. Protection of human rights is managed through our RMMS which incorporates the RGMP, TSM protocols and the VPSHR. In 2022, Agnico Eagle conducted a gap analysis between its RMMS and the VPSHR to ensure the former explicitly addresses all VPSHR requirements and covers practices ongoing at Agnico Eagle's sites.

Agnico Eagle evaluates the effectiveness of its human rights policies and commitments by completing an annual report for all active mining operations. We conduct regular security and human rights assessments for each of our mining operations to identify and manage risks relevant to our organization.

The Company has several channels through which any person can report incidents with human rights implications including a confidential ethics hotline (page 99), employee grievance mechanisms (page 83) and community grievance mechanisms (page 90).

As a Company, we report on overall implementation of human rights matters through MAC's [TSM annual progress report](#), the [VPSHR annual report](#) and the [WGC Conflict-Free Gold Assurance Report](#).

As required under Australia's *Modern Slavery Act 2018* and Canada's *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act* and to amend the Customs Tariff, we will publish a Modern Slavery Report at the end of May 2024 that outlines the actions undertaken to mitigate modern slavery risks in our operations and supply chains and to ensure transparency. The report will be made available on our website.

In 2023, key activities related to human rights included:

- Assessment of potential security and human rights risks at the Detour Lake mine and Hope Bay project;
- Development and delivery of a VPSHR training specific to management teams; and
- Continuation of mandatory VPSHRs training at Agnico Eagle's operating mine sites.

Human Rights Training and Awareness

Agnico Eagle is a member of the Working Group on the Voluntary Principles, comprised of companies, non-governmental organizations (NGOs) and government. Members share lessons learned regarding what has and has not worked with VPSHR implementation and discuss the current and upcoming work related to the VPSHR.

At site level, Agnico Eagle continues to communicate the importance of complying with the VPSHR to all employees and subcontractors through mandatory induction training. Additionally, all security personnel undergo comprehensive training that includes specific topics relating to Human Rights and the VPSHR. At Pinos Altos, local police representatives are invited to attend the training.

Engaging on Human Rights Matters

Agnico Eagle works to promote the Voluntary Principles with other companies and government bodies in the jurisdictions in which we operate. The VPSHR requirements are integrated within Agnico Eagle's RMMS, making human and labour rights a standard part of the stakeholder engagement approach at Agnico Eagle's operations. Security departments also continue to be actively engaged in communicating the importance of complying with the Voluntary Principles to local private security guards and public security, notably at Mexican sites.

Artisanal Mining

In 2023, none of Agnico Eagle mining operations were impacted by artisanal or small-scale miners (ASM). We recognize that ASM is a material issue for the gold industry at large and are working to finalize ASM guidelines that would, in the event that any of our operations are impacted by ASM in the future, support access to legitimate markets for those ASMs who respect applicable legal and regulatory frameworks; who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity; and who, in good faith, seek formalization. We will also consider supporting government initiatives to reduce and eliminate the use of mercury by ASMs.

Analyst Corner

GRI 2-23

MT



Our Workforce

Nunavut

Total: 3,728
Contractors: 1,643
Female: 15%
Local¹: 13%

Ontario

Total: 3,708
Contractors: 1,007
Female: 15%
Local: 64%

Quebec

Total: 4,936
Contractors: 1,784
Female: 15%
Local: 94%

United States

Total: 15
Contractors: 4
Female: 18%
Local: 27%

Mexico

Total: 1,607
Contractors: 220
Female: 15%
Local: 56%

Sweden

Total: 8
Contractors: 1
Female: 14%
Local: 100%

Finland

Total: 957
Contractors: 465
Female: 16%
Local: 91%

Australia

Total: 869
Contractors: 189
Female: 14%
Local: 87%

15,828

Total Workforce

15%

Female Employment

649

Indigenous employees

Figure 17

Workforce by Employment Type

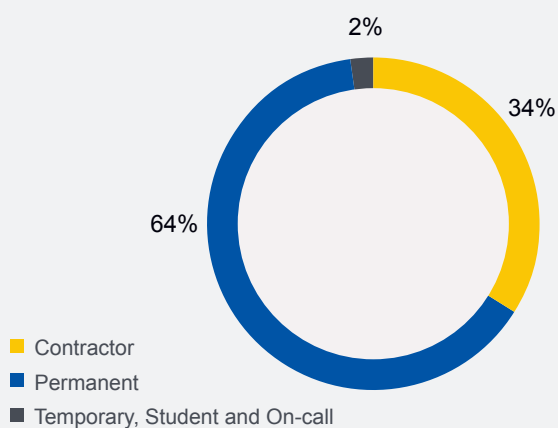
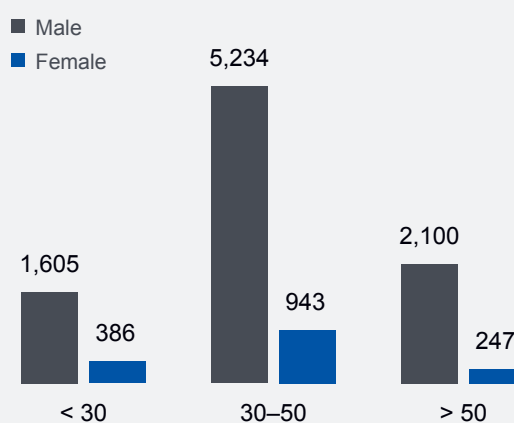


Figure 18

Agnico Eagle Employees by Age and Gender



1. % local employees does not include employees working for the Nunavut Service Groups as their administrative offices are located in Quebec.

Diversity, Equity and Inclusion

Diversity, Equity and Inclusion (DEI) are fundamental to Agnico Eagle's core values of Family, Trust, Respect, Responsibility and Equity and essential to the growth and success of our Company. We are working to create a diverse, inclusive and collaborative workplace where everyone can show up to work as themselves, free of barriers or feelings of exclusion.

Our [Diversity and Inclusion Policy](#) outlines our commitments and responsibilities, including treating each other equally, fairly and consistently with equal access to opportunities and recognition, valuing workforce diversity and promoting the benefits of diversity and inclusion.

Our Diversity and Inclusion Steering Committee has executive sponsors and dedicated resources. The Committee has oversight responsibility for the monitoring and implementation of the [Diversity and Inclusion Policy](#) and works with corporate and site teams to communicate diversity and inclusion strategies and to monitor, track and audit performance.

Our global long-term strategy prioritizes accelerating and broadening Agnico Eagle's approach to DEI. This long-term strategy is based on employee feedback from formal surveys, available data and other feedback mechanisms, both formal and informal and covers three key pillars:

Our DEI Pillars

Attract, Retain and Advance Diverse People	<ul style="list-style-type: none"> – The inaugural group of the Dr. Leanne Baker Scholarship and Development Program completed the program; a second and third cohort are currently in the program. – We participated in the International Women in Resources Mentoring Programme with internal mentors and mentees.
Develop Inclusive Leadership	<ul style="list-style-type: none"> – The Fosterville Management team was trained on DEI 101 fundamentals and Words @ Work, two modules facilitated by Diversity Council Australia to promote an inclusive workplace mindset. – Fosterville employees completed the Core Inclusion Course and the First Nations course. – We offered facilitated online learning to Canadian staff on Imposter Syndrome and how to overcome it through our partners at The Women's Leadership Intensive. – We delivered over 3,600 hours of cultural awareness training across our organization.
Equitable and Inclusive Workplace Practices	<ul style="list-style-type: none"> – We refreshed and rolled out a Workplace, Discrimination, Harassment and Violence Policy with clear roles and responsibilities. – We implemented a Psychological Safety Policy. – We introduced new Personal Protective Equipment garments specifically tailored for pregnant women working at sites. – Core values refreshed to reflect inclusive language and gender neutral images. – The previous equality value was updated to equity to promote an inclusive mindset.

We continued to collect baseline information to begin reporting more meaningful metrics for diversity and inclusion. In 2023, we had an overall response rate of 79%. Employees who self-identified included 2% as LGBTQ2+, 7% as indigenous, 8% as visible minorities and 4% as living with a disability. Additionally, initial results of our internal DEI index indicated that respondents to the employee survey know how to reach out to report an incident of discrimination or harassment and that discriminatory or harassment behaviours are not tolerated in our organization. We will continue to analyze how our employees feel about DEI, as well as focus our resources and shape our actions.

