



**AGNICO EAGLE**

# Global Approach, Regional Focus

2024 Sustainability Report



# In This Report



|                                                                                  |    |
|----------------------------------------------------------------------------------|----|
| About This Report                                                                | 2  |
| Messages from Leadership                                                         | 3  |
| Performance Highlights                                                           | 5  |
| Operations At-a-Glance                                                           | 6  |
| Reporting Boundaries                                                             | 7  |
| Supplemental Information                                                         | 8  |
| Who We Are                                                                       | 9  |
| Sustainability Objectives and Goals                                              | 13 |
| Contribution to the UN Sustainable Development Goals                             | 17 |
| Sustainability Governance Structure                                              | 19 |
| ESG Performance Incentives                                                       | 20 |
| Stakeholder Engagement                                                           | 21 |
| Awards and Recognition                                                           | 23 |
| Sustainability Materiality Assessment                                            | 24 |
| An Interview with our Executive Vice-President, Sustainability, People & Culture | 26 |



|                                                      |    |
|------------------------------------------------------|----|
| Health and Safety Management                         | 28 |
| Hazard Identification and Risk Assessment            | 30 |
| Health, Safety and Security Initiatives and Training | 34 |
| Health and Wellness                                  | 36 |
| Global Health and Safety Performance                 | 38 |



|                                        |    |
|----------------------------------------|----|
| Nature and Natural Capital             | 40 |
| Energy and Climate Change              | 42 |
| Water Stewardship                      | 52 |
| Tailings and Waste Management          | 58 |
| Circular Economy                       | 61 |
| Environmental Research and Development | 62 |
| Environmental Compliance               | 63 |
| Air Quality, Noise and Vibration       | 64 |
| Integrated Closure                     | 65 |
| Biodiversity                           | 67 |



|                           |    |
|---------------------------|----|
| Security and Human Rights | 71 |
| Our Workforce             | 73 |
| Community Engagement      | 84 |
| Indigenous Relations      | 90 |
| Benefit Footprint         | 94 |



|                                         |     |
|-----------------------------------------|-----|
| Business Conduct and Ethics             | 101 |
| Anti-Corruption                         | 101 |
| Sustainability Compliance and Assurance | 102 |
| Disclosure Initiatives                  | 103 |
| ESG Supply Chain Management             | 104 |
| Public Policy Initiatives               | 104 |
| Digital Privacy and Cybersecurity       | 105 |

## Agnico Eagle Global Performance Summary Data

106

On the cover: An exploration drill rig in Quebec, Canada

# About This Report

This 2024 Sustainability Report marks the 16th 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.

This report reflects performance from January 1 to December 31, 2024, of mining assets under Agnico Eagle's operating control as of December 31, 2024. The report includes mining industry-specific indicators from the Sustainability Accounting Standards Board (SASB) Metals and Mining disclosures and metrics, and certain indicators in reference to the Global Reporting Initiative (GRI) standards.

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 three-year global performance summary of key indicators is included on page 106 of this report.

Our 2024 GRI and SASB indexes and disclosures of performance indicators by operation can be found on our [website](#). Details of reporting boundaries for the 2024 Sustainability Report are provided on page 7.

Unless otherwise specified, all funds are reported in USD and all information in this report is as of December 31, 2024.

## Global Approach, Regional Focus

Our 2024 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 geological, 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. Through our regional focus, we aim to mitigate impact to the environment, support social initiatives and contribute to economic development.

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



**AGNICO EAGLE**

Agnico Eagle is a Canadian based and led senior gold mining company and the third largest gold producer in the world, producing precious metals from operations in Canada, Australia, Finland and Mexico, with a pipeline of high-quality exploration and development projects. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading sustainability practices. The Company was founded in 1957 and has consistently created value for its shareholders, declaring a cash dividend every year since 1983.

### 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](http://www.agnicoeagle.com/sustainability/gri-and-sasb-index-and-data-tables)

### Navigating the Report

 Supporting content (external links)

 Material Topics

Messages from Leadership

# A Message from Our President & CEO



At Agnico Eagle, sustainability isn't an add-on to our strategy – it is foundational to our strategy. Our theme this year, Global Approach, Regional Focus, reflects how we operate across multiple countries while remaining deeply rooted in the regions where we work. We don't see ourselves as a traditional global company, instead, we focus on building long-term, meaningful partnerships in select regions – places where geological potential and political stability allow us to mine responsibly for decades.

This regional model defines who we are and how we measure success. To truly understand and support a region, you need to be present – not just physically, but culturally and socially. If we plan to operate in a region for 60 or 70 years, we need to be welcomed, not merely accepted. That means knowing the land, the people, the suppliers, the regulators and the history, creating a depth of connection that makes us better miners and better partners.

We're proud that our operations are staffed and led by local professionals. Whether we are in Canada, Mexico, Finland or Australia, our sites are run by people who live in and care deeply about their communities. In Nunavut, our commitment goes even further. There, we've invested from the ground up – supporting the creation of local businesses, building skills and infrastructure, and contributing to the local economy. Today, Agnico Eagle is responsible for about a third of Nunavut's GDP. That kind of impact doesn't happen by accident – it's the result of long-term investment in people and partnerships.

Sustainability means being a good neighbour. It's about listening when concerns are raised, having people in local offices who can answer questions, solve problems and respond with action. It's about transparency – tracking our impact, sharing data and owning our responsibilities when challenges arise.

Throughout 2024, we remained focused on safety, responsible growth and performance. We advanced our approach to climate change and upheld high environmental and social standards across our operations. But what truly sets us apart is that sustainability isn't new to us – it's who we've always been. Long before the term even existed, we believed in doing the right thing: for our people, the communities and the environment.

Thank you to our employees for their dedication and integrity, and to the communities that have welcomed us, we don't take your trust for granted. As we continue to grow, we will stay true to our values, rooted in the belief that responsible mining is about more than extracting resources. It's about building something meaningful, lasting and shared.

**Ammar Al-Joundi,**  
President & CEO

## Messages from Leadership

# An Interview with Deborah McCombe, Chair of the HSESD Committee of the Board



## How has sustainability evolved in the mining industry over your career?

The biggest shift has been the integration of sustainability into core business strategies. In the past, mining companies focused on operational excellence, but today, social and environmental considerations are central to securing and maintaining a social license to operate. Stakeholder expectations – whether from governments, communities, or investors – have increased significantly, and transparency and accountability are now fundamental to how we operate.

## What role does the Board play in overseeing sustainability at Agnico Eagle?

Sustainability is embedded throughout the Company – from the Board and executive team to our operations. The Health, Safety, Environment, and Sustainable Development (HSESD) Committee, which I chair, provides oversight on key sustainability issues, including health and safety, environmental stewardship, climate change, and diversity and inclusion. We meet quarterly to review performance, assess risks, and ensure we are meeting or exceeding regulatory requirements. We also engage with management through in-depth discussions and site visits to understand how sustainability is being implemented on the ground.

## What were the Board's key sustainability priorities in 2024, and how will they continue to evolve?

Health and safety remained a top priority, with a strong emphasis on proactive risk management and training. In 2024, the Company implemented the Incident Cause Analysis Method (ICAM) across operations to enhance learning and prevention, a step the Board strongly supported. Another key focus was our Reconciliation Action Plan, reinforcing our commitment to Indigenous engagement and partnerships. Additionally, the Board continued to strengthen governance over tailings management, while maintaining independent oversight. Looking ahead, these priorities remain central as we build on our progress.

## How does the Board stay engaged with sustainability at the operational level?

Each year, the Board visits at least one of our sites to see firsthand how sustainability initiatives are being implemented. In 2024, we visited Kittilä in Finland, and in 2025, we plan to visit Macassa to review our use of electric mining equipment and other technological advancements. These visits allow us to engage with employees, assess operational challenges, and ensure our sustainability commitments are being met.

## What emerging sustainability trends will impact the mining industry in the coming years?

Climate change remains a key focus, particularly in optimizing energy use and reducing emissions. The demand for critical minerals will continue to shape the industry, but permitting timelines and regulatory consistency will be crucial factors. The industry must also continue fostering strong relationships with stakeholders to maintain its social license to operate.

## Looking ahead, what final message would you like to share about Agnico Eagle's commitment to sustainability and stakeholder engagement?

Strong relationships and open communication with stakeholders are key to our success. Sustainability is not just a corporate initiative – it's part of our culture and business strategy. I appreciate the dedication of our employees in making Agnico Eagle a leader in responsible mining.

# Performance Highlights

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.

 Favourable    Unfavourable    Neutral

|                                                                                                                                                        |                                                          | 2022 | 2023 | 2024 | Performance <sup>1</sup>                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|------|------|------|-------------------------------------------------------------------------------------|
|  <b>Health, Safety and Wellness</b><br>(See page 27 for more details) | Workforce Total Recordable Injury Frequency <sup>2</sup> | 4.84 | 4.30 | 5.14 |  |
|                                                                                                                                                        | Employee Total Recordable Injury Frequency <sup>2</sup>  | 3.71 | 3.08 | 4.67 |  |
|                                                                                                                                                        | Fatalities                                               | 1    | 0    | 0    |  |

|                                                                                                                                                        |                                                | 2022  | 2023  | 2024  | Performance                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-------|-------|-------|---------------------------------------------------------------------------------------|
|  <b>Environmental Stewardship</b><br>(See page 39 for more details) | Total Tonnes CO <sub>2</sub> e <sup>3</sup>    | 1.39M | 1.34M | 1.32M |  |
|                                                                                                                                                        | tCO <sub>2</sub> e/oz <sup>3</sup>             | 0.38  | 0.38  | 0.38  |  |
|                                                                                                                                                        | Significant Environmental Incidents            | 0     | 0     | 0     |  |
|                                                                                                                                                        | Percent Water Reused and Recycled <sup>4</sup> | 78%   | 71%   | 68%   |  |

|                                                                                                                                         |                                      | 2022 | 2023 | 2024 | Performance                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|------|------|------|---------------------------------------------------------------------------------------|
|  <b>Our People</b><br>(See page 70 for more details) | Proportion of Women in the Workforce | 15%  | 15%  | 15%  |  |
|                                                                                                                                         | Local <sup>5</sup> Employment        | 61%  | 66%  | 67%  |  |
|                                                                                                                                         | Indigenous Employees                 | 694  | 649  | 646  |  |

|                                                                                                                                          |                                                     | 2022  | 2023  | 2024  | Performance                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-------|-------|-------|---------------------------------------------------------------------------------------|
|  <b>Communities</b><br>(See page 84 for more details) | Number of Significant Disputes                      | 0     | 0     | 0     |  |
|                                                                                                                                          | Operations Payments to Local <sup>5</sup> Suppliers | 1.36B | 1.87B | 1.87B |  |

1. 2024 performance is based on meeting the annual target for the year 2024 (see page 13) or where targets are absent, change in performance over the last three years.

2. Per 1,000,000 hours worked. Data for Workforce Total Recordable Injury Frequency includes employees and contractors.

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

4. Decrease in water reused and recycled is due to the inclusion of Canadian Malartic.

5. Definition for our local boundaries are found in our sustainability performance data workbook.

# Operations At-a-Glance

## 2024 Production

3.49M

Gold (in ounces)

2.48M

Silver (in ounces)

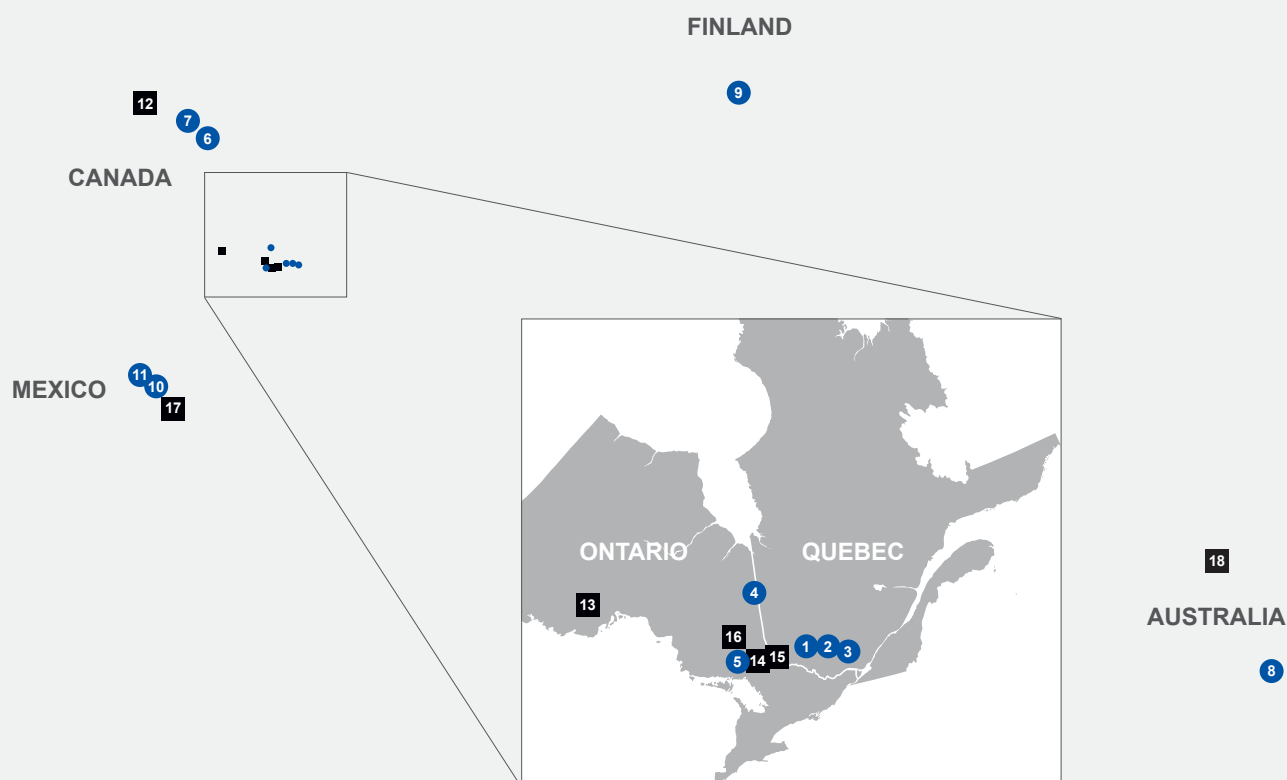
6.34K

Zinc (in tonnes)

3.95K

Copper (in tonnes)

Agnico Eagle's operating mines are located in Canada, Australia, Finland and Mexico and we continue to execute on our strategy of building a high-quality, low-risk sustainable business in favourable mining jurisdictions with strong geological potential and stable political environments.



### ● Mining Operations<sup>1</sup>

1. LaRonde Complex
2. Canadian Malartic Complex
3. Goldex Complex
4. Detour Lake Mine
5. Macassa Mine
6. Meliadine Mine
7. Meadowbank Complex
8. Fosterville Mine
9. Kittilä Mine
10. Pinos Altos Complex
11. La India Mine

### ■ Exploration Projects

12. Hope Bay
13. Hammond Reef
14. Kirkland Lake Regional
15. Wasamac
16. Timmins East Properties
17. San Nicolás
18. Northern Territory

1. References to operations in this report are to the relevant complexes, mines or projects as listed.

# Reporting Boundaries

Over the years, we have continued to expand our operating portfolio, as well as our sustainability contributions, impacts and responsibilities. We report a wide variety of ESG metrics and monitor year-over-year performance. We also review historical data and, where necessary, restate significant differences.

## Sites included in reporting boundary

**Australia:**  
Fosterville

**Quebec,  
Canada:**  
LaRonde,  
Goldex  
(includes Akasaba),  
Canadian Malartic  
(includes Odyssey)

**Nunavut,  
Canada:**  
Meadowbank,  
Meliadine,  
Hope Bay<sup>1</sup>

**Ontario,  
Canada:**  
Macassa,  
Detour Lake

**Finland:**  
Kittilä

**Mexico:**  
La India,  
Pinos Altos  
(includes Creston  
Mascota)

## Additional Information

On March 31, 2023 Agnico Eagle acquired Yamana Gold Inc.'s Canadian assets, including 100% of Canadian Malartic (CMC) (previously 50% Agnico Eagle). Unless specified otherwise, full year CMC data is included in Agnico Eagle's 2023–2024 ESG performance, and excluded for 2020–2022. Energy and greenhouse gas data were restated as of 2021 to include CMC.

Unless specified otherwise, historical performances from assets acquired through the merger with Kirkland Lake Gold on February 8, 2022, have been consolidated for 2020–2022.

On February 2, 2021, Agnico Eagle acquired TMAC Resources, which included Hope Bay. Data for Hope Bay includes 2021 and 2022 but excludes 2020. Any present

or forward-looking statements on active operations do not include the site.

Data from administrative offices, smaller exploration projects and closed sites is limited to health and safety, workforce and economic reporting unless specified otherwise.

Agnico Eagle's sustainability report includes information from mining sites where the Company has operational control.

Akasaba West began production in the first quarter of 2024. Full year data for Akasaba West is included in Goldex dataset.

Rounding in data may result in minor inconsistencies in the totals.

1. Although not currently operating, metrics for Hope Bay are included as there is still activity in the area that has impacts across ESG topics. We continue to monitor and assess impacts of smaller development projects and closed sites on sustainability reporting, and are working to improve data availability for non-operating assets.

Filtered tailings plant,  
LaRonde, Québec, Canada

# Supplemental Information

Agnico Eagle's approach is to disclose and report on its sustainability 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 sustainability-related information. If you are unable to find the information you are looking for, please contact [sd@agnicoeagle.com](mailto:sd@agnicoeagle.com).

## GRI & SASB Index

Each year, we provide an index in our [Sustainability Performance Workbook](#) that outlines the GRI and SASB standards used and indicates where to find all relevant disclosure information.

Relevant GRI and SASB indicators are listed throughout this report in our analyst corners.

## Sustainability Performance Tables

A list of annual global and site level results is provided in Microsoft Excel format as part of our Sustainability Performance Workbook available on our [website](#).

A three-year performance summary of key sustainability performance data is provided at the end of this report.

## Sustainability Initiatives

Stories on our sustainability initiatives are regularly updated on our [website](#).

## Financial Reporting

For additional information on our annual financial results consult our [2024 Annual Report](#), for executive compensation consult our [Management Proxy Circular 2025](#), for financial risks consult our [Annual Information Form](#), and for information on payments to governments consult our [ESTMA reports](#).

## Tailings Management

For more information on our tailings management, including a list of tailings storage facilities and risk evaluation details, consult our most recent [Tailings Summary Report](#).

## Climate, Water & Biodiversity

For more details on our climate disclosures, consult our [Climate Action Report](#). Facility-level Towards Sustainable Mining (TSM) results for *Energy and GHG Emission Management*, *Water Stewardship* and *Biodiversity Conservation Management* are available on the [Mining Association of Canada \(MAC\) website](#).

## Human Rights

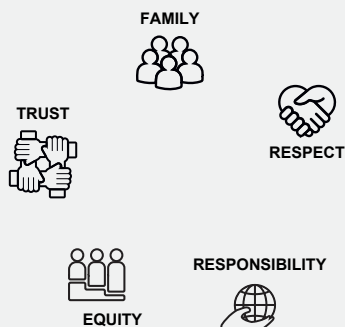
Information on our human rights approach and actions is available in our [Conflict-Free Gold Report](#), our [Report on Voluntary Principles and on Security and Human Rights](#) and our report on [Modern Slavery](#).

## Regional Information

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.

Access to these pages is available via our corporate [website](#).

# 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 based 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.
- We make sure that employees and management are aligned on the Company's priorities.

## Our Business Strategy

Agnico Eagle's 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 Priorities:



#### **Our business strategy is to deliver on performance and growth expectations:**

Ensure our existing portfolio delivers on expectations, manages operational risk and generates free cash flow.



**Build and maintain a high-quality project pipeline:** Ensure we develop a best-in-class project pipeline to replenish mineral reserves and production, while maintaining the quality, manageability and fit of our future portfolio.



**Develop our people:** Develop and provide growth opportunities for our people, and provide the skills infrastructure to support development of our operations and projects.



#### **Operate in a socially responsible manner:**

Create value for our shareholders while operating in a safe, and socially and environmentally responsible manner, as we contribute to the prosperity of our employees, their families and the communities in which we operate.

## Our Sustainability Commitment

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



**Operate a Safe and Healthy Workplace**



**Respect the Environment**



**Respect Employees**



**Respect Communities**

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.

### Policies & Codes of Conduct

- [Sustainability Policy](#)
- [Anti-Corruption and Anti-Bribery Policy](#)
- [Code of Business Conduct & Ethics](#)
- [Supplier Code of Conduct](#)
- [Indigenous Peoples Engagement Policy](#)
- [Diversity and Inclusion Policy](#)
- [Tailings Management Policy](#)
- [Water Management Policy](#)
- [Confidential Anonymous Complaint Reporting Policy](#)
- [Privacy Policy](#)
- [Accessibility Policy](#)

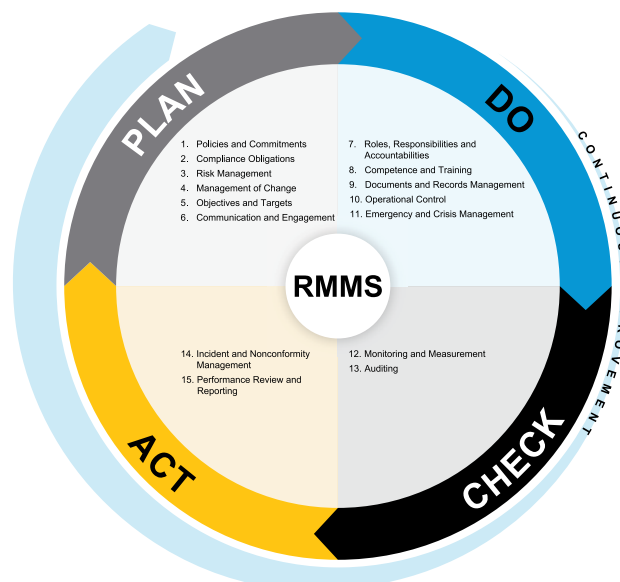
## Risk Management and Monitoring System

The Risk Management and Monitoring System (RMMS) is the foundation for managing the commitments made in our [Sustainability Policy](#) and 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 cycle, aimed at supporting the organization in achieving standardization and performance in the integration of sustainability principles in our decision-making processes and day-to-day activities.

### RMMS Update

In 2024, we launched RMMS V2. The objective of the update was to align the system with evolving industry sustainability standards and adapt it to support the Company's growth.

The enhanced RMMS is expected to provide the flexibility needed to continue advancing our approach to sustainability management.



## Strategic Focus and Emerging Challenges

Our strategic focus is driven by Agnico Eagle's values, business priorities, [sustainability policy](#), sustainability commitments and ESG topics identified as material. While growing our business, we mitigate sustainability-related risks and pursue sustainability related-opportunities in areas aligned with the business strategy and where we believe we can have the greatest impact on topics that are important to our stakeholders in the regions where we operate.

### Journey Towards Zero Accidents

Despite our many successes there continue to be accidents at our workplaces. We are accountable for the safety of employees and contractors at our sites and we know we can do better. In 2020, we launched the Towards Zero Accidents initiative – a two-pronged approach, focused on understanding and improving, to create an accident-free environment at all our sites. We continue to work and build on this journey.

Learn more on page 27.

### Climate Action

A changing climate has impacts on our physical environment and the cost of doing business. Agnico Eagle is taking action to decarbonize our operations, mitigate the impacts of future climate change, and contribute to a low-carbon economy. We released our first climate action plan in 2023 and continue to build on and adjust our plan.

Learn more on page 42.

### Optimize Resource Consumption

Optimizing resource use, such as water and energy, can reduce operational costs, support compliance with regulations, and the preservation of local ecosystems. Continuous improvement is built into our RMMS. Our operations investigate and evaluate new opportunities to improve our current consumption and plans for future developments aim to be more efficient than in the past.

Learn more on page 45.

### Environment Research & Development

Environment-related projects have been an important part of Agnico Eagle's research and development program for more than decade. Our partnerships with universities and research institutions bring cutting edge technology and ideas to our mine sites. Successful projects not only benefit our local ecosystems but contribute to the development of best practices within the mining industry and provide skills development for the next generation of talent.

Learn more on page 62.

### Develop Our People

People are key to the success of our business today and in the years to come. Creating opportunities for career growth and providing training and skills development to our employees enables us to leverage our existing talent and attract smart, driven, and dedicated individuals to join our workforce.

In some of the regions where we operate, there are limited education opportunities for members of the local community. By providing on the job training and supporting local training centers we provide the skill building needed for career growth at Agnico Eagle and also give individuals transferable skills that they can apply to other opportunities.

Learn more on page 70.

### Reconciliation Action Plan

Agnico Eagle's reconciliation journey began in Canada and has since expanded globally, with many of our operations and offices located on the traditional territories of various Indigenous Peoples. In 2024, we released our first [Reconciliation Action Plan \(RAP\)](#) which reinforces our approach to reconciliation with Indigenous communities.

Learn more on page 91.

### Being a Good Neighbour

Being a good neighbour in the regions where we operate has always been an important focus for Agnico Eagle. Establishing and maintaining constructive relationships with local stakeholders allows us to continue to develop our pipeline and create positive economic opportunities. In 2020, we developed our first [Good Neighbour Guide](#) at LaRonde. Following its success, we have continued to engage with communities to bring this model to our other operations.

Learn more on page 84.

### Contribute to Prosperity

We believe in contributing to the prosperity of our employees, their families and the communities in which we operate. We offer thousands of high-quality jobs with competitive compensation and comprehensive benefits plans that support our employees and their families. We work closely with local communities to make sure our investments and donations go to initiatives and programs that support the sustainable development of their region and align with their priorities.

Learn more on page 94.

## Emerging Challenges

Mining faces enduring challenges that evolve over time. Topics like health and safety, tailings management, and social license to operate remain ever-present and require constant attention and adaptation. Meanwhile, new challenges emerge, reflecting the dynamic nature of the industry and evolving environmental, technological, and regulatory landscapes. Addressing underlying and emerging issues is crucial for the sustainable advancement of mining.