As we continue to move forward on our journey, we will do so thoughtfully, respectfully and with the continued support and input from our employees.



For the last two years, Agnico Eagle's Fosterville mine has been a proud supporter of the annual Bendigo PRIDE Festival in Australia. This two-week event offers a number of fun and family-friendly activities aimed at celebrating the diversity of the LGBTQIA+ community.

Analyst Corner

GRI 405-1



Female & Indigenous Representation

Our Board of Directors recognizes that diversity is important, including at the board level. It ensures that Board members possess the attributes, experience and skills to effectively oversee the strategic direction and management of the Company. As of the date of this report, women represent 36% of directors, and women chair the HSED and Compensation Committees. At the leadership level, 25% of our executives¹ are women and 21% of our senior management are women. One of our directors identifies as Indigenous (9%), one of our directors identifies as a visible minority (9%) and two of our executives (25%) identify as a visible minority. Gender representation in decision-making roles is measured to track progress in the advancement of women and they currently represent 21% of our employees in leadership positions.

Overall employee female representation for Agnico Eagle has shown little growth (see Figure 19). A higher proportion of female employees in non-permanent positions such as students, on-call and temporary employees (see Table 3) is a contributing factor.

Table 3

2023 Employee Female Representation by Employment Category

Category	Female	Male	% Female
Total Employees	1,576	8,939	15% <div></div>
Permanent	1,432	8,706	14% <div></div>
Temporary	99	136	42% <div></div>
Student	36	65	36% <div></div>
On-Call	9	32	22% <div></div>

1. The definition of executives was updated to include only CEO & President and Executive Vice-Presidents.

Empowering the Next Generation: Emmanuelle Keogh's Inspiring Journey and Agnico Eagle's Commitment to Women in Mining

At the Kivalliq Tradeshow in Rankin Inlet, Emmanuelle Keogh, Process Plant Maintenance General Supervisor at Meliadine mine, addressed the 'Celebrating the Next Generation' panel, sharing insights into her journey, highlighting the challenges women may encounter in the mining industry and discussing the development programs offered to women at Agnico Eagle. Her speech was highly motivating with the hope to inspire women and young professionals contemplating a career in the mining industry.

Emmanuelle is a recent recipient of Agnico Eagle's Dr. Leanne Baker Scholarship, a two-year mentorship, training and development program, created in honour of the late Dr. Leanne Baker, who was a valued member of Agnico Eagle's Board of Directors and the Chair of the Board's Audit Committee.

The objective of this scholarship and development program is to support a cohort of women working for

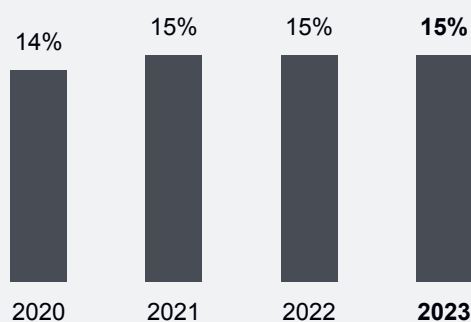
Agnico Eagle, identified for their potential or expressing interest in advancing into leadership positions. Through this program, Emmanuelle will have the opportunity to receive professional mentorship and leadership development, facilitating her in establishing and achieving her career goals.



We remain focused on creating sustainable and high-quality jobs and careers in mining wherever we operate. At our Detour Lake mine, more than 18% of our workforce self-identify as Indigenous. This is significantly higher than the industry average¹ of 9% in Ontario. In Nunavut, our long-term objective is to obtain 50% Inuit employment at our operations. In 2023, we employed 323 Inuit at our Nunavut mine sites and Nunavut Service Group. This is well below our target but we remain committed to increasing Inuit participation in our site workforces.

Figure 19

Female Employee Representation



1. 2022 Ontario Mining Association

Gender Pay Analysis

Agnico Eagle's core values include Equity and Respect, and we are committed to ensuring all employees receive equal pay for equal work, experience and responsibility. Compensation reviews are conducted at a regional level on a regular basis to ensure fair and competitive salaries are paid throughout the organization.

We recognize that understanding our Company's overall gender pay gap is important information to address the global challenge of economic inequality between women and men, as well as an opportunity to better attract and retain women in our workforce. Due to the ongoing challenges of integrating multiple HR systems following recent mergers and acquisitions, our initial global gender pay gap assessment focused on our permanent salaried employees average base salaries, with plans to expand the assessment in following years.

Gender pay gaps varied across the organization (see Figure 20), with the size of the gap affected by several factors including the under-representation of women in senior roles (see Figure 21) in STEM and finance positions. As we continue to expand our equal pay and gender pay gap assessment, we will further incorporate the factors that impact the gender pay gap in our analysis.

In 2023, we also began the process of completing a detailed equal pay gap assessment by gender to ensure we are upholding this commitment and that gender is not a factor in employees receiving the same pay when working in the same location and performing work of equal value. This first assessment considered the differences between the average salaries of women and men by job levels and pay grade for our head office. Preliminary results of this high-level approach shows <1% gap for non-management positions and 6-12% gap for management positions (see Table 4). When the assessment was completed by pay grade, the pay gap

for female employees was <5% for the majority of the pay grades. We plan to continue to refine this assessment to better incorporate other factors that impact wages such as experience and job type. Once this is completed, a similar detailed assessment process will be rolled out throughout our organization.

Existing programs support reducing gender pay gaps, including the Dr. Leanne Baker scholarship and development programs which aims to support and prepare women for more senior leadership positions. With more detailed analyses, we will be able to better inform and target future initiatives.

Table 4

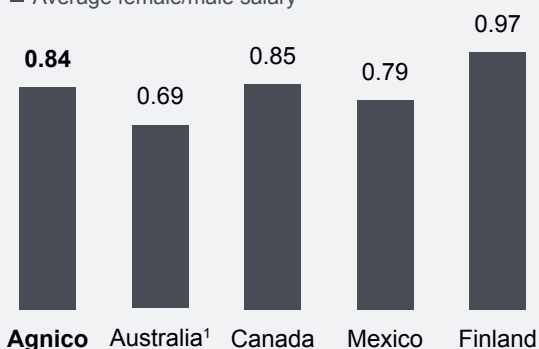
2023 Gender Pay Analysis for Head Office Employees By Job Level

Job Level	Number of female employees	Number of male employees	Ratio female/male Salary
Senior Management	27	77	0.94
Management	20	33	0.88
Non-Management	33	16	0.99

Figure 20

Gender Pay Gap for Full-Time Salaried Employees

■ Average female/male salary

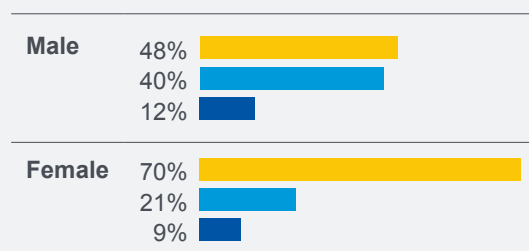


1. Per regulatory requirements Australia reports gender pay gap based on median remuneration. Results are published [online](#).

Figure 21

Proportion of Male and Female Salaried Employees by Job Level

■ Non-Management
■ Management
■ Senior Management



This year, employees at our Nunavut operations were fortunate to welcome Inuit Elder guest speakers to site. Mr. Martin Kreelak, from Baker Lake, provided Meadowbank Complex employees with mental health and cultural counselling, and Mrs. Rosie Oolooyuk, from Rankin Inlet, shared some of her knowledge and life experiences with Meliadine mine employees, touching on Inuit culture, history and her hopes for the future.



Building Bridges Through Collaboration: LaRonde Complex and Nikan Construction's Indigenous Workforce Integration Project

Agnico Eagle's LaRonde Complex has embarked on a transformative journey to foster cultural integration and inclusivity in the workplace through its partnership with Nikan Construction.

This initiative focuses on creating an open, inclusive work environment that supports the integration and retention of Indigenous workers at LaRonde. Nikan Construction, led by President John Mowatt, stands as a crucial partner, sharing the vision of bridging cultures and building understanding beyond labor placement.

Key milestones of this project include tailored training for LaRonde employees on Indigenous realities, a welcome guide for Indigenous workers that includes an introduction written in Anishinaabe and collaboration with Nikan Construction to recruit and support Indigenous workers. The project has exceeded expectations, showcasing several successes, such as the successful employment of five Anishinaabe workers, with plans to onboard more.

The personalized training, designed in collaboration with Mr. Mowatt, aims to facilitate open conversations, dispel prejudices and foster mutual understanding. The success of this training can extend beyond the workplace, with discussions carrying into families and the wider community, creating a real bridge between cultures.

Marie-Ève Pomerleau, Community Relations Assistant Superintendent at LaRonde, highlights the positive impact of the project, stating, "Together, we are breaking down prejudices and barriers between our cultures." The initiative has not only enhanced workplace diversity but also improved overall practices, which are applicable to all new employees, regardless of cultural background.

By actively promoting Indigenous workforce integration, LaRonde Complex and Nikan Construction are building numerous small bridges, contributing to the shared goal of cultural understanding, collaboration and a more inclusive workplace.

Local Employment

Our goal is to hire 100% of our workforce, including our management teams, directly from the region/country in which each of our operations are located. In 2023, local regional employment at Agnico Eagle was 66% for all employees and 73% for senior management.

Our Kittilä, Goldex, LaRonde and Canadian Malartic operations are more than 90% operated by persons living locally or in the region and our Macassa and Fosterville operations are more than 80% operated by local employees. At Kittilä, our employees come mainly from Finnish Lapland, employees at Goldex, LaRonde and Canadian Malartic come mainly from the Abitibi region in Quebec, Canada, employees from Macassa are from Northern Ontario and employees from Fosterville are mainly from the Bendigo regional area.

At Pinos Altos and La India mines in Mexico, 100% of the workforce is from Mexico and 56% local, with the majority

living in the northern states of Chihuahua, Sonora and Sinaloa. We continue to work on recruiting and retaining employees from smaller communities in proximity to the mine sites.

Due to the remote nature of our Detour Lake mine and Nunavut operations, these sites operate on a rotational basis. Employees, whether from the south or nearby communities, are transported to the sites to live and work at the mines for the duration of their work rotation. We remain focused on hiring from the nearby communities.

At Detour Lake mine 47% of employees are from Northern Ontario and 13% of Nunavut employees are local to the Kivalliq or Kitikmeot regions.

Analyst Corner

GRI 202-2



2023 KEY HIGHLIGHTS

100%

of the workforce at our Mexican operations are from Mexico, with the majority living in the northern states of Chihuahua, Sonora and Sinaloa

649

Indigenous employees

66%

Local employment

Fostering Excellence: Dustin Illnick's Red Seal Certification at Agnico Eagle's Meadowbank Complex

Dustin Illnick, an Inuit employee at Agnico Eagle's Meadowbank Complex in Nunavut, recently achieved Red Seal certification, a testament to his dedication and expertise in his trade. As a Red Seal Millwright, Dustin has not only completed his Journeymen Apprenticeship, but also met the national standard, showcasing both practical and theoretical mastery in his field.

Dustin's journey exemplifies the success that can be achieved through motivation and commitment, supported by the collaborative environment at the Meadowbank Complex. Throughout his four-year apprenticeship, Dustin navigated both hands-on and theoretical aspects of the millwright trade, with colleagues in the process plant playing a pivotal role in his development.



His accomplishment serves as an inspiration for Inuit workers aspiring to enhance their skills in the trades. Agnico Eagle's commitment to fostering the growth of our employees is evident in Dustin's success story, highlighting our dedication to providing a supportive and empowering workplace where individuals can thrive and achieve their career goals.

Engaging Our People

We actively measure employee engagement levels in each of our operating regions, and we take specific actions to support and improve employee engagement.

We engage with our people through numerous channels including a company-wide newsletter which celebrates our people and highlights key events and initiatives. We know that communication is a two-way street which is why we have on-line programs, available in all our operating languages, that allow employees to ask questions, make comments or provide ideas. That feedback is routed to the appropriate managers to answer accordingly.

We are committed to providing a safe, healthy and respectful work environment and do not tolerate discriminatory conduct in the workplace. All our human resource teams have a fair and non-discriminatory grievance process in place. Additionally, a Corporate Confidential Anonymous Complaint Reporting hotline is available.

Agnico Eagle conducts an annual global engagement survey to hear directly from employees on opportunities to engage and build a better workplace. In 2023, the survey participation rate was 79% and overall results were positive with 78% of employees responding to the survey strongly endorsing Agnico Eagle as a great place to work. Additionally, progress was made on the respect and credibility aspects of the survey which were focus areas following our previous survey. Details of survey results were shared with employees, and management teams and employees are working together to identify areas for future improvement and to implement appropriate action plans. In 2024, our team plans to focus on continuing to improve the respect dimension which includes our employee's perception of professional support, collaboration and the level of care management shows for employees.



This summer, employees from our Ontario operations travelled to Moose Factory to participate in Moose Cree First Nation's annual celebrations. Festivities included the Moose Cree Nation Gathering of Our People (GOOP), as well as Cree Fest and the 350th anniversary of the Hudson Bay settlement at Moose Factory.

Detour Lake Mine Launches Employee Recognition Program

Agnico Eagle's Detour Lake mine launched a new Employee Recognition Program, with the goal of fostering a positive workplace culture through peer acknowledgment. Employees have the opportunity to nominate their peers, providing examples of demonstrated teamwork, ingenuity, cost-saving initiatives and contributions to morale. Each month, winners are selected and both the nominator and nominee receive recognition and prizes. Moreover, a quarterly grand prize is awarded to all winners. This peer-to-peer recognition program not only encourages a collaborative environment but also celebrates outstanding performance.

Work Environment

Agnico Eagle values a fair workplace for all and a direct relationship with all employees. The workplace is one where freedom of association is recognized and communicated as part of our [Sustainable Development Policy](#).

In 2023, 1,908 (18%) of Agnico Eagle employees were included in an industrial union agreement and 2,989 (28%) were covered by a collaboration agreement¹. At the majority of Agnico Eagle operations, employees have direct representation through collaboration committees, where employee representatives discuss issues, concerns and potential solutions and meet with management to discuss and resolve issues. Macassa mine employees meet with management through department meetings and ongoing interactions in the workplace. At the Fosterville mine, an Employee Representative Committee, including union representation, works with management to develop the Fosterville Enterprise Agreement. Additionally, the Diversity and Inclusion Network at Fosterville has actively participated as workforce representatives in the development of strategy and action plans to support progress in this area.

We regularly review remuneration frameworks in our operating regions to ensure Agnico Eagle employees are provided with fair and competitive compensation that provides a decent standard of living for workers and their families.

Agnico Eagle's work schedules vary considerably depending on an individual's role and location, from office jobs, hybrid work from home models, evening shifts, to fly-in-fly-out rotations. We recognize that the ability to combine work responsibilities and personal life is important for the overall well-being of our employees and their families. Our human resource teams work closely with employees and management teams to implement initiatives and practices that support our employees in achieving a healthy balance between work and home life, such as hybrid work from home options, flexible scheduling, compressed work weeks and personal days. Due to the nature of different mining jobs, accommodations are adapted to the type of work and structure of the operation.

We ensure our employees have time to disconnect and recharge outside of work. Our Global Right to Disconnect Policy outlines employees' right to disconnect from work and work-related responsibilities and communications outside of normal working hours.



Female workers at the Meliadine underground mine, Nunavut.

1. An agreement between the Company and the employee(s) represented by the collaboration committee that outlines working conditions, terms of employment and/or for regulating relations.

Retaining, Training and Developing Our People

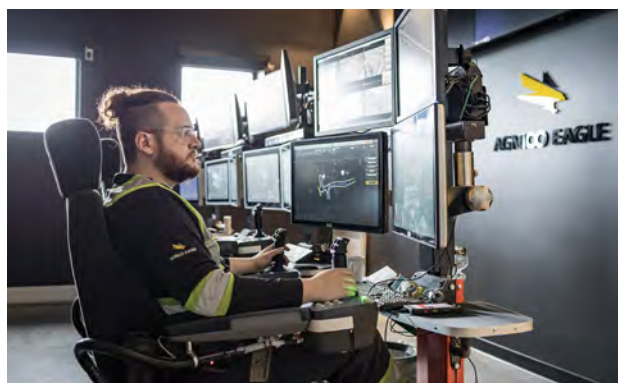
We ensure our employees have the tools and skills they need to perform their jobs efficiently and safely and to achieve their full potential. We place a particular emphasis on health and safety training, to ensure our employees apply Agnico Eagle's workplace health and safety standards. We provide training that enhances employees' personal and career development opportunities through our 'People Development' process.