### An Unpredictable Climate

The impacts of a changing climate, including more frequent and severe climatic events, impact not only our operations but also our employees and local communities. We continue to focus on building resilient operations that can adapt to climatic events and changes. We also work with communities on emergency response and preparedness so that in the event of a local emergency we can offer support where it is needed. Unpredictable and inconsistent political responses make navigating changing climate and emission regulations and their cost implications difficult. We remain steadfast in our commitment to decarbonize our operations in a way that reduces long-term risk and creates opportunities for our business.

## Attracting Talent

Attracting young people to the mining industry can be difficult due to misperceptions about mining which may deter youth from considering mining as a career option.<sup>1</sup> Additionally, mining jobs are often located in remote areas, far from urban centers. This geographical disconnect, combined with a lack of awareness about modern, sustainable mining practices and career opportunities makes it challenging to attract new talent. To overcome these challenges, we engage with all levels of the educational system to highlight technological advancements and emphasize the diverse array of fulfilling career opportunities. We continue to invest in developing our student and apprenticeship programs and trying to widen our talent pool by attracting more Indigenous and female employees.

### Mine Closure

In the next five years, three of Agnico Eagle's operations (La India, Pinos Altos, Meadowbank) are expected to transition to closure based on current life of mine plans. Mine closure is a uniquely challenging time as operations undergo significant changes that impact local communities and employees and requires significant environmental work. Engagement with our workforce and impacted communities is already underway. We continue to work on progressive reclamation, and the development and implementation of long-term environmental monitoring that are key aspects of successful mine closure.

1. Canadian Mining Journal. (2024). [Zoomer trouble: Mining has a Gen-Z problem](#).

Lapland, northern Finland

# Sustainability Objectives and Goals

We set sustainability objectives and goals that align with Agnico Eagle's business strategy and approach to sustainable development. By meeting these goals, we aim to strengthen our production base, create value for shareholders and support the social, environmental and economic well-being of our employees and communities.

✓ Achieved
⌚ Ongoing
✗ Not Achieved



## Health & Safety<sup>1</sup>

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

| Topic                   | 2024 Objectives                                            | 2024 Status | 2024 Progress                                                                                                                                                                                      | 2025 Objectives                                                                             |
|-------------------------|------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <b>Injury Frequency</b> | Achieve a 5% reduction in the GCIFR <sup>2</sup> from 2023 | ✗           | 2024 GCIFR of 2.47 vs 2023 GCIFR of 2.14                                                                                                                                                           | Achieve a 5% reduction in the GCIFR obtained in 2024                                        |
| <b>Fatalities</b>       | Zero fatalities                                            | ✓           | No work-related fatalities in 2024                                                                                                                                                                 | Zero fatalities                                                                             |
| <b>Mental Health</b>    | Complete Psychosocial Hazard Risk Assessments              | ⌚           | Training, education and peer support programs undertaken in 2024<br><br>Progress on site completion of psychosocial risk assessment<br><br>TSM Protocol reviewed by operations to ensure alignment | Achieve level A on TSM Safe, Healthy and Respectful Workplaces protocol across the business |

### Long-Term Objective & Goals<sup>3</sup>

Toward Zero Accidents: Reduction of 25% in both global combined and total recordable incident frequencies over a period of 5 years from a 2022 baseline



1. The objectives have been revised and updated from our 2023 Sustainability Report, consult our Sustainability Performance table for the complete list.

2. Global Combined Incident Frequency Rate (GCIFR) includes lost-time and modified work for employees and contractors over one million hours worked.

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

✓ Achieved

⏸ Ongoing

✗ Not Achieved



## Environmental Stewardship

We aim to mitigate the impact of our activities on the environment, and support its viability and diversity.

| Topic                                  | 2024 Objectives                                                                                                                                                                              | 2024 Status | 2024 Progress                                                                                                                                                 | 2025 Objectives                                                                                                                                                                                   |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental Compliance</b>        | Achieve zero significant <sup>1</sup> environmental incidents                                                                                                                                | ✓           | No significant environmental incidents occurred in 2024                                                                                                       | Achieve zero significant environmental incidents                                                                                                                                                  |
| <b>Water Stewardship</b>               | 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               | ✓           | All sites have completed their self-audit using the elements found in the Operational Water Management Framework and, where necessary, developed action plans | Increase the sites' average scores on the Operational Management Framework to 70% or higher                                                                                                       |
| <b>Integrated Closure</b>              | Identify opportunities with all operating sites to implement two or three progressive reclamation projects                                                                                   | ⏸           | A workshop was held with all operating sites to discuss closure challenges, opportunities and best practices, including in progressive reclamation            | Develop clear corporate targets for various elements of closure through the development of a corporate Closure Framework. A draft will be finalized in 2025 followed by corporate rollout in 2026 |
| <b>Tailings &amp; Waste Management</b> | Operations, Maintenance and Surveillance manuals (OMS) and Infrastructure Emergency Response Plans (ERP) reviewed and updated by all sites<br><br>Assign Engineers of Record to closed sites | ⏸           | Updates to site OMS and ERP were completed in 2024<br><br>Engineers of Record have been assigned to material closed sites.                                    | Update the Critical Infrastructure governance policy to include in-pit deposition facilities and include these facilities in the 2025 review process                                              |
| <b>Climate Change</b>                  | Implement the Climate Action Corporate Standard across organization and pursue reduction targets                                                                                             | ⏸           | Climate Action Corporate Standard implemented across organization, achieved target of development of site-specific Climate Action Plans                       | Progress at least ten carbon reduction opportunities using a company-wide prioritization process                                                                                                  |

### Long-Term Objective & Goals

- Reduce overall number of environmental incidents (moderate and above) from a 2022 baseline
- 30% reduction of Scope 1 & 2 emissions by 2030 from 2021 levels



1. A significant incident is an incident that has a major or extreme/critical consequence according to our RMMS Consequence and Probability Matrix.

✓ Achieved

⌕ Ongoing

✗ Not Achieved



## Our People

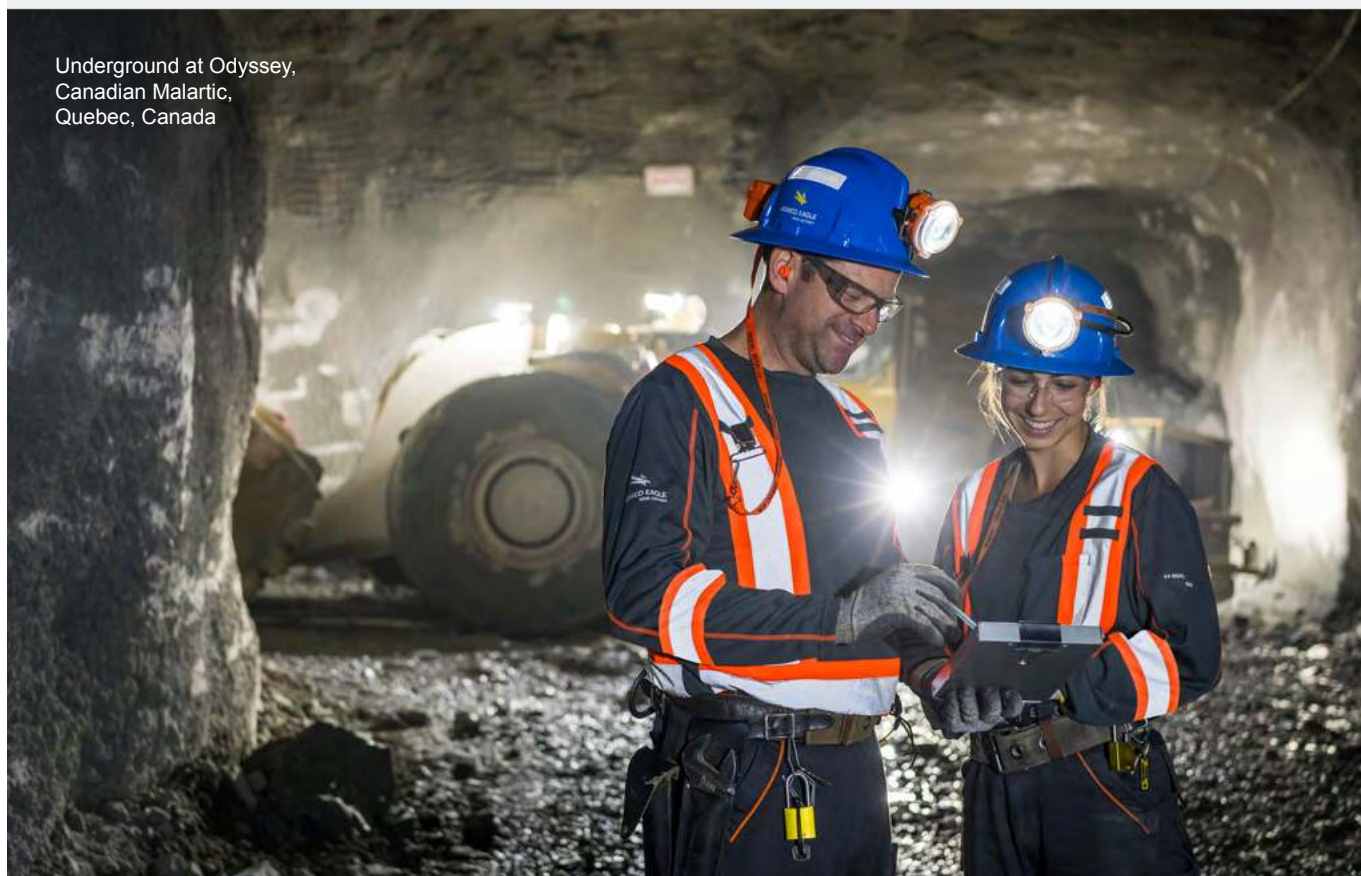
We aim to maintain inclusive, safe and healthy workplaces that foster collaboration and respect.

| Topic                                        | 2024 Objectives                                                                                                                                                                                                                                                                 | 2024 Status | 2024 Progress                                                                                                                                                                                                                                                      | 2025 Objectives                                                                             |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <b>Workforce and employee engagement</b>     | Develop and implement a plan for key opportunities identified in the 2023 Great Place to Work (GPTW) survey                                                                                                                                                                     | ⌕           | Sites have developed and implemented local actions plans. Global action plan implementation is on-going                                                                                                                                                            | Refine and implement the global action plan focused on improving Fairness focus area        |
|                                              | Increase score by 1% in the Respect dimension                                                                                                                                                                                                                                   | ✓           | We obtained a global increase of 2% in Credibility and 4% in Respect                                                                                                                                                                                               | Maintain or improve our achieved scores in Credibility and Respect focus areas              |
|                                              | Target a 2% increase globally for the Fairness dimension                                                                                                                                                                                                                        | ✓           | The Fairness focus area increased compared to 2023                                                                                                                                                                                                                 | Maintain or improve the Fairness focus area score                                           |
| <b>Diversity, Equity and Inclusion (DEI)</b> | <p>Ensure DEI strategy is communicated and adopted throughout the organization</p> <p>Develop action plan to address gaps identified in the TSM Equitable, Diverse and Inclusive Workplaces (EDI) Protocol</p> <p>Rollout training focused on building an inclusive mindset</p> | ⌕           | <p>Global rollout of the DEI Strategy will be completed in Q2 2025</p> <p>Following global audit for TSM EDI protocol, actions have been identified</p> <p>Training rollout is underway, first to corporate office, followed by Canadian and global operations</p> | Execute on Action Plan for TSM EDI Protocol with a target of reaching level A certification |

### 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

Underground at Odyssey,  
Canadian Malartic,  
Quebec, Canada



✓ Achieved

➤ Ongoing

✗ Not Achieved



## Communities

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

| Topic                                | 2024 Objectives                                                                                                                                                      | 2024 Status | 2024 Progress                                                                                                                                                                                                                                                                       | 2025 Objectives                                                                                                                                               |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Community Relations and Satisfaction | Address 100% of grievances within 30 days                                                                                                                            | ✓           | All grievances were addressed within 30 days                                                                                                                                                                                                                                        | Respond to 100% of grievances within 30 days, with an aim to resolve or provide a status update within this timeframe                                         |
|                                      | Adjust Key Performance Indicators (KPI) to report not only number of grievances but number of complainants                                                           |             | Added number of complainants as a KPI                                                                                                                                                                                                                                               |                                                                                                                                                               |
|                                      | Develop a baseline of community relations and satisfaction in all regions and begin implementing new KPIs, including communication method and interaction atmosphere | ➤           | Consulted internal stakeholders. Selected external partner to ensure that the baseline of community relations and satisfaction will be piloted and reviewed by a third party as recommended by TSM. Sites are now documenting and classifying type of communications and atmosphere | Roll-out first social performance measurement in Canada and Australia and communicate those results publicly through the Sustainability Report                |
| Indigenous Rights and Relationships  | Launch and begin implementing Reconciliation Action Plan (RAP)                                                                                                       | ✓           | Plan was launched in mid-2024 and implementation is ongoing                                                                                                                                                                                                                         | Implement the RAP with Indigenous Peoples and publish the first progress report by mid-2026 with an aim to have advanced the 40 actions according to timeline |
|                                      | Deliver over 3,000 hours of Indigenous cultural awareness training (ICAT) and organize 150 Indigenous cultural awareness activities throughout the Company           | ✓           | Over 4,000 hours delivered                                                                                                                                                                                                                                                          | Continue to deliver at least 3,000 hours of ICAT annually                                                                                                     |
|                                      | Implement agreements with Indigenous Nations and develop global approach to measure implementation conformity                                                        |             | Developed a tool and procedure to ensure consistent approach to measure implementation conformity                                                                                                                                                                                   | Implement agreements with Indigenous Nations and measure Agnico Eagle's performance in terms of compliance with these commitments                             |

### Long-Term Objective & Goals

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

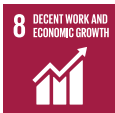
Agnico Eagle proudly supports the Youth Employment Preparation Program provided through the Toronto District School Board's Caring & Safe Schools



# Contribution 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 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.

## Examples of related contributions and impacts

| UN SDG                                                                                                                        | Our Contribution                                                                                                                                                                                                                                                     | Our Impacts                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Climate Action</b><br>                   | We are taking action to reduce greenhouse gas emissions by improving our overall energy efficiency and by implementing our climate strategy.                                                                                                                         | Our combined emission intensity (0.38 tonnes of CO <sub>2</sub> e for every ounce of gold in 2024) and our net emissions (1.32 M tonnes of CO <sub>2</sub> e) have stabilized over the last few years. We are working to decarbonize our operations and reduce our overall carbon footprint as we work toward net-zero.                                                      |
| <b>Decent Work and Economic Growth</b><br> | 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 contribute to regional economic growth with a combined spend of over \$1.87B in 2024. 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. |
| <b>Good Health and Well-Being</b><br>      | We aim to ensure our workforce has the knowledge, tools and training necessary to perform their duties in a safe manner, developing well-being programs to promote and support healthy lives.                                                                        | 2024 was a strong year for health and safety performance although we did not match our record 2023 performance. We have several ongoing programs aimed at mitigating risks, reducing the numbers of injuries on site and supporting the wellness of our employees. We continued our community investments, focusing on vulnerable groups and advancing health care research. |
| <b>Life on Land</b><br>                    | 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 our mining activity is approximately 14 thousand hectares. We continue to rehabilitate areas where mining activity has ceased and collaborate on biodiversity-related research initiatives (see page 62).                                                                                                                             |

## 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. By working together we can support the sustainable development of the regions where we operate.

Agnico Eagle donated CAD 100,000 for the construction of a skate park in the municipality of Cadillac, Quebec, Canada



## Examples of Partnerships and Collaboration Projects

### Nunavut

#### ***Inunnguiniq* Project**

In 2023, Agnico Eagle launched the *Inunnguiniq* project, aiming to establish partnerships with three significant community organizations in Nunavut, with a total investment of CAD 5 million. Since then, we have developed partnerships with the Arctic Rose Foundation, Ilitagsiniq, and the Breakfast Club of Canada.

### Quebec

#### **Research Institute of Mines and Environment (RIME)**

A joint research program on critical infrastructure reclamation in northern climates was launched in collaboration with the University of Quebec in Abitibi Timiskaming, Polytechnique Montreal and six major industrial partners.

### Mexico

#### **Pinos Altos Annual Visual Health Campaign**

The community relations team at Pinos Altos holds an annual visual health campaign in partnership with local organizations and authorities to support neighbouring communities. In 2024, they donated 480 pairs of glasses.

### Finland

#### **Kittilä's 4H Association**

4H in Finland arranges leisure activities for children and young people between ages 6 and 28. Kittilä continues to offer support to enable the 4H Association to develop their activities.

### Ontario

#### **Cancer Research and Care at Princess Margaret**

Agnico Eagle's contributions to the Princess Margaret Cancer Centre support innovative research aimed at improving cancer detection and treatment, addressing the critical need for advancements in patient outcomes.

### Australia

#### **Axe Creek Protection Project**

Agnico Eagle Australia's Community Partnerships Program is a funding partner for Axe Creek River Bank Rehabilitation project, providing AUD 450,000 over two years to improve the waterway.

# 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 in Figure 1. 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 & 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 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 [Sustainability Policy](#) and continuous improvement toward our sustainability goals.

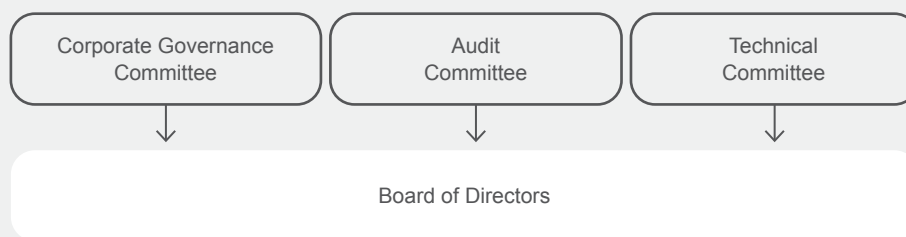
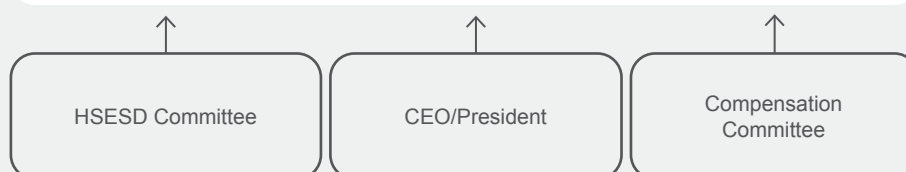
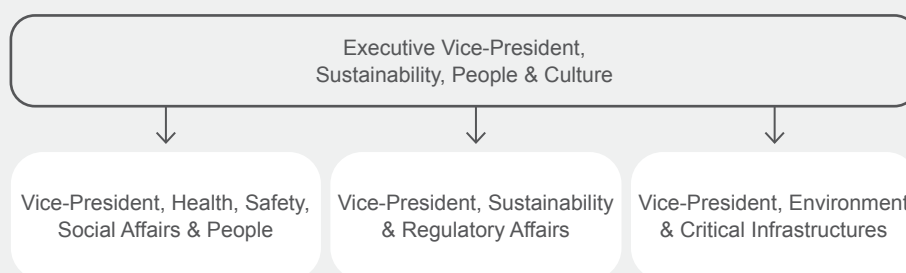
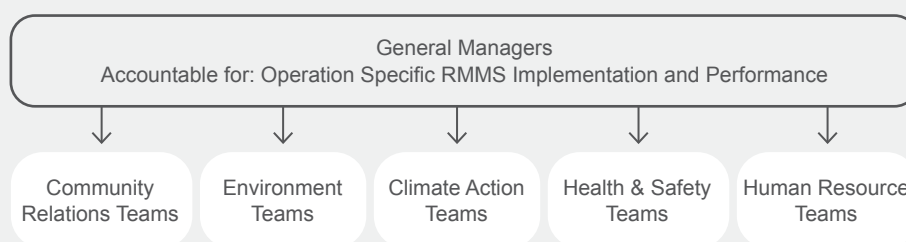
## Role of HSESD Committee

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 HSESD 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](#).

Aerial view of Goldex,  
Quebec, Canada

Figure 1

**Sustainability Management Structure<sup>1</sup>****Board of Directors****Executive Management Committees****Corporate Sustainability Structure****Sustainability Management at Operations**

# 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, 2024, 25% of the short-term incentive plan was linked to sustainability performance.

For more details on executive compensation consult our [Management Proxy Circular 2025](#).

1. As of April 24, 2025.

# Stakeholder Engagement

Engagement with our 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.

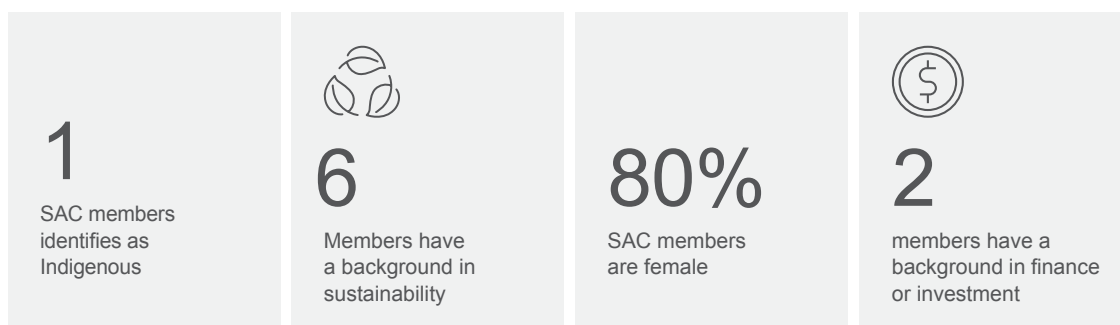
We have a responsibility to ensure we address the evolving needs and priorities of our business as well as those of stakeholders.

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 sustainability, 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.

### 2024 SAC Participants



## 2024 SAC Key Recommendation Highlights

### Environment

- Provide more detailed climate change disclosures that work within existing reporting restrictions and regulatory requirements
- Publicly disclose more details on progress towards decarbonization relative to targets

### Social

- Integrate child rights into existing approaches, including family-friendly policies and young worker arrangements
- Enhance sustainability support for junior companies

### Governance

- Establish regional-level RAP
- Implement the Indigenous Advisory Committee
- Ensure Indigenous and employee voices are represented at every level during implementation of the RAP
- Publicly disclose more details on international stakeholder engagement and contributions to Indigenous peoples, including payments and economic equity agreements

## 2024 Stakeholder Engagement Summary

### 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 TSM EDI protocol and identify actions required.
- Continued ongoing efforts to harmonize total rewards, systems, policies and processes to complete successful integration 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 engaged with and addressed concerns of local communities.
- Established 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.
- 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

- Launched our first RAP with Indigenous Peoples.
- Provided cultural awareness training and activities to our workforce.
- Conducted ongoing negotiations and discussions with Indigenous groups.
- Implemented initiatives at our different sites to create an inclusive workplace for hiring and retention of Indigenous workers.
- Communicated in plain and accessible language, adding more visuals and when required, communicated in local languages.

### Governments and Regulatory Bodies

#### Key Topics

- Community support and economic development
- Indigenous relations and partnerships
- Environment, energy climate and GHG reduction
- Employment, education and training
- Infrastructure
- Responsible mining development
- Regional development
- Innovation

#### Our Response

- Raised awareness with government officials with respect to the Company's development plans for mining projects in Canada, including employment and training, opportunities and benefits for Indigenous Peoples and local communities, and the Company's consultation and environmental management programs.
- Raised awareness on the importance of an efficient regulatory system and a policy environment that attracts investment and supports responsible mineral development.
- Undertook discussions with governments for energy alternatives and infrastructure in Nunavut, Ontario and Quebec.
- Outlined key actions on our pathway to decarbonization and Indigenous Reconciliation.

### Investors and Analysts

#### Key Topics

- Climate risk and climate action plan
- Business sustainability
- Risk management
- Health and safety
- Workforce diversity
- Governance
- Indigenous relationships

#### Our Response

- Continued to develop our decarbonization pathway to meet our target of 30% reduction of scope 1 and 2 emissions by 2030 and our 2050 net-zero ambition.
- Organized ESG-focused investor meetings to provide updates on business sustainability and risk management.
- Engaged with investors on governance matters, including executive compensation.
- Continued the Towards Zero Accidents initiative, focusing on leading indicators and boots in the field to improve safety performance.
- Advanced our DEI Action Plan.
- Published the inaugural RAP.

### 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.
- Continued electrification journey by working closely with our supply chain in assessing and ordering battery electric vehicle (BEV) equipment.

## Awards and Recognition

### Health and Safety

- The Quebec Mining Association (QMA) awarded F.J. O'Connell Trophies to Goldex and Canadian Malartic, and awarded 53 supervisors from Goldex, LaRonde and Canadian Malartic for their health and safety results and to highlight the prevention activities they implemented.
- Canadian Malartic, Goldex and Meliadine were awarded John T. Ryan Regional Safety Trophies at Canadian Institute of Mining, Metallurgy and Petroleum 2024 in Vancouver. A story is featured on page 28.
- Agnico Eagle Rescue teams won several Mine Rescue competitions in different categories:
  - Fosterville at the 2024 Victorian Mine Rescue Competition.
  - Macassa at the Ontario Mine Rescue District Competition and the Provincial Ontario Mine Rescue Competition.
  - LaRonde and Canadian Malartic at the 60th Quebec Mine Rescue competition.
  - Meliadine won the overall 2024 Northern Mine Rescue Competition in Yellowknife.
  - Agnico Eagle was awarded Overall Champion at the World International Mine Rescue Competition in Colombia. A story is featured on page 29.

### Environment

- In 2024, LaRonde received the TSM Environmental Excellence Award from the MAC for their innovative filtered tailings project.
- In Mexico, the Federal Environmental Protection Agency awarded Pinos Altos with the Clean Industry certificate.