Our people development and training approach includes both company-wide and site-specific initiatives. At a minimum, an employee's performance is evaluated annually. This approach ensures that we develop and attract talented people to support operational continuity across all phases of our projects.

At our mine sites, we focus on training initiatives to develop skills of the local workforce and prepare our employees for future demands. In 2023, we delivered 440,000 training hours across Agnico Eagle operations.

2023 Training and People Development Highlights

- We are working to unify our online learning platform across most of our regions to support continuous learning and development. This updated platform will provide easy access to training materials, allow for standardized and customized training and offer a cost-effective solution. It will help us reinforce our company culture by allowing personalized training; and
- Our "Going for Gold" Leadership Program offers supervision and management education on emotional intelligence and leadership.



Mark Pitseolak: From Fuel Truck Driver to Energy and Infrastructure Supervisor

Mark Pitseolak joined Meliadine mine in 2020 as a fuel truck operator and swiftly progressed in his career, showcasing exceptional dedication and adaptability. Trained to operate diverse equipment, he transitioned to become the Energy and Infrastructure Supervisor, seizing an opportunity that emerged within the department. Stepping out of his comfort zone, Mark embraced challenges, practicing his public speaking skills and committing to continuous learning. His focus on safety is paramount, overseeing heavy equipment operations with a crew of 12 to 19 workers. Mark's leadership qualities have earned praise from his manager, Josh Bazar, who foresees his continued growth and impact within the company, "We are excited and proud to be part of Mark's development and will continue to give him the tools and mentorship required to realize his full potential."

2023 KEY HIGHLIGHTS

440,000

Hours of training delivered at Agnico Eagle operations in 2023.

Training the Trainers at La India Mine

At Agnico Eagle's La India mine, the recent certification of 15 employees by CONOCER marks a significant achievement in their professional development. CONOCER certification is widely acknowledged in Mexico and serves as a crucial step toward national recognition as trainers in their respective fields of expertise. This accomplishment underscores Agnico Eagle's commitment to training and employee development. Investing in certifications not only enhances individual skills but also contributes to the overall proficiency of the workforce. By prioritizing ongoing training initiatives, Agnico Eagle fosters a culture of continuous improvement, ensuring that employees are well-equipped to navigate evolving challenges in the mining industry.



Employee Turnover

Retaining a diverse and talented workforce is important for maintaining our operational excellence and competitive advantage. To understand workforce dynamics and changes, we track permanent employee turnover which covers instances of an exiting employee through dismissal, resignation or company reorganization.

Our operations monitor the causes of permanent employee turnover and adjust recruitment and retention strategies accordingly. In 2023, the total turnover rate for permanent Agnico Eagle employees was 10%. This is slightly lower than 2022 (11%). Reasons for turnover vary across the organization. The reduction of production activities in preparation for closure at La India has impacted turnover in Mexico. We are working closely with employees to find opportunities for redeployment where feasible.

Table 5

2023 Employee Turnover

	Female	Male	Total
Total permanent employee turnover (%)	11%	10%	10%

Community Engagement

Community relations and stakeholder engagement is integrated into our RMMS, ensuring our sustainability programs remain focused on stakeholder priorities and social risks are regularly assessed. We aim to understand the concerns of local stakeholders and have our activities and priorities understood.

Early in the project development phase, we engage and partner with local stakeholders and Indigenous communities to understand the level of social acceptability and assess potential impacts of the project within the host community. This allows us to mitigate potential negative impacts and discover opportunities for collaboration, avoiding potential conflict and building community relationships on a foundation of trust and transparency.

In our current operating context, Agnico Eagle has not needed any mass resettlements although land acquisition through negotiated purchases or long-term leases is a regular occurrence. We recognize that land acquisition is

a complex process that requires thoughtful consideration and management in consultation with affected communities, rights holders and Indigenous peoples. We believe that discussions about the site footprint and how land acquisitions will be done should start as early as possible when planning a project. If mass resettlement were to become necessary, an action plan to address both physical and economic displacement would be developed following recognized global standards and complying with local regulations.

Figure 22 on the following page describes some of the ways we engage with key stakeholders during the life cycle of our mining projects. We adapt our initiatives to address the communication preferences of impacted communities; specific circumstances related to remote locations; and, to ensure any agreements align with local, regional and/or national jurisdiction requirements.



In September 2023, Agnico Eagle commemorated 35 years of operational excellence at our LaRonde mine. To celebrate this milestone, the LaRonde team hosted an open house event.

Our Goldex and Fosterville mines also held open houses this year, which play a vital role in cultivating positive community relations, instilling trust through transparent communication and offering a platform for local stakeholders to share valuable feedback and insights.

Figure 22

Community Engagement Initiatives During the Mine Life Cycle**During all phases of the mining life cycle we strive to:**

- Communicate information through a variety of channels including local radio and newspapers, flyers, videos, social media and community meetings;
- Make information accessible in the local language(s) and provide translation;
- Have processes to include vulnerable groups¹ in community engagement initiatives;
- Engage with local stakeholders to identify community needs and priorities for social investments that respect our values and their priorities;
- Collaborate and partner with local stakeholders to mitigate and avoid social impacts;
- Advertise local employment and local business opportunities;
- Uphold clear grievance processes and mechanisms;
- Align engagement plans with stakeholder mapping; and
- Publicly disclose results of impact assessments.

2023 Community Engagement Highlights

- Offered youth opportunities for hands-on experiences within our mines;
- Provided support to municipalities and Indigenous communities in response to evacuation due to forest fires and air quality;
- Conducted public consultations for the Upper Beaver project and Fosterville Gold mine;
- Launched numerous training programs in partnership with communities, schools and training centers in Mexico, Quebec, Nunavut and Ontario;
- The Good Neighbour Guide for Goldex, Akasaba and LaRonde achieved a satisfaction level of more than 90%;
- Worked in collaboration with communities to prepare for the closure of mines (Meadowbank and La India); and
- Promoted education and school perseverance by supporting 237 students with scholarships in neighboring communities of Pinos Altos.

Analyst Corner

GRI 413-1, SASB EM-MM-210b.1



1. Vulnerable groups are defined as groups at higher risk of being subjected to social, economic or environmental impacts of our organization's operation. Vulnerable groups vary by operation and can include youth, elders, women, people with disabilities, Indigenous Peoples and ethnic minorities.

Pinos Altos Improves Access to Higher Education

Over the past eight years, our Pinos Altos Complex in Mexico has improved access to higher education for hundreds of people in the local Municipality of Ocampo.

Students of all ages now have the opportunity to attend two higher education institutions, one of them offering options to earn a master's degree. To date, 180 students have completed their bachelor's degree and 13 have completed their master's degree.

Previously, anyone looking to go to college had to move to a different city, at least 200km away, to study for a career and improve their quality of life.

Frustrations with this gap in the access to education were expressed by concerned citizens during a Community Assessment and Participatory Dialogue process undertaken by the Community Relations team at Pinos Altos.

The team worked with local teachers, parent committees, school principles and government officials to develop a social investment plan to identify the resources and infrastructure needs for the community. The Pinos Altos Complex, in coordination with local authorities, then made social investments to support the development,

construction and operation of higher-level institutions, beginning in 2015.

Today, with Agnico Eagle's support, the University Cultural Center of Basaseachi now offers Master's degree options. In 2020, an extension was added to the Technological Institute of Cuauhtemoc, which offers online educational courses and helped to meet the needs of students during the pandemic.

The Pinos Altos team also equipped the community library with new computers and internet access to the Institute's online educational system, helping students and adults pursue college degrees in business administration, psychology, social work, industrial and systems engineering, among other career options.

"As a result of these new schools and access to online education programs, young people from the mountain communities now have access to higher education", explains Paola Cazares, Sustainability Director. "They can develop their skills and careers right in their own region, improve the quality of life for their families and help create a sustainable community."