### Governance and Operational Excellence

- Agnico Eagle was recognized in six categories at the 2024 IR Magazine Awards.
- La India was awarded the Socially Responsible Company distinction from the Sonoran Entrepreneurial Foundation for the ninth consecutive year.
- For the second consecutive year, Pinos Altos earned Platinum distinction at the Competitiveness Awards 2023 and was recognized for operational excellence for the fifth year in a row.

### Social

- Agnico Eagle was recognized on Forbes' list of 2025 Canada's Best Employers.
- Agnico Eagle Mexico was named the Best Place to Work in Mexico for the 13th consecutive year.
- Pinos Altos and La India received the *Emprases Socialmente Responsables* Award from the Mexican Center for Philanthropy.
- Agnico Eagle's Human Resource (HR) Team was recognized as one of 2024's Innovative HR Teams by the Human Resources Director Canada.
- LaRonde received QMA Distinction Award in Community Relations for the collaboration agreement with Abitibiwinni First Nation and creation of the Nikan project aimed at increasing retention of Indigenous workers on site.
- Many Agnico Eagle employees have received special recognition for their contributions in their field:
  - Ammar Al-Joundi received the KITCO Mining CEO of the Year 2023 – Producer category distinction in March 2024.
  - Sean Boyd, Chair of the Board, was welcomed into the Canadian Mining Hall of Fame in 2025.
  - Engineer Marco Galindo from Agnico Eagle Mexico, was recognized by the Association of Mining Engineers, Metallurgists and Geologists of Mexico (AIMMGM).
  - Véronique Falmagne, Corporate Director, Rock Engineering, received recognition at CIM Vancouver.
  - Felicity Davy, HR Officer, was awarded the Gender Diversity Champion accolade at the 2024 Minerals Council of Australia Victorian Women in Resources Award.
  - Chantal Gauthier, General Payroll Supervisor, received the Payroll Leader 2023 award from the National Payroll Institute.
  - Blanca Paola Cazares, Director of Sustainability, and Ivan Montiel, Senior Director of Operations in Mexico, were honoured with the Ostotakani 2024 Award by Mundo Minero.
  - Inuit Qaujimajatuqangit and Wildlife Officer, David Kritterdlik was awarded the PDAC 2025 Skookum Jim Award. He was selected for his groundbreaking work promoting Inuit values, cultural preservation, and sustainable development.



Inuit Qaujimajatuqangit  
and Wildlife Officer,  
David Kritterdlik,  
Nunavut, Canada

# Sustainability Materiality Assessment

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

We regularly assess and update these topics through our sustainability materiality assessment, a collaborative process that includes value chain mapping, research studies, stakeholder and operational risk-mapping, data collection and engagement with leadership. This approach helps us build a network of sustainability topics that may impact the environment, society or our business, either directly or indirectly.

We recognize that many of these topics are interrelated and that their priority and significance of impacts can vary across stakeholder groups and individual operations. In our initiatives and reporting, we strive to balance global and regional interests while emphasizing the interconnection of relevant topics.

In 2024, in preparation for Europe's Corporate Sustainability Reporting Directive (CSRD) we completed a preliminary "double materiality" assessment aligned with the *European Sustainability Reporting Standards* (ESRS). This two-pronged perspective assessed financial materiality, which considers how sustainability issues might affect financial performance,

and impact materiality which considers how business activities are affecting and could affect society and the environment. Any topic identified as material under one or both perspectives is considered material for reporting purposes.

Changes to Agnico Eagle's previous materiality assessment process included the addition of value chain mapping and value chain impacts. Detailed scoring criteria and revised thresholds for both financial and impact perspectives were also developed. ESRS topics were mapped to our existing sustainability topics used for voluntary sustainability reporting. In this updated assessment, sustainability supply chain management is now identified as material. DEI, cybersecurity and digital privacy, and public policy and government relations are all below the revised materiality threshold and are considered other relevant topics for reporting purposes. Circularity was also added as a relevant but not material topic.



Members of the  
Technical Services team at  
Fosterville, Australia

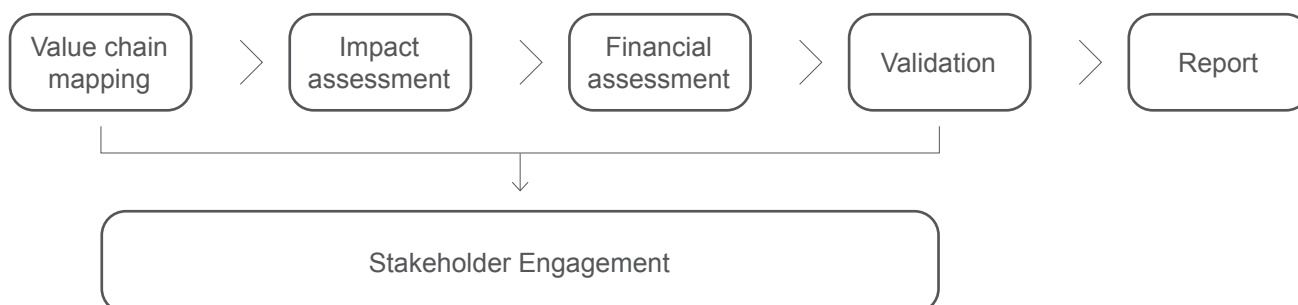
# Materiality Assessment

## Sustainability Topics

| Health,<br>Safety &<br>Wellness | Environment                           |                                            | Social                             |                                    | Governance                           |                                        |
|---------------------------------|---------------------------------------|--------------------------------------------|------------------------------------|------------------------------------|--------------------------------------|----------------------------------------|
| Health, Safety & Wellness       | Biodiversity                          | Climate Change, Energy & Emissions         | Community Relations & Satisfaction | Indigenous Rights & Relationships  | Business Ethics & Transparency       | Sustainability Supply Chain Management |
|                                 | Environmental Management & Compliance | Nuisances (Air Quality, Noise, Vibrations) | Security & Human Rights            | Benefit Footprint                  | Public Policy & Government Relations | Customer & Product Responsibility      |
|                                 | Tailings & Waste Management           | Water Stewardship                          | Labour Relations                   | Human Capital & People Development | Cybersecurity & Digital Privacy      |                                        |
|                                 | Integrated Closure                    | Circularity                                | Diversity Equity & Inclusion       |                                    |                                      |                                        |

- Material topic
- Other important topics

## Our Materiality Assessment Process:



# An Interview with our Executive Vice- President, Sustainability, People and Culture, Carol Plummer



## How would you summarize Agnico Eagle's sustainability strategy?

We apply responsible mining practices to drive long-term success. Our founder, Paul Penna, believed in giving back, and that philosophy continues to guide us. Our approach is really quite simple: we aim to do the right thing. That starts with delivering on our commitments – to our employees, the communities, and the environment.

## With the evolving discussions around ESG and DEI, do you foresee Agnico Eagle making any adjustments to its approach?

Our commitment to environmental stewardship, employee well-being, and community partnerships remains unchanged. Some stakeholders may shift focus, but our fundamental responsibilities don't. Responsible mining is integral to our business strategy, based on gaining and maintaining our social license to operate and effectively managing risk.

## How does Agnico Eagle integrate climate action into its operations?

Our approach to climate action starts with efficiency – leveraging technology, optimizing processes, and reducing waste. These efforts not only contribute to sustainability but also have a direct positive impact on our bottom line. At the same time, we are testing technology and looking for opportunities to reduce our carbon footprint. We focus on tangible actions that can lead to meaningful, measurable improvements in our operations and create lasting impact.

## What role does innovation play in advancing sustainability at Agnico Eagle?

The mining industry has traditionally focused on incremental improvements rather than rapid step-change innovations although the search for alternative energy sources, and equipment that does not run on diesel, may be the exception to this "rule". AI and big data are enhancing efficiency by optimizing water and air monitoring and improving safety through remote equipment operation. While fully autonomous mines may still be beyond the horizon, technology is continuously advancing to help us create safer and more efficient work environments.

## How do you foster a culture of sustainability within the organization?

Sustainability happens on the ground, not in head office, and our role as leaders is to provide support, resources, policies and coaching, but the real impact comes from management and employees at our operations and projects who embed sustainability into their daily operations. Our employees take pride in their work – ensuring safety, protecting the environment, and fulfilling commitments to communities and indigenous partners.

## What aspects of your role do you find most rewarding?

I love interacting with our teams and seeing the great work our people do. I spent many years in operations and have a great respect for our employees who face challenges, find solutions and find fun in their daily work. Ensuring a safe work environment and witnessing employees take pride in their contributions to sustainability is incredibly fulfilling.

## What's one emerging sustainability trend that will have a significant impact on mining in the next five to ten years?

Of note is the development of a global Consolidated Mining Standard by the Mining Association of Canada, the World Gold Council, ICMM, and Copper Mark. This standard will bring greater consistency and accountability to sustainability practices worldwide.

## What is Agnico Eagle's focus for health and safety in the coming year?

We continue on our journey Towards Zero Accidents and our priority is ensuring that every employee can work safely, every day, in every role. This year, we are emphasizing the identification and implementation of critical controls in various job functions to proactively mitigate risks. Safe work is not just a priority – it's a fundamental value embedded in our culture.

## As we wrap up, is there anything else you'd like to share about Agnico Eagle's commitment to sustainability or the role employees play in driving positive change?

I want to thank our employees for their commitment to sustainability – whether it's protecting the environment, maintaining safe work practices, or strengthening our relationships with communities and our Indigenous partners. Their dedication is what makes Agnico Eagle successful, and I'm proud to be part of this team.



# Health, Safety and Wellness

5.14

Workforce<sup>1</sup> Total  
Recordable Injury Frequency  
(per 1 M hours worked)

*see page 38 to learn more*

**In this section**

|                                                      |    |
|------------------------------------------------------|----|
| Health and Safety Management                         | 28 |
| Hazard Identification and Risk Assessment            | 30 |
| Health, Safety and Security Initiatives and Training | 34 |
| Health and Wellness                                  | 36 |
| Global Health and Safety Performance                 | 38 |

1. Workforce includes Agnico employees and contractors.

# Health and Safety Management

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

Every person in our organization has health and safety responsibilities, ensuring they understand their contribution to maintaining a healthy and safe workplace is a key component of our RMMS. Health and safety governance is incorporated within our sustainability governance structure, as outlined

on page 19. Management reports quarterly on health and safety performance to the HSESD Committee. The HSESD Committee reviews significant health and safety matters such as incidents, risks and mitigation plans as part of its oversight responsibilities. All operations have Joint Occupational Health & Safety committees that meet regularly to review and discuss health and safety.

We report all incidents involving workers at our sites. Incident Cause Analysis Method (ICAM)<sup>1</sup> investigations are undertaken for incidents that had actual or potential significant impact, in order to understand causal factors 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 Occupational Health and Safety Committees

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

Each of our operations, as well as our Toronto Corporate Office, has a JOHSC, with representation from both management and employees. The JOHSC serves to maintain a safe and healthy workplace by collaboratively identifying issues and developing recommendations to address them.

JOHSCs are representative of the entire workplace. The size of committee and frequency of meetings varies by operation, with most sites meeting monthly.

Three Agnico Eagle operations – Goldex, Meliadine and Canadian Malartic – received top safety awards from the CIM for their 2023 performance, recognizing their exceptional dedication to workplace safety and achieving the lowest injury frequency rates.

- Goldex was awarded the 2023 John T. Ryan National Safety Trophy for Metal Mines, achieving 1.35 M hours worked with no lost-time or modified work.
- Meliadine received the 2023 John T. Ryan Regional Safety Trophy in the Metal Mine category for the Prairie Provinces and Territories for the second consecutive year.
- Canadian Malartic won the 2023 John T. Ryan Regional Safety Trophy in the Select Mine category for Eastern Canada.



1. The Incident Cause Analysis Method (ICAM) is a systematic approach used to investigate and analyze incidents to identify root causes and contributing factors.

## Agnico Eagle's Mine Rescue Team Triumphs at IMRC Competition



Agnico Eagle celebrated the exceptional performance of our Mine Rescue Team at the 2024 International Mine Rescue Competition (IMRC) in Colombia, where they earned the prestigious title of Overall Champion. Competing against 21 teams from across the globe, the team showcased exceptional skill, resilience and teamwork in one of the world's most challenging mine rescue competitions.

Organized by the International Mine Rescue Body (IMRB), the IMRC is a globally recognized event designed to enhance mine rescue operations and foster international collaboration. Teams from Australia, Canada, Colombia, China, India, Vietnam and Zambia were tested through simulations of underground rescues, first aid challenges and advanced equipment handling – all under stringent safety standards.

Representing Canada, the Agnico Eagle team included members from Meadowbank, Meliadine and Hope Bay. Their outstanding discipline and professionalism earned their status as Overall Champions. Beyond their competitive success, the team demonstrated extraordinary sportsmanship by assisting international teams unfamiliar with rope rescue equipment. They shared expertise, provided training and even offered essential gear, such as rope gloves, to ensure everyone could participate safely and effectively. For this, the IMRB commended their generosity.