Pinos Altos has made a social impact by:

- Funding construction of 25 classrooms and improving educational infrastructure at 41 schools;
- Providing 1,254 educational scholarships;
- Investing in the construction of 2 higher educational institutions, 1 of them offering a master's program;
- Helping more than 180 students complete their bachelor's degree and 13 master's students graduate from institutions of higher learning;
- Ensuring ~ 2,760 children and young people can continue to study thanks to these new teaching venues;
- Enabling 300 students to enroll in the adult literacy program, with 77 graduating from elementary and middle school; and
- Donating material to construct an elementary school consisting of 6 classrooms, an administration office and bathrooms.

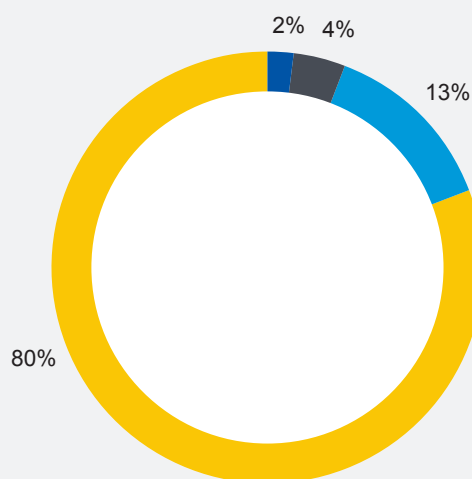
Tracking Community Engagement Feedback and Issues Engagement

We are committed to continuously improving our social acceptability. Our community relations efforts focus on obtaining community feedback on current or proposed activities and on identifying and resolving issues. These issues may be identified through in-person discussions with individuals, phone calls, emails, meetings with individuals, public or community liaison meetings, community-specific hotlines, including our whistleblower hotline, or through our social media channels and websites. These multiple feedback channels allow stakeholders to communicate with us via their preferred method.

Figure 23

2023 Complaints Received by Category

- Social and Communities
- Mining Practices & Activities
- Health & Safety
- Economic Opportunities



Significant Disputes

Significant disputes refer to a sustained conflict between Agnico Eagle and the local community and/or Indigenous Peoples that cannot be resolved by the parties involved and requires legal or other third-party intervention or results in site shutdowns or project delays. In 2023, we experienced zero (0) significant disputes at our Agnico Eagle operations.

Complaints

Complaints are any notification given by a community member, group or institution, to the Company or operation, that they have suffered some form of offence, detriment, impairment or loss as a result of business activity and/or employee or contractor behaviour. All complaints are managed in accordance with our operations' local community grievance process. All complaints received are acknowledged, assessed and a response is communicated to the complainant. We work on replying and resolving issues in a timely manner and on implementing action plans to address root causes of complaints.

In 2023, a total of 214 complaints were received. Most of the complaints were related to nuisance of mining activities (vibrations, dust, noise) and economic opportunities (employment and procurement). Our community relations teams worked diligently to resolve complaints with the majority (97%) closed by year end and 100% of them addressed in 30 days.

Teams implement action plans as appropriate to address the root causes of complaints.

Analyst Corner

GRI MM06, MM07
SASB EM-MM-210b.1, SASB EM-MM 210b.2



214

Complaints received
in total for all
mining sites

97%

Complaints
resolved
at year end

172

Complaints related
to nuisance of
mining activities

100%

Of received complaints are
acknowledged and assessed
within 30 days

1. Complaints unresolved at year end were received in December 2023.



In February 2023, Agnico Eagle was pleased to host a cabin donation ceremony in partnership with the Kangiqliniq Hunters and Trappers Organization (KHTO) and Sarliq Holdings. Joyce Ramey, winner of the KHTO's Annual General Meeting cabin draw, was the lucky recipient of the cabin. This is the second of two cabins Agnico Eagle has donated to the KHTO, the first of which was placed on the land as safe shelter for hunters in 2021.

Indigenous Relations

Fostering positive and collaborative relationships with local Indigenous Peoples is essential for building the foundations of a successful project and ensuring mutual benefits for all. Agnico Eagle supports the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and applies its principles, norms and standards through our Indigenous Peoples Engagement Policy. Our approach focuses on establishing mutually beneficial, cooperative and productive relationships.

As a global mining company, we engage with many different Indigenous Peoples and communities which each have their own unique histories, language, cultural practices and spiritual beliefs. We take steps to reduce barriers to meaningful participation by adapting our

engagement activities to the specific local context and indigenous-led processes in the areas where we have activities. Examples include providing project information in culturally appropriate language, adding traditional place names to project maps, providing audio summaries on our website and addressing technological access.

In 2023, we continued to build early meaningful engagement, respectful relationships and obtained the Free, Prior and Informed Consent (FPIC) of Indigenous Peoples before proceeding with development projects. We also continued to engage and collaborate with local Indigenous communities impacted and potentially impacted by existing projects.

Agnico Eagle's Inunnguiniq Project: Nurturing a Brighter Future in Nunavut

At the 2023 Kivalliq Trade Show's closing gala, Agnico Eagle's Nunavut Vice-President Martin Plante unveiled the company's new Inunnguiniq project, which will create partnerships with three significant community organizations and partners amounting to a total of \$5 million.¹

"The heart of Inunnguiniq lies with the youth," said Plante. "10,000 youth are set to come of age in the next decade. We firmly believe that to leave a lasting and meaningful legacy in Nunavut, we must support and invest for the next generation."

This project began with a \$5 million pledge towards mine training and mental health programs in Nunavut which was announced by Sean Boyd, Chairman of the board in February 2020. Since then, we have consulted with communities and local partners to better understand how to move forward with the donation in the most meaningful way possible.

Through these consultations, including conversations with the Kivalliq Elders Advisory Committee which led to the development of the name itself – Inunnguiniq, meaning "creating a whole human being" – it was determined that the pledge would be allocated:

Toward the promotion of an active lifestyle through the support of traditional activities, including on the land; food security; and support for Inuit-led non-profits that can have an important and long-lasting positive impact in the communities.

As announced at the gala, Agnico Eagle has now developed three partnerships through Inunnguiniq to create a long-term positive impact in Nunavut:

- A \$250,000 investment to the Arctic Rose Foundation;
- A \$2.25 million investment to Ilitaqsiniq; and
- A \$2.5 million investment to Breakfast Club of Canada.

"We would like to thank everyone in the communities, individuals, organizations and partners who generously and genuinely shared their time and knowledge to help us get a better understanding of the needs and challenges that led to launching Inunnguiniq," said Plante.

"Your support has allowed us to build a project that, we hope, will directly and positively impact Nunavut for generations to come."



Sandi Vincent, Member of the Ilitaqsiniq Board, Ulrike Komaksiutiksak, Executive Director of The Arctic Rose Foundation, Judith Barry, Co-Founder Breakfast Club of Quebec, and Martin Plante, Vice-President of Nunavut Operations at Agnico Eagle.

1. (All amounts are in Canadian dollars)

2023 Key Initiatives

- Signed a collaboration Agreement with Abitibiwinini First Nation for the LaRonde mine;
- Delivered 3,228 hours of Indigenous cultural awareness training to our employees;
- Consulted more than 250 people, Indigenous organizations, councils and leaders to prepare Agnico Eagle's first Reconciliation Action Plan, to be launched in 2024;
- Initiated and supported a collaborative approach among the Algonquin Nations;
- Continued discussions to conclude a collaboration agreement with Lac Simon and Kitcisakik First Nations for the Akasaba Project;
- Advanced discussions to conclude an Impact and Benefits Agreement (IBA) with Dja Dja Wurrung for the Fosterville Mine;
- Advanced discussions with Matachewan First Nations for the Upper Beaver project and Amalgamated Kirkland;
- Conducted strategic sessions with Indigenous Nations (Moose Cree and Taykwa Tagamou First Nations) to ensure successful implementation of an IBA at Detour mine and with Abitibiwinini First Nation to ensure successful implementation of Canadian Malartic and LaRonde IBAs;
- Continue discussions with Indigenous communities on permitting consultations for the Upper Beaver Project, collaborated on a socio-economic and traditional knowledge study and development of IBAs;
- Continued work to increase Inuit employment through the Sanajiksanut program;
- Achieved a successful first year pilot project at LaRonde resulting in the employment of 5 new Anishnabee workers;
- During the construction phase, achieved a 20% Indigenous workforce at Akasaba; and
- Organized 135 activities aiming to enhance cultural awareness.