The team's efforts not only elevated their standing as leaders in mine rescue but also exemplified the spirit of unity and collaboration.



# Hazard Identification and Risk Assessment

Identifying and mitigating hazards 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.

Our operations maintain risk registers and risks are reviewed periodically with senior management. We conduct regular internal and external inspections and audits to uphold high standards of health and safety across our operations.

We use the Supervision System or an equivalent system as a daily risk assessment tool at all Agnico Eagle operations and exploration sites. In 2024, the field level Supervision System was reviewed with a view to ensure the consistency of application across the organization. This system provides workers with clear roles, responsibilities and expectations for identifying, mitigating and communicating hazards.

## Analyst Corner

GRI 403-4, 403-7

MT

In 2024, we enhanced our risk management practices by introducing Major Hazard analysis and Critical Controls. Major Hazards refer to high-consequence, low-frequency events that may result in significant harm. To support this initiative, we engaged with a recognized provider to develop training and information sessions. The Executive Team and senior health and safety leaders across the business attended training in 2024. Sites began reviews of their identified Major Hazards and Critical Controls, with plans to further expand this practice throughout Agnico Eagle in 2025.



Our Supervision Formula

## 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, particularly those in remote locations. Ensuring the safety of these flights is crucial to prevent incidents, protect lives and minimize environmental impacts. This requires rigorous aircraft maintenance, pilot training and adherence to safety protocols.

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

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

## Hazardous Substances and Exposure to Contaminants

Robust industrial hygiene programs are in place at all our sites. The programs include procedures to safely manage hazardous substances and protect workers from harmful exposures to contaminants. Employees receive 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 maintain an inventory of all hazardous products, assess the hazards related to new products and comply with jurisdictional inspection requirements.

Industrial hygiene programs include the following elements:

- Anticipation of potential health hazards at various workstations.
- Recognition of potential hazards of the work environment, internal processes and job tasks, including chemical and physical hazards at a workplace.

- Evaluation of exposure to health hazards.
- Collection of data to assess occupational exposure through various methods such as air sampling, personal monitoring and biological monitoring.
- Implementation of measures to control exposure to health hazards and to minimize or eliminate workers' exposure to hazardous substances in the workplace.
- Confirmation of control measures.
- Investigation of existing or potential issues and application of corrective actions.
- Management of data and reports.
- Information and training for employees and contractors on the contaminants inherent to their work environment.
- Establishment of medical surveillance requirements.

### Cyanide Management

Agnico Eagle is signatory to the International Cyanide Management Code (ICMC) since 2011. Through this commitment, we support safe and environmentally responsible management of cyanide, including production, transportation, handling and storage, as well as the operations and decommissioning of cyanide-related facilities at our mine sites, with the goal of mitigating risks to our workers' health & safety, the environment, and surrounding communities. With the support of our RMMS, we aim at implementing and continuously improving our cyanide management practices.

We managed and investigated five non-significant incidents involving cyanide (small amounts released in contained areas which did not result in any health or environmental adverse effects). Ensuring thorough investigation of all incidents and sharing the lessons learned inside the Company is part of our risk management and continual improvement process. Agnico Eagle is an active participant and co-chair of the ICMC Advisory Group, demonstrating leadership and sharing expertise in cyanide management with the rest of the industry.

Members of the Detour  
Lake Emergency  
Response Team (ERT),  
Ontario, Canada

## Crisis Management and Emergency Preparedness

We aim to provide a safe workplace, while recognizing there is always the potential for unplanned outcomes. Being prepared to respond quickly to a crisis or an emergency remains a key element of our RMMS. Mine General Managers and Project Managers are responsible for emergency preparedness and response at the local level, working closely with Health & Safety management teams to ensure each area has the necessary resources to respond effectively.

All operations maintain Emergency Response Plans, ensuring first responders and personnel are trained to respond to emergencies safely. Each site maintains appropriate response equipment. These site-specific Emergency Response Plans, together with the Corporate

Crisis Management Plan, ensure effective management of emergencies and clear communication and coordination between local and corporate teams. The plans also facilitate transparent communication with employees and external stakeholders about how situations are managed and resolved. These plans are reviewed annually, and simulation exercises are performed at site and corporate levels regularly to test their effectiveness and provide training for personnel.

We explore advancements in technology, including the potential use of robots to fight fires. This innovation could significantly reduce the exposure of personnel in the event of an underground fire.

### New Additions to our Fleet of Emergency Vehicles



Agnico Eagle introduced three new additions to our fleet of emergency vehicles in 2024. At Goldex, we acquired a specialized Toyota Land Cruiser, which enhances safety and efficiency in rescue and training operations within the underground mine. At Meliadine, we added a SHERP utility task vehicle to the fleet, which can navigate challenging terrain like ice, snow and water. The SHERP boosts our Emergency Response Team's capacity to assist the community during emergencies and conduct search and rescue missions. The Dräger truck is the best equipment on the market for safe underground emergency interventions. It is equipped with advanced technologies such as thermal cameras, localization sensors for low visibility driving, oxygen supply for occupants and gas monitoring systems.



SHERP utility task vehicle, Meliadine



Dräger truck, Meliadine



Specialized Toyota Land Cruiser, Goldex

## Infectious Disease Response

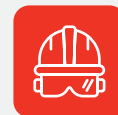
Preventing and managing the spread of infectious diseases is essential for protecting our workers and keeping our operations running smoothly. Our health and safety staff are trained in outbreak management, and each operation has protocols in place to prevent and manage the spread of illness.

Flu and other respiratory illnesses, such as the common cold, can occur year-round but tend to increase during colder months. One of the most effective ways to prevent influenza is through vaccination. To support this, we provide information on the importance of flu vaccines and some of our sites offer workplace flu shot clinics. We also conduct

educational campaigns promoting workplace 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 sanitary equipment, such as masks and hand sanitizer, are made available to our workforce.

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.

## Supporting Communities Through Health & Safety Initiatives



Agnico Eagle is committed to fostering the safety and well-being of the communities where we operate through emergency support, enhanced local response capabilities and strong local partnerships. In Nunavut, we supported five search and rescue missions in 2024 near Baker Lake, Rankin Inlet, Whale Cove, and Hope Bay, contributing to both land and air searches. These efforts provide support in this remote region, reinforcing our dedication to community safety.

In Australia, the Fosterville Community Grant funded upgrades to the Heathcote Unit Victoria State Emergency Service's emergency response vehicle, improving access to essential rescue equipment

and enabling faster, more effective responses during emergencies. In Finland, our Kittilä fire brigade collaborated with the Lapland Rescue Department in a joint emergency exercise, strengthening coordination and preparedness. We also support the Ounasjokilaakso Rescue Dogs Association, helping them maintain top-tier readiness for search and rescue operations across Lapland.

Through these initiatives, Agnico Eagle demonstrates our commitment to the health, safety and well-being of the communities, working hand-in-hand with local organizations, providing resources and continuing to fulfill our role as a responsible and caring corporate partner.



Alli, an Ounasjokilaakso/  
Rescue Dog, with her handler,  
Lapland, Finland

# Health, Safety and Security Initiatives and Training

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

In 2024, significant effort was made to standardize our investigation methodology across the organization to ensure consistency and quality. The Incident Cause Analysis Method (ICAM) is a systematic approach used to investigate and analyze incidents to identify causes and contributing

factors. ICAM goes beyond identifying immediate causes by examining underlying organizational and systemic issues that may have contributed to the incident. This methodology is widely used in industries such as aviation, construction and mining to improve safety and help prevent future incidents. By focusing on deeper, sometimes uncomfortable truths, ICAM helps organizations address and rectify fundamental problems to enhance overall safety performance.

## 2024 Key Health and Safety Activities

- **ICAM Investigation** – A third-party conducted quality review of internal ICAM investigations to ensure consistency and effectiveness. Implemented management reviews of ICAMs, including VP Operations and Chief Operating Officers, to discuss findings and share learnings across the organization.
- **Development and Rollout of Electronic Pre-Task Assessment Workcard System** – Enhanced safety planning processes.
- **Major Hazard Risk Assessments** – Initiated at several operations to identify and mitigate significant hazards and identify critical controls.
- **Crisis Management and Emergency Preparedness Training** – Conducted with the corporate Crisis Management Team and all operations, including mock scenarios for hazards such as underground fires, cyanide incidents, motor vehicle accidents and exploration-related challenges.
- **Bowtie Risk assessments** – Completed for shaft and hoist operating practices.
- **Risk Assessments** – Conducted against BARS requirements for contract aircraft suppliers.
- **Aviation Standards** – Developed in collaboration with third-party experts. Several audits were conducted with respect to aviation-related activities across the business.
- **Collision 2.0 Program Implementation** – Focused on reducing mobile equipment interactions at Meliadine.
- **Confined Space Rescue Training** – Conducted at LaRonde.
- **Independent Hand Risk Audit** – Completed at Detour Lake, with findings shared across the organization.
- **Audit of Electrical and Mechanical Equipment in Hazardous (Flammable) Areas** – Completed at Kittilä.
- **Safety Leadership Training** – A two-day course attended by 32 participants at Pinos Altos.

2024 Key  
Health  
and Safety  
Challenges

- **Mobile Equipment Interaction** – Addressing the risk of collisions or near-collisions involving mobile equipment remains a priority.
- **Hand Injury Prevention** – Multiple initiatives were launched to reduce hand injuries. Roll out of improved prevention strategies will continue across operations.
- **Aviation Risk** – Training key personnel in BARS.
- **Shaft and Hoist Safety** – Implement recommendations from the shaft and hoist operating practices analysis including establishing a community of practice.

Analyst Corner

GRI 403-5, 403-6

MT

# Health and Wellness

Physical and mental well-being are key to creating healthy and safe workplaces. Our operations lead various health and well-being initiatives and provide mental health awareness training to leaders and employees. This training helps individuals recognize warning signs not only in others, but also in themselves.

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

## 2024 Key Health and Wellness Activities

- **Health & Well-being Manager** – A dedicated manager was added to the Corporate team to support sites, identify opportunities for improvement, lead initiatives and ensure the implementation of best practices across the organization. This role also supports industrial hygiene efforts at our operations.
- **Updated Policies** – Drug and Alcohol Policies and Testing Procedures were reviewed and updated.
- **Suicide Awareness Activities** – Fosterville and Mates in Mining joined together for R U OK Day to focus on mental wellbeing, and employees participated in an Applied Suicide Intervention Skills Training Program.
- **Employee well-being campaigns** – from Wellness Challenges and E-Campaigns (Head Office) to the Move-It Challenge (Quebec), these campaigns help encourage active living among employees.
- **Peer-Support Programs** – Dig Deeper (Detour Lake), Mates in Mining Program (Australia) and other peer support programs encourage peers-helping-peers at our sites.
- **Mental Health Training** – From mental health first aid to general awareness training, this helps reduce stigma and improve awareness and response capabilities. Mental Health First Aid Training was provided to supervisors at Goldex and LaRonde.
- **On-Site Mental Health Professionals** – Deployed at select operations to support employees, offer recommendations and implement well-being and mental health initiatives.
- **Online Mental Health Support** – Offered through employee benefits at all sites.
- **Creation of Committees** – Psychological Health Committees and Health & Well-being Committees were established at most sites.
- **Health Promotion Activities** – Conducted on key topics such as flu season, vaccination campaigns, mental health and healthy habits.
- **MynWell Pilot Project** – Implemented at Macassa, focusing on prevention, ergonomics and physiotherapy.
- **Delivery of Appropriate Workplace Behaviour Program** – Implemented at Fosterville.
- **Certification in Mates in Mining Program** – Fosterville achieved formal certification in suicide prevention and mental health support.

## 2024 Key Health and Wellness Challenges

- **Mental Health and Psychological Safety** – Several programs were implemented across sites to promote mental health prevention and awareness. In 2025 and 2026, efforts will focus on identifying the most effective interventions and collaborating with sites to implement measures that align with the updated TSM requirements on psychological safety and health.

## Mates in Mining: Promoting Mental Health at Agnico Eagle



Agnico Eagle is dedicated to fostering a mentally healthy workplace, exemplified by our partnership with Mates in Mining at Fosterville. Since 2021, this collaboration has aimed to equip employees with the skills and support needed to address mental health issues.

In June, we celebrated Fosterville mine's Mates in Mining accreditation, a significant milestone in our mental health journey. The event was attended by Lisa Chesters, Federal Member for Bendigo, who underscored the importance of this achievement.

Fosterville has implemented three key Mates in Mining programs:

- **General Awareness Training:** 85% of employees have completed this training, which focuses on reducing stigma and equipping participants with skills to support colleagues in distress. Ongoing sessions help ensure these skills remain fresh and effective.

- **Connector Training Program:** 100 employees have learned how to keep someone safe in a crisis and connect them to professional help.

- **ASIST Program:** Seven employees have completed this two-day Applied Suicide Intervention Skills Training, gaining internationally recognized expertise to identify and respond to suicide signals.

These initiatives reflect our commitment to building a supportive, proactive approach to mental health across our operations. By investing in training and reducing stigma, we continue to prioritize the well-being of our workforce.



# Global Health and Safety Performance

Table 1  
Work-Related Fatal Injuries

|            | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------|------|------|------|------|------|
| Fatalities | 0    | 1    | 1    | 0    | 0    |

During 2024, 86 people experienced a workplace injury which kept them from performing their regular duties or coming to work the next day and an additional 93 required medical aid (see Figure 2). All operations and projects continue to work on providing employees with a safe work environment and, to that end, have detailed action plans in place with the goal of mitigating risks and preventing workplace incidents.

Agnico Eagle's Total Recordable Injury Frequency Rate (TRIFR) (per 1M hours worked) for our global workforce increased to 5.14 in 2024, following a record low in 2023 of 4.30 (see Figure 3). Global Combined<sup>1</sup> Injury Frequency Rate (GCIFR) (per 1M hours worked) in 2024 was 2.47 and increased from 2.14 in 2023, falling short of our objective of a 5% reduction. Fifty percent (50%) of our sites<sup>2</sup> outperformed their GCIFR objectives and 75% outperformed their TRIFR objectives. La India had zero lost time or modified work injuries.

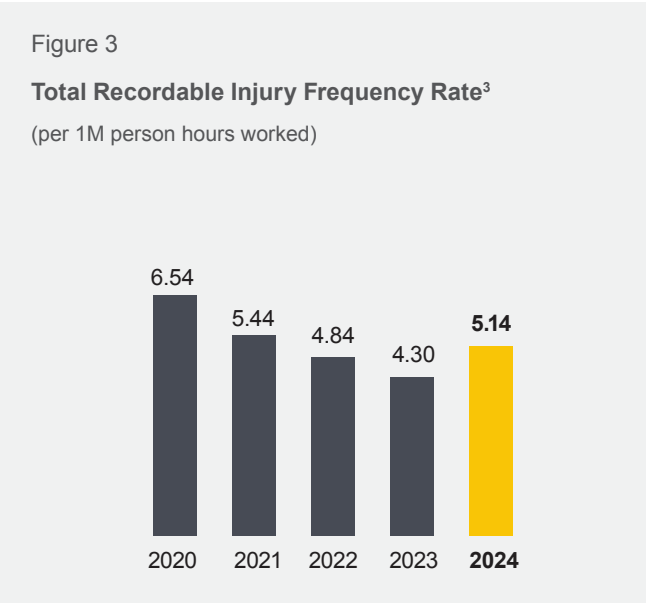
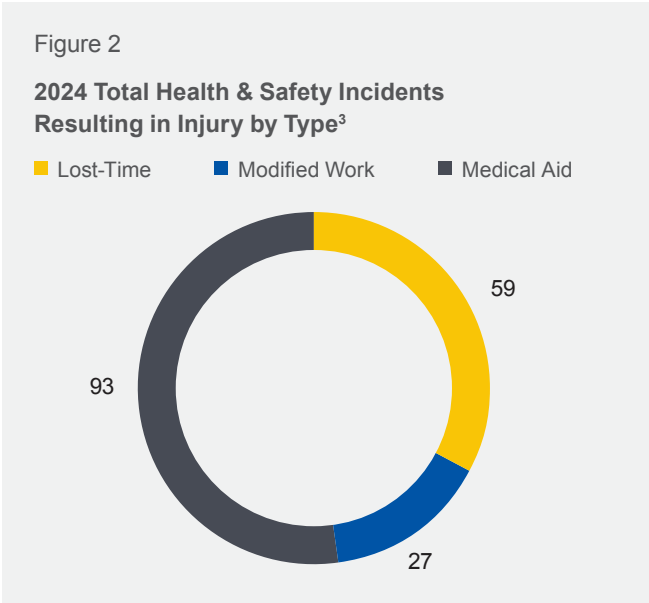
In 2024, a five-year Health & Safety Roadmap was developed which outlines key target areas aimed to reduce injuries within our business. The roadmap includes strategies to enhance our risk management practices, revamping the incident reporting and investigation process, implementing

initiatives for psychosocial safety and reviewing monitoring practices for workers' health.

All incidents are ranked using a likelihood/consequence matrix. Events classified as significant are thoroughly investigated to identify corrective actions aimed at eliminating the likelihood of a similar event recurring. A significant potential incident is defined as an incident that, under a reasonable scenario, poses a risk or potential risk that would be classified as high or very high. This includes events such as fire, material or equipment damage, or near-misses. In 2024, 121 significant potential incidents occurred across our organization, down from 208 reported in 2023.

We continue to encourage and emphasize the importance of reporting near-miss events. Reporting and investigating near-miss events allows us to address health or safety-related issues before they result in injuries, equipment damage, fires or environmental spills.

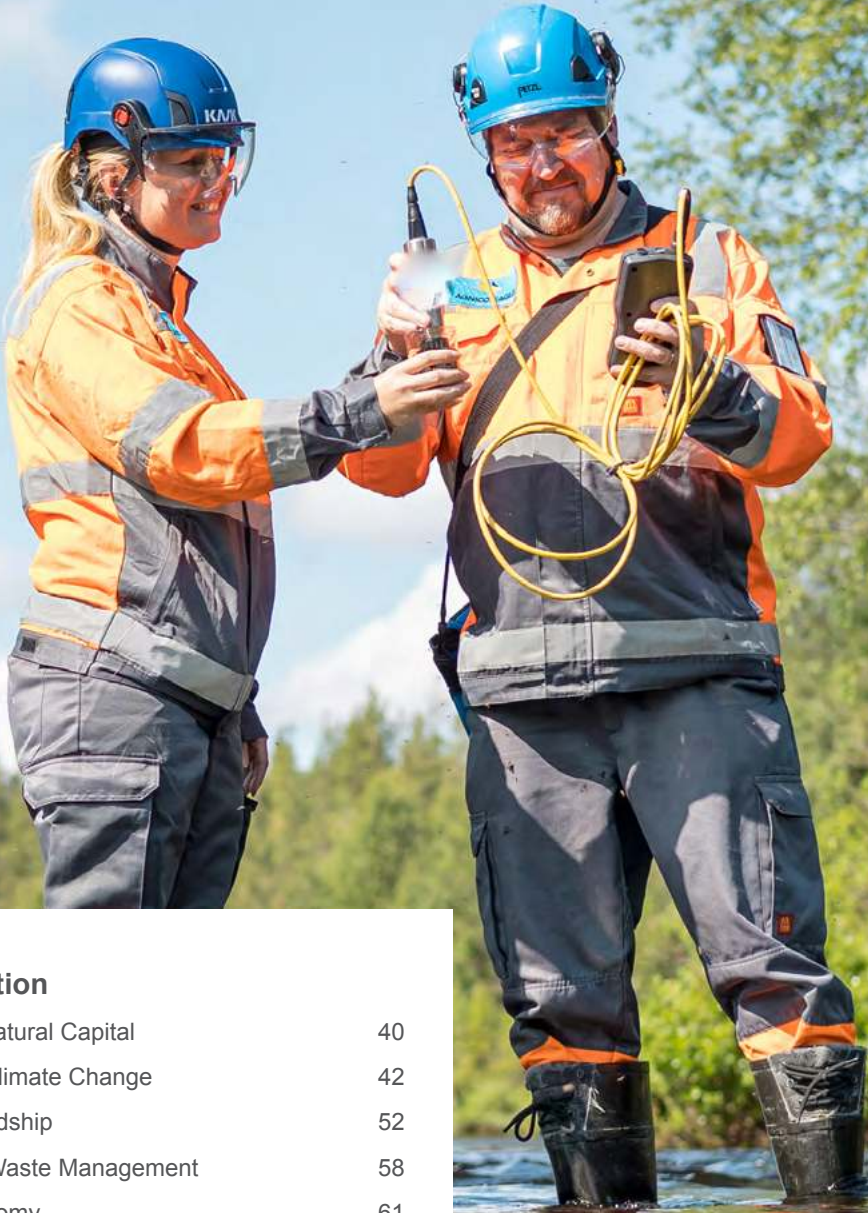
Detailed performance results, including contractor, employee and combined frequency rates, are available in the sustainability performance tables on our [website](#).



1. Includes modified work and lost time injuries.  
2. Includes corporate admin, global exploration, Northern Territory and Hope Bay in addition to our operating mines. Canadian Malartic and Odyssey are considered separate sites for health & safety reporting purposes.  
3. Safety statistics include both employees and contractors at all our locations. Total Recordable Frequency includes lost-time injuries, modified work, and medical aids over 1,000,000 hours worked. A lost-time injury is an injury that results in one or more days/shifts away from work, excluding the day of the incident. A modified work is an injury that results in the person not being physically or mentally able to perform all of their normal duties. A medical aid is an injury that requires 'medical treatment' by a medical practitioner working in a medical facility but does not result in any lost or restricted days/shifts.



# Environment



**In this section**

|                                        |    |
|----------------------------------------|----|
| Nature and Natural Capital             | 40 |
| Energy and Climate Change              | 42 |
| Water Stewardship                      | 52 |
| Tailings and Waste Management          | 58 |
| Circular Economy                       | 61 |
| Environmental Research and Development | 62 |
| Environmental Compliance               | 63 |
| Air Quality, Noise and Vibrations      | 64 |
| Integrated Closure                     | 65 |
| Biodiversity                           | 67 |

0.38

GHG Intensity tCO<sub>2</sub>e/gold oz

*see page 47 to learn more*

# Nature and Natural Capital

Agnico Eagle understands the importance of protecting, conserving and restoring nature and ecosystems. We recognize the importance of understanding both the Company's impact on nature and how nature influences our business, which informs our decision-making and sustainability strategies. 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.

We monitor and engage with global market-led initiatives, including the Taskforce on Nature-related Financial Disclosures (TNFD). Our governance structure, environmental strategy, risk and impact assessment process, and our metrics and targets address many of the components of 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

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Governance</b> | <p>The Board's <a href="#">HSESD Committee</a> is responsible for monitoring and reviewing environmental risks, ensuring compliance with applicable legal and regulatory requirements associated with environment matters. Environmental matters include topics such as climate change, water stewardship, tailings and waste management, air quality, biodiversity and closure and rehabilitation.</p> <p>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 most recent <a href="#">Tailings Summary Report</a>.</p> <p>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 52 and 67). <a href="#">Our Water Management Policy</a> includes a commitment to engage proactively with COI in relation to water management practices and our <a href="#">Indigenous Peoples Engagement Policy</a> includes informing and consulting with Indigenous communities during the social and environmental impact assessments (SEIA) of any new projects.</p> |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Strategy</b>                   | <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"> <li>– 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 plans and processes in place to manage water (see page 52).</li> <li>– We 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, (see page 65). Financial details on reclamation provisions including asset retirement obligation and environmental remediation liabilities can be found in our <a href="#">Annual Report</a>.</li> <li>– 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 reducing our environmental footprint. Our <a href="#">Supplier Code of Conduct</a> includes requirements related to climate and environment. We continue to develop more thorough supplier engagement programs related to sustainability matters (see page 100).</li> </ul> |
| <b>Risk and Impact Management</b> | <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 most recent <a href="#">Tailings Summary Report</a>. We report using the World Resources Institute (WRI) Water Risk Aqueduct tool to identify sites operating in areas with high baseline water stress (see page 54). We have also completed a climate risk assessment for our operations (see page 46).</p> <p>In accordance with local regulations, new operations and significant development projects undergo extensive 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 reduce environmental impacts and help ensure development activities are environmentally sustainable and within the limits of ecosystem 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>                                                                                                                                                                                                                                                                               |
| <b>Metrics and Targets</b>        | <p>Many metrics provided in our 2024 Sustainability Report and 2024 Sustainability Performance Workbook provide insight into our nature-related impacts, dependencies, risks and opportunities. These metrics include GHG emissions (page 47), freshwater use (page 56), water withdrawals from areas of water stress (Sustainability Performance Workbook), amounts of hazardous waste generated (page 60) and areas disturbed (Sustainability Performance Workbook).</p> <p>Each year, Agnico Eagle sets a target of zero significant environmental incidents and there were zero significant environmental incidents in 2024. 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 reduce 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 challenges of climate change, such as rising sea levels and more frequent natural disasters, can threaten resources like food, water and energy security.

Aligned with the Paris Agreement under the United Nations Framework Convention on Climate Change, which aims to keep global temperature rise below 2°C and strive for 1.5°C, Agnico Eagle is taking steps to reduce our carbon footprint. We believe industry plays an important role in addressing climate change and we are taking action to decarbonize our operations. We continue to work toward our interim reduction target of 30% of absolute Scope 1 and 2 carbon emissions by 2030, and our long-term ambition of achieving net-zero Scope 1 and 2 emissions by 2050.

In 2021, Agnico Eagle formally committed to support the Task Force on Climate-related Financial Disclosures (TCFD) to help disclose climate-related financial risks. The Financial Stability Board has since tasked the International Financial Reporting Standards (IFRS) Foundation with monitoring climate disclosures, leading to the disbandment of the TCFD in November 2023. Agnico Eagle continues to use the TCFD framework while monitoring new climate disclosure requirements to ensure compliance and transparency.