The Fosterville mine's regional exploration team visited the Taungurung Land and Waters Council (TLaWC) last summer, with the objective of learning about TLaWC's culture and history, including how their people interact with the landscape, their local cuisine and their connection to country. The team enjoyed tea collected from the area and snacks made from local plants, and also learned about the cultural significance of the Taungurung's wallaby fur coats, which are an important connection to family and clan.

Cultural Heritage

Protecting Indigenous and historical cultural heritage is a critical element of our sustainability practices. We conduct archaeological assessments to ensure cultural and heritage rights are protected. We also consult with Indigenous communities to identify and preserve cultural heritage sites and to incorporate Indigenous Knowledge studies wherever appropriate.

In Canada, we have several formal agreements with Indigenous communities that outline our mutual commitment and responsibility to engage and consult one another on cultural resource surveys, the identification of culturally sensitive sites and other environmental provisions. These agreements provide substantive avenues for Indigenous communities to discuss environmental matters, from the earliest stages of our projects to closure and reclamation. While some agreements include confidentiality clauses, they do not prohibit Indigenous communities from engaging directly with government regulators on issues of specific concern; nor do they restrict Indigenous communities from publicly opposing company activity that may irreversibly impact cultural heritage sites.

Benefit Footprint

We generate direct economic value in the countries, regions and communities where we operate through tax and royalty payments, local hiring and procurement and community investments. We work together with communities to assess potential opportunities to enhance local economic benefits and create economic prosperity beyond the life of mine.

We disclose on an annual basis specific payments made to all governments in Canada and abroad including taxes and royalties, as per the Canadian Extractive Sector

Transparency Measures Act (ESTMA). Our ESTMA reports are available on our website. For more detailed information on financial performance refer to our [2023 Annual Report](#).

Analyst Corner

GRI 201-1, SASB EM-MM-210b.1



Table 6

2023 Economic Value Distributed (000 USD)¹

	Revenues	Payment to Suppliers	Employee Wages and Benefits	Payments to Providers of Capital	Income and Resource Taxes	Community Investments	Economic Value Retained
Agnico Eagle	\$6,626,909	\$3,267,907	\$1,164,065	\$835	\$290,525	\$15,507	\$1,550,080
Australia	\$552,468	\$179,612	\$66,335	\$194	\$96,536		\$206,457
Canada	\$5,261,363	\$2,520,110	\$936,151	\$641	\$162,502		\$1,640,817
Finland	\$448,719	\$238,350	\$52,336	\$0	\$19,728		\$138,182
Mexico	\$364,359	\$322,460	\$106,728	\$0	\$11,420		-\$441,434
Others ²	\$0	\$7,374	\$2,516	\$0	\$338		\$6,058

1. 2023 economic value distributed reflects Agnico Eagle's 50% interest in the Canadian Malartic complex up to and including March 30, 2023 and 100% thereafter.

2. Includes payments to the Netherlands, Sweden, United States and Barbados; for a detailed breakdown consult our ESG performance table available on our website.



Employee Wage and Benefits

In 2023, Agnico Eagle provided approximately \$1.2B in wages and benefits. Although we do not measure the direct and indirect economic impact of employee wage spending on local goods and services, it is an important factor in Agnico Eagle's economic contributions to our host communities and regions knowing our workforce is primarily local.

Buying from Local and Indigenous Suppliers

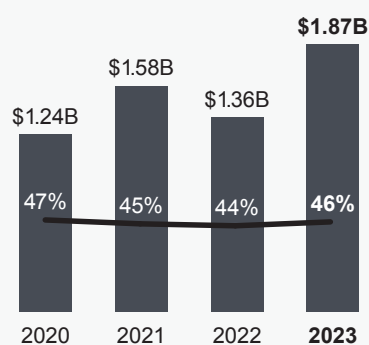
All our projects strive, where feasible, to buy goods and services from locally based suppliers as a way of supporting the economic vitality of communities, while at the same time reducing the environmental impact of transporting materials and people from distant locations to our sites. Local suppliers must meet the same sustainability criteria as all potential suppliers in order to do business with our Company. In 2023, our Agnico Eagle mining operations spent \$1.87B on the procurement of local goods and services. This represents approximately 46% of all mining procurement spend in 2023. Globally, we provided more than \$1 billion in annual value of contracts to Indigenous businesses.

In Nunavut, Indigenous procurement is a key element of our IIBAs and is characterized as businesses registered with Nunavut Tunngavik Incorporated (NTI). In 2023, approximately 60% (\$640 million) of Meadowbank complex, Meliadine mine and Hope Bay project procurement spending was with Indigenous suppliers. At Detour Lake mine, Indigenous procurement is a key element of the IBA and is characterized as businesses registered with our Indigenous Community Partners. In 2023, more than \$300 million of Detour Lake's spending was with Indigenous-registered suppliers. Our operations work closely with Indigenous communities to address challenges and enhance opportunities for businesses in the region.

Figure 24

Operation Payments to Local Suppliers

- Total payments to local suppliers
- Proportion of spending with locally based suppliers



Community Investments

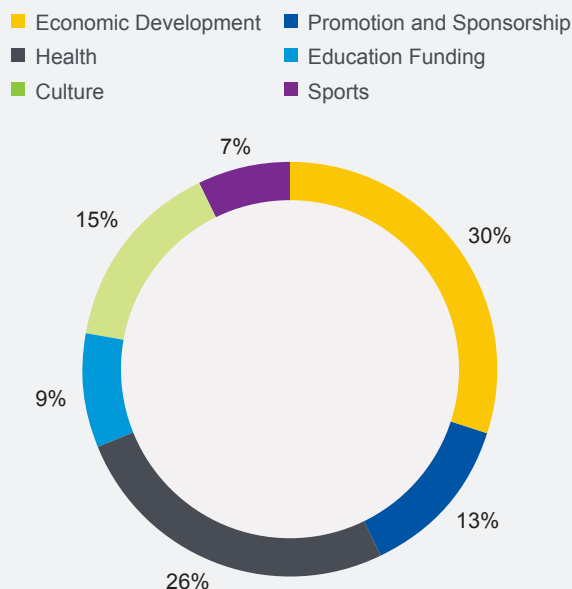
In 2023, our community investment and contribution programs continued to target initiatives that enable each of the communities where we operate to benefit from economic development in their region, even after mining ceases.

Our goal is to provide both Agnico Eagle and our host communities with optimum return on our investments in strategic health, education and capacity-building initiatives.

In 2023 alone, Agnico Eagle contributed \$16M to various local organizations and events. Most funds went to economic development (\$4.58M), health (\$3.91M) and culture (\$2.27M). We also contribute to communities in the form of in-kind donations by volunteering our workforce, technical expertise and equipment to support local projects.

Figure 25

2023 Community Investments



Agnico Eagle's Global Impact: Advancing Cancer Support and Research

Agnico Eagle's commitment to cancer support and research transcends borders, exemplifying the company's philanthropic spirit and commitment to the well-being of the communities where we operate. In Ontario, a CAD 3 million, decade-long commitment to the Canadian Cancer Society helped establish the Canadian Cancer Society Agnico Eagle Cancer Access and Navigation Hub. This initiative enhances access to prevention programs and support services, particularly benefiting Northern Ontario Indigenous communities with culturally relevant resources.

In Australia, the Agnico Eagle Australia Community Partnership Program's contribution to the Bendigo Health Fundraising & Foundation was recognized through the unveiling of new Therapeutic Gardens. These gardens are now available for patients, hospital staff and visitors to enjoy. Agnico Eagle's contribution supports Cancer Wellness Services and the Gobbé Wellness Centre at Bendigo Health.



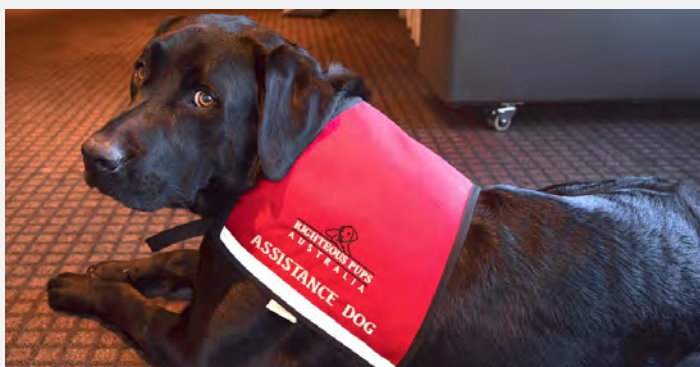
At the corporate level, Agnico Eagle continues to support The Princess Margaret Cancer Foundation through the CAD 10 million pledged in 2021 in the Grand Challenges competition. This substantial donation fuels innovative projects in early cancer detection and targeted therapies beyond chemotherapy. Recent Grand Challenge projects focus on advancing testicular cancer detection and breast cancer treatment. Over the past decade, Agnico Eagle has emerged as a leading corporate benefactor, making historic investments in cancer research.

2023 Community Investment Highlights

- Committed CAD 3 million to create the Canadian Cancer Society Agnico Eagle Cancer Access and Navigation Hub, which includes improved access of Northern Ontario Indigenous populations to receive culturally appropriate and relevant cancer resources and support;
- Contributed CAD 2 million toward the construction of a new Health Centre for our Matachewan First Nation Partners;
- Donated nearly CAD 83,000 to the Sensenbrenner Hospital in Kapuskasing Ontario for the purchase of new equipment for the labour and delivery department;
- Nunavut operations unveiled its new CAD 5 million Inunnguiniq project, which will create partnerships with three community organizations and partners, including The Arctic Rose Foundation, Ilitaqsiniq and Breakfast Club of Canada;
- Contributed toward a new outdoor place for teaching, sharing and reconciliation at the Pavilion des Premiers-Peuples on the Val-d'Or campus of Université du Québec en Abitibi-Témiscamingue; and
- Fosterville provided a generous grant to the Long Gully Community Garden in Bendigo, Australia which is blooming thanks to new fruit tree netting, which will help the Garden produce even more fresh produce and support the community.



Our Fosterville mine in Australia is a proud partner of Righteous Pups, an organization in Australia that trains dogs for assistance, facility and therapy roles, empowering people to live with greater independence, social inclusion and quality of life.



Governance



AWARDS & RECOGNITION

- Agnico Eagle Mexico was honoured with the Chihuahua Award for Competitiveness, recognizing the Company's high standards in its continuous improvement practices.
- Pinos Altos & La India received the Empresa Socialmente Responsable Award Distinction from the Mexican Center for Philanthropy (CEMEFI) for their commitment to business ethics and governance, wellness at work and community development, care and environmental protection.
- Agnico Eagle recognized as one of Canada's top corporate citizens, having earned a place on Corporate Knights list of Canada's Best 50 Corporate Citizens for the 5th consecutive year and 9th time since 2012.

Business Conduct and Ethics

[Agnico Eagle's Code of Business Conduct and Ethics](#) outlines the standards of ethical behaviour we expect from our people and those working on our behalf around the world. The Code applies to all directors, officers, employees and agents and commits them to conducting business in accordance with all applicable laws, rules and regulations to the highest ethical standards.

We have also adopted a [Code of Business Ethics for consultants and contractors](#) and a [Supplier Code of Conduct](#). The Audit Committee is responsible for monitoring compliance with the adopted codes. We have established a toll-free "whistleblower" ethics hotline for anonymous reporting of any suspected violations of the Code of Business Conduct and Ethics, including concerns regarding accounting, internal accounting controls or other auditing matters, Code of Conduct violations, ethical conflicts, environmental issues, harassment or discrimination.

In 2023, Agnico Eagle received 11 reports through the whistleblower hotline. Six of the reports were in relation to Human Resources related matters, two reports were procurement related, two were health and safety related and one report was related to the Company's Workplace Discrimination, Harassment & Violence Policy. Each of these cases were reviewed and evaluated and one resulted in disciplinary action.

Analyst Corner

GRI 2-16, 2-23, 2-26, 205-1, 205-2, 205-3
SASB EM-MM 510a. 1



Anti-Corruption

We aim to conduct business in accordance with all applicable laws, rules and regulations and to the highest ethical standards. We do not tolerate bribery or corruption and we are committed to acting professionally, honorably and with integrity in all business dealings and relationships. Operations and business activities are assessed on a periodic basis to ensure that the requirements of our Anti-Corruption and Anti-Bribery Policy and applicable procedures and guidelines are met. In 2023, no instances of fraud were reported to Agnico Eagle's Audit Committee and there were no legal actions for anti-competitive behaviour, anti-trust or monopolistic practices against the company.

ESG Supply Chain Management

We have a responsibility to understand and manage the risks present in our diverse and dynamic supply chain and to ensure we work only with suppliers who share our values.

Our [Supplier Code of Conduct](#) sets the minimum level of responsible business conduct and commitment to corporate responsibility expected from those wishing to do business with, or on behalf of, Agnico Eagle. All suppliers must comply with our contract terms, including provisions to adhere to our Supplier Code of Conduct, policies and standards. These include clauses specific to human rights, health and safety, environmental protection, discrimination and conflict of interest, confidentiality and business ethics. Failure to adhere to the Code of Conduct may be grounds for terminating the supplier relationship.

Strengthening human rights due diligence in our supply chain is crucial to advancing our corporate sustainability commitments, contributing to the UN SDGs and making mining work. Agnico Eagle expects that suppliers uphold the highest standards of human rights and treat their workers and contractors with dignity and respect.

Public Policy Initiatives

We partner with local stakeholders and industry groups to engage on public policy initiatives that support the sustainability of our industry and the communities in which we operate. Agnico Eagle conducts limited lobbying activities which are publicly reported in accordance with the applicable laws and regulations in the respective jurisdictions. We also engage in public policy dialogue through our membership in trade associations that represent the interests of the mining industry at large.

Our priorities include initiatives related to clean energy infrastructure development in remote areas, training support, the permitting process, land use management and wildlife protection. Through our interactions, we also

seek to inform public officials at all levels of government on our planned activities and where possible seek collaboration and partnership on issues of mutual concern including Indigenous economic reconciliation, skilled trades, infrastructure, economic growth, employment and clean energy.

We also collaborated with stakeholders on certain key major initiatives, including our plans to expand and extend operations at our Detour Lake mine in Ontario.

Analyst Corner

GRI 410-1, 412-1, SASB EM-MM 210a. 3

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Monitoring caribou near our Amaruq operation in Nunavut.

2023 Key Initiatives

- Engaged with the Government of Canada, Government of Quebec, Government of Ontario, Government of Nunavut and Inuit organizations on the need for clean energy alternatives and coordinated action to address climate change;
- Engaged with the Government of Canada and Government of Ontario on project development, financing and innovation to tackle climate change;
- Informed the Government of Canada, Government of Nunavut, Government of Ontario and Government of Quebec of our company's sustainability and climate action goals, achievements and initiatives;
- Engaged with the Government of Canada, Government of Nunavut, Inuit organizations and NGOs on the need for enhanced support for employment, training, education, mental health and infrastructure investments;
- Engaged with the Government of Quebec and Government of Ontario on employment, training and education with a focus on opportunities for Indigenous Peoples and underrepresented groups;
- Engaged with the Government of Canada, Government of Quebec, Government of Ontario, Government of Nunavut and Indigenous communities on project developments;
- Engaged with a variety of key stakeholders on the need to collaborate on environmental protection, wildlife protection and land use management;
- Engaged with the Government of Ontario and Indigenous groups on Detour Lake mine expansion and extension of life of mine;
- Engaged with the Government of Canada, Government of Nunavut and Indigenous groups on Meliadene Extension project; and
- Engaged with the Government of Australia to update the Environment Effects Statement to reflect the current operations at Fosterville Gold mine.

Digital Privacy and Cybersecurity

As we move toward more digital platforms across our business, the focus on cybersecurity and the resilience of our information technology (IT) systems has never been greater. This is an evolving issue for all businesses as the cyber threat landscape continues to grow – with potential risks from an incident including operational and workplace disruptions, equipment damage and outages, reputational damage, loss of stakeholder confidence, financial loss, as well as theft of intellectual property or confidential information.

We continue to strengthen Agnico Eagle's cybersecurity program, protect the integrity of our IT systems and ensure resilience to security risks across the organization. By investing in our people, processes and technology, we aim to ensure the safe and effective operation of our day-to-day business activities.

At Agnico Eagle, the Board's Audit Committee is responsible for overseeing all aspects of our information technology including cybersecurity. Reports on the Company's information technology performance are presented to the Committee on a quarterly basis. The Executive Vice-President Finance & CFO is the executive responsible for information technology. The Information Technology team is directly responsible for overseeing the application of communication connectivity, cybersecurity and IT services across the organization. At our operations, regional or site-level IT departments manage the day-to-day IT services and support to ensure our technology is reliable and secure.

We have an internal Information Technology Usage

Policy that outlines the appropriate use of the Company's Information Technology systems, services and equipment. The policy includes requirements regarding cybersecurity awareness and training, processes for reporting suspicious activity and Agnico Eagle's approach to managing users' digital privacy. The Company's [Code of Business Conduct and Ethics](#) reiterates that all IT tools and services must be used in a professional, lawful and ethical manner. We also have a [Privacy Policy](#) that outlines the Company's commitment to the privacy and confidentiality of personal information of our employees, business partners and stakeholders and establishes the methods by which privacy is ensured.

We have a comprehensive approach to managing cyber threats and security breaches. The Company's protocols include documented Industrial Cybersecurity Standards for Operational Technology, based on the NIST/CSF standard, and we follow the Industry 4.0 framework. We periodically conduct audits of our IT systems by external information technology experts. These audits include penetration testing of Agnico Eagle's overall cybersecurity maturity. We also provide anti-phishing education and cybersecurity awareness training for employees to ensure they have the skills they need to support the Company in reducing our cyber security risks. We have established a Global Incident Response Plan that has been communicated to all IT Staff. The Plan outlines the steps necessary to mitigate cybersecurity related incidents. Breaches or cybersecurity risks are reported to the Audit Committee. We discuss the management of cyber risks in more detail in our [2023 Annual Information Form](#).

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Information security breaches in 2023

Agnico Eagle Global Performance Summary Data

		2023	2022 ¹	2021 ¹
OPERATIONS				
GRI 301-1 SASB EM-MM-000.A	Production			
	Total Ore Processed (tonnes) ^{2,5}	64,048,754	46,164,794	46,412,108
	Total Gold (Oz) ^{2,5}	3,520,338	2,945,433	3,161,630
HEALTH, SAFETY & WELLNESS				
Global Safety Performance				
GRI 403-09 SASB EM-MM-320a. 1	Person-Hours Worked	34,624,762	31,020,141	22,056,695
	Number of Fatalities	0	1	1
	Total Recordable Injury Frequency Rate (per 1M hours worked)	4.30	4.84	5.44
ENVIRONMENT				
Energy & Climate Change				
GRI 302-1 SASB EM-MM-130a. 1	Energy Consumption			
	Total Electricity (GWh)	3,224,395	2,492,791	2,433,512
	% Renewable Electricity	56%	44%	41%
	Total Energy Consumption (GJ)	26,358,718	20,587,814	20,271,083
GRI 302-3	Energy Intensity			
	Electricity Intensity (per tonne of ore processed) (KWh/t) ⁵	50.3	54.0	52.4
	Energy Intensity (per tonne of ore processed) (GJ/t)	0.41	0.45	0.44
GRI 305-1 SASB EM-MM-110a. 1	Direct (Scope 1) GHG Emissions (tonnes of CO ₂ e) ³	1,150,541	1,117,861	1,111,124
GRI 305-2	Indirect (Scope 2) GHG Emissions (tonnes of CO ₂ e) ³	186,416	268,241	289,642
GRI 305-2	(Scope 3) GHG Emissions (tonnes of CO ₂ e) ³	2,020,549	1,895,988	2,137,011

		2023	2022 ¹	2021 ¹
GRI 305-4	Total (Scope 1 + 2) GHG Emissions (tonnes of CO ₂ e) ³	1,336,957	1,386,102	1,400,767
	GHG Intensity (tonnes of CO ₂ e per tonne of ore processed) ³	0.02	0.02	0.02
	GHG Intensity (tonnes of CO ₂ e per gold oz) ³	0.38	0.38	0.36
Water Management				
GRI 303-3 SASB EM-MM-140a. 1	Water Withdrawal			
	Total Water Withdrawn (m³)	67,157,911	54,186,292	43,373,524
	Total Freshwater Withdrawn for Use (m³)	8,615,007	9,347,637	10,122,405
	Freshwater Withdrawn for Use Intensity (m³ of water per tonne of ore processed)	0.13	0.2	0.22
	Freshwater Withdrawn for Use Intensity (m³ of water per gold oz)	2.45	3.17	3.2
GRI 303-4	Water Discharged			
	Total Water Discharged (m³)	34,001,058	23,856,198	19,908,314
GRI 303-5 SASB EM-MM-140a. 1	Water Consumption			
	Total Water Consumed (m³)	33,156,853	30,330,094	23,465,210
	Total Water Used (m³)	81,677,767	57,862,634	50,193,503
	Total Water Recycled (m³)	71%	78%	78%
Tailings & Waste Management				
GRI 306-2 SASB EM-MM-150a. 1	Mineral Wastes ⁴			
	Total Waste Rock Mined (tonnes)	143,564,421	143,208,943	125,515,902
	Total Tailings Produced (tonnes)	60,933,565	41,122,884	40,580,958
	Total Mineral Wastes (tonnes)	204,497,986	184,331,827	166,096,860
	% Tailings Recycled	7%	10%	11%
GRI 306-2 SASB EM-MM-150a. 2	Non-Mineral Wastes			
	Total Hazardous Waste (tonnes)	21,541	8,447	8,424
	Total Domestic Waste (non-hazardous)	57,019	55,083	57,367
	% Domestic (non-hazardous) Waste Recycled	32%	37%	36%
	Total (hazardous + domestic) (tonnes)	78,560	63,530	65,791
GRI 306-2	Total Wastes (tonnes) ⁴	204,519,527	184,340,274	166,105,284

		2023	2022 ¹	2021 ¹
Environmental Compliance				
Significant Spills				
GRI 306-3	Number of significant spills	0	0	0
	Total Volume (L) of significant spills	0	0	0
Environmental Fines and Sanctions				
GRI 307-1	Total number of fines and sanctions	0	0	0
	Monetary value of fines (\$CAD)	\$ –	\$ –	\$16,255
SOCIAL				
Workforce Composition				
GRI 102-08 SASB EM-MM-000.8	Total Workforce	15,828	14,133	14,301
	Contractors	5,313	4,674	5,154
	Employees	10,515	9,459	9,147
	% Contractors	34%	33%	36%
Diversity and Inclusion				
GRI 405-1	% Female Employees	15%	15%	15%
	% Female Senior Management	21%	22%	19%
	% Female Executives	25%	16%	13%
	% Female Board of Directors	36%	33%	33%
	% Visible Minorities Executives	25%	19%	20%
	% Indigenous & Visible Minorities Board	18%	17%	17%
Retaining, Training, and Developing our People				
GRI 401-01	Total Permanent Employee Turnover	1,014	1,024	986
	Permanent Employee Turnover Rate (%)	10%	11%	12%
	Training			
	Average Hours of training per employee	42	33	32
GRI MM04 SASB EM-MM-310a. 2	Number of Strikes and Lockouts	0	0	0
Generating Economic Benefits				
Proportion of Spending on Local Suppliers				
GRI 204-1	% of local spending	46%	44%	45%
	Total Local Spend	\$1.87B	\$1.36B	\$1.58B

Notes:

1. All data for 2021-2022 unless specified otherwise excludes Canadian Malartic.
2. Data for 2023 includes Canadian Malartic production at 100% for full year to ensure comparable reporting boundaries.
3. 2021 and 2022 data for GHG emissions have been rebaselined and include Canadian Malartic.
4. Data excludes Canadian Malartic.
5. Due to an error, values for 2023 in this table were corrected and republished on June 17th, 2024.

Forward-Looking Statement

Certain statements contained in this report constitute forward-looking statements or forward-looking information within the meaning of applicable securities laws and are referred to herein as "forward-looking statements". Such statements include, without limitation, statements regarding the Company's future plans in the areas of sustainable development, health, safety, human resources, environment, community development and climate change action. Many factors, known and unknown, could cause the actual results to be materially different from those expressed or implied by such forward-looking statements. Such statements reflect the Company's views as at the date of this report and are subject to certain risks, uncertainties and assumptions, and undue reliance should not be placed on such statements. For a 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 report, please see the Company's Annual Information Form for the year ended December 31, 2023 filed with Canadian securities regulators on SEDAR+ at www.sedarplus.ca. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.