## Analyst Corner

MT

SASB EM-MM-110a.1 & 2, SASB EM-MM-130a.1

Aerial view of  
Meadowbank,  
Nunavut, Canada

## Governance

Our climate-related governance structure creates clear lines of accountability, provides flexibility to adapt to unforeseen circumstances and helps facilitate the integration of sustainable practices throughout our business. Accountability for climate-related matters is distributed across multiple levels: the Board level with the HSED Committee, the Executive level with the Steering Committee on Climate-related Risks and Opportunities, and the site level with Operations Management and Climate Action Teams (see Figure 4).

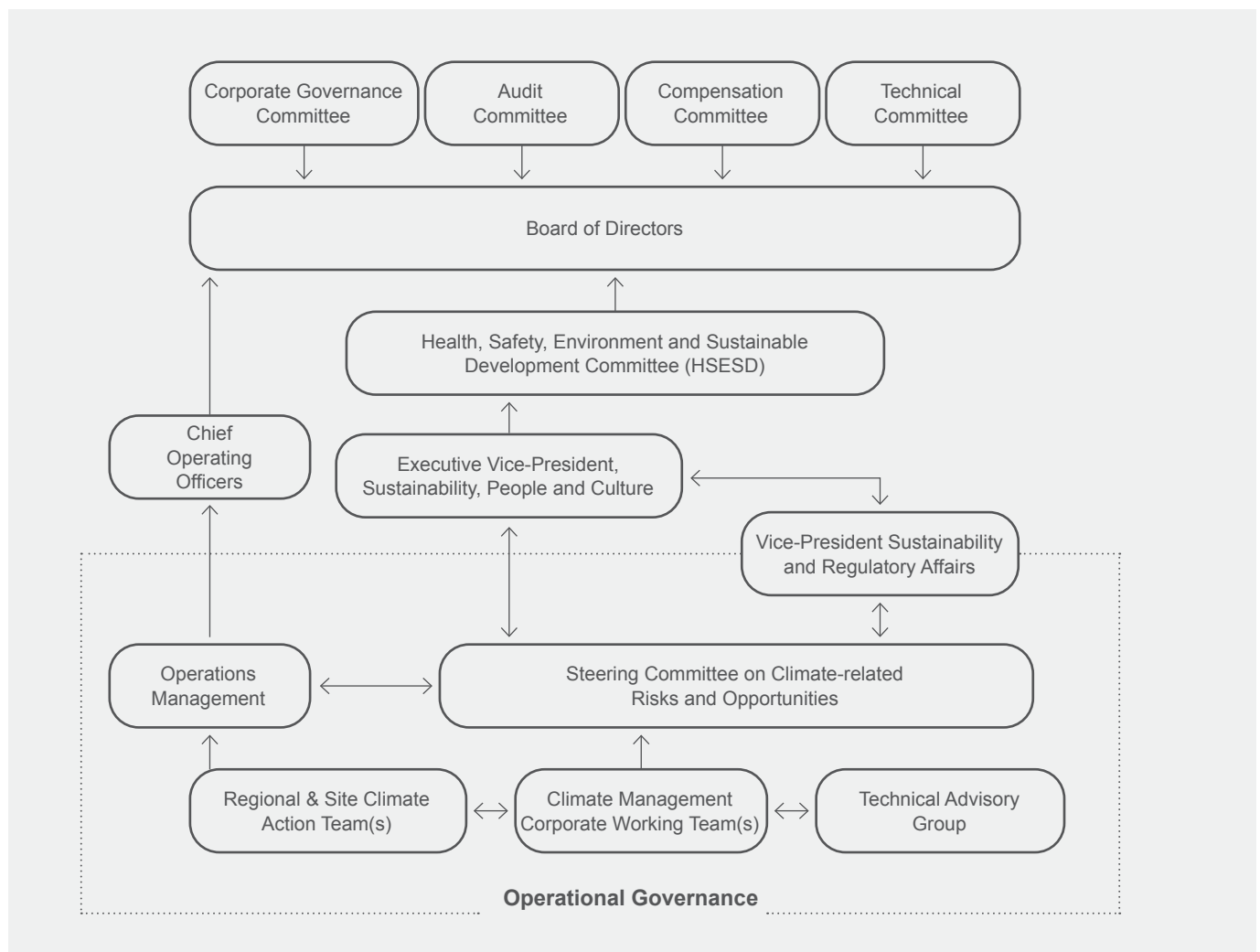
The Steering Committee on Climate-related Risks and Opportunities is responsible for overseeing corporate-level climate risks and opportunities, ensuring the Board is informed and ensuring that Agnico Eagle's overall vision and approach to decarbonization is implemented. The

Climate Management Corporate Working Team is tasked with developing strategies to manage climate risks, promote decarbonization, and evaluate low-carbon technologies. At the site level, Climate Action Teams focus on energy efficiency projects, emissions reduction and managing site-specific risks and opportunities.

This governance approach acknowledges the relationship between Agnico Eagle's impact on the climate and the climate's influence on our operations. By embedding climate-related roles and responsibilities across various positions, we ensure that climate considerations are integral to our operations at all levels. This strategy is detailed in our Climate Action Corporate Standard, which guides Agnico Eagle's approach to climate-related initiatives.

Figure 4

**Climate-related Governance Structure**



For more information on executive oversight, Board involvement and other Climate Action teams, please refer to our [2023 Climate Action Report](#).

## Strategy

We have an ambition to achieve 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<sup>1</sup> 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<sup>2</sup>, 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 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 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.

Heat recovery system  
at the Meliadine power  
plant, Nunavut, Canada



1. 2021 was rebaselined to include Canadian Malartic.

2. Based on most recently available company disclosures as of July 1, 2024 of the following gold producers: Alamos Gold Inc.; AngloGold Ashanti plc.; B2Gold Corp.; Barrick Gold Corporation; Centerra Gold Inc.; Eldorado Gold Corporation; Endeavour Mining Corporation; Equinox Gold Corp; GoldFields Limited; IAMGOLD Corporation; Kinross Gold Corporation; Lundin Gold Inc.; New Gold Inc.; Newmont Corporation; Northern Star Resources Limited; OceanaGold Corporation; Pan American Silver Corp.; SSR Mining Inc.; and Torex Gold Resources Inc.

## Decarbonization Approach

Working towards our net-zero ambition, we have outlined three main areas of focus: enhancing energy efficiency, transitioning to advanced technologies and increasing the use of renewable energy. This includes both Agnico Eagle-developed renewable energy solutions and the broader shift toward greater availability of renewables and clean energy in our public and private electricity supplies.

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

In 2024, 55% of our electricity consumption originated from renewable sources (see Figure 8). We expect to further increase this proportion where feasible.

We continue to work to further a supplier engagement program to prioritize decarbonization partnerships, lower our Scope 3 emissions and enhance data availability to improve decision making.

### Energy Efficiency

Since the majority of direct GHG emissions from our operations come from diesel or fuel combustion for vehicles and on-site electricity generation, our decarbonization pathway prioritises technologies that improve energy efficiency while simultaneously decarbonizing our transportation methods and energy supply.

Examples of energy efficiency initiatives in development or implemented include enhanced heat recovery systems, and ventilation-on-demand systems, as well as advanced asset management strategies and analytics to predict and reduce energy consumption. We are evaluating more advanced processes like mechanical cutting, advanced fragmentation, bulk sorting and in-pit crushing and conveying.

Agnico Eagle's digital transformation initiatives also help to identify energy efficiency and climate action opportunities globally. Our Monitoring Operation Centre (MOC) in Quebec demonstrates how increased data availability enhances decision-making and supports energy efficiency and knowledge sharing across sites and regions.

### Technology Transition

Our technology transition projects generally focus on decarbonizing our transportation and material handling methods, including electrifying material handling equipment and using sustainable fuel types.

Agnico Eagle currently operates a large fleet of battery electric vehicles (BEVs) at Odyssey, Macassa, Kittilä and Detour Lake. BEVs have lower GHG emissions, heat, noise and vibration, improving miners' working conditions. At Goldex, we are using a Rail-veyor®, an electrically powered and automated ore handling system to move ore underground and replace the use of conventional diesel haul trucks. We are also trialling renewable diesel to reduce fossil fuel usage at our operations.

### Increased Renewable Energy

One of the most significant opportunities for emission reduction is the adoption of cleaner energy solutions across our operations. At Agnico Eagle, this is based on a collaborative approach, working with governments and communities to not only identify and advance projects, but to also develop a better understanding of what is needed to implement clean and renewable energy at or near our sites, and to identify and advance projects. The purchase of non-carbon emitting electricity, assessing potential for renewable energy such as solar or wind energy, and supporting policies and initiatives that can help lead to a long-term and robust low-carbon public grid are some of the initiatives underway. For example, Pinos Altos leverages power purchase agreements (PPAs) to procure solar-generated electricity, while, since 2023, Kittilä has obtained commercial assurances that 100% of its grid electricity comes from zero-emission sources.

As we move forward, we will continue to pursue technological innovation and decarbonization opportunities across our portfolio. This includes striving to electrify our fleet, increasing the use of renewable energy and making materials handling more efficient.

## Risk Management

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 10) which adopts two primary methods to effectively address the challenges of transitioning to a low-carbon economy: a 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. Findings are compiled in a corporate risk register which serves as a tool for categorizing risks. Each risk is evaluated based on a set of criteria: indicators, potential consequences, probability of occurrence and an overall risk level.

The examples below illustrate some topics that are examined in this analysis.

### Physical Risks

#### Acute:

- Increased frequency and severity of storms
- 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

This risk management approach incorporates scenario analysis and planning as tools in bolstering climate resilience within the Company's business strategy and decision-making processes. This approach aligns with global climate frameworks, such as 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 [2023 Climate Action Report](#).

### New Electric Vehicle Charging Stations at Goldex

Goldex commissioned ten additional electric vehicle (EV) charging points, making EV charging more convenient for employees. This initiative reflects our commitment to environmental consciousness and supports the growing number of EV drivers at Goldex.



# Metrics & Targets

Metrics and targets guide our efforts to execute our climate strategy and help our operations in the pursuit of our net-zero ambition. These targets are driven by both risks and opportunities related to climate change and will help shape the future of our business.

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 (CO<sub>2</sub>e Scope 1 and 2) and Emission Intensity (tonnes CO<sub>2</sub>e per gold oz)**

- Agnico Eagle total emissions (tonnes CO<sub>2</sub>e)
- Agnico Eagle GHG intensity (tonnes CO<sub>2</sub>e/gold oz)

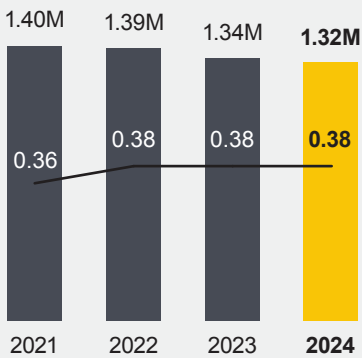
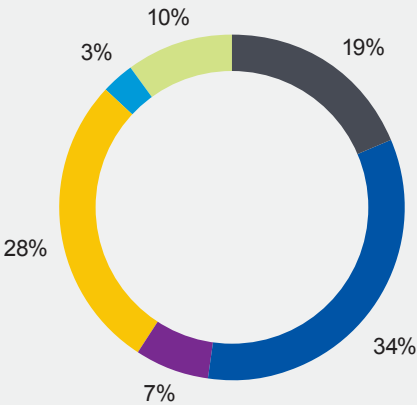


Figure 6

**2024 Proportion of Agnico Eagle Total GHG Emissions (Scope 1 and 2) by Region**

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



## Climate Ambitions



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

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

1. 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.

## GHG Emissions and Intensity Performance

For direct (Scope 1) and indirect (Scope 2) GHG emissions, we measure our performance monthly internally and report annually externally, using both absolute tonnes of GHG (CO<sub>2</sub>e) and GHG production intensity.

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.

In 2024, our absolute Scope 1 and 2 emissions and emission intensity remained relatively unchanged from previous years (see Figure 5). This stable year over year performance in absolute emissions resulted from energy efficiency improvements and optimization efforts across most of our sites, combined with organic growth opportunities that we leveraged to enhance production. Regions such as Australia and Mexico experienced an increase in intensity, primarily due to lower production and increased diesel consumption in Australia. However, this was offset by decreases in GHG emission intensity in regions like Nunavut, Quebec, Ontario, and Finland, driven in part by energy efficiency initiatives in those areas.

As shown in Figure 7, direct (Scope 1) and indirect (Scope 2) GHG emissions for 2024 were 1.32M tonnes of CO<sub>2</sub>e. 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 CO<sub>2</sub>e per oz of gold produced) was 0.38 tonnes of CO<sub>2</sub>e per oz of gold produced globally in 2024.

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 2024 Scope 3 GHG emissions are estimated at approximately 1.94M tonnes of CO<sub>2</sub>e. Most of these emissions (62%) come from the purchase of standard goods and services from carbon-intensive industries such as chemicals, mining services and construction. In 2024, we maintained consistent classification of suppliers based on industry provided in the Exiobase EEIO (v3.8.2) model that follows the International Standard Industrial Classification (ISIC Revision 3.1) system. Additionally, country-specific emission factors were introduced for emission calculations.

Agnico Eagle is among the gold industry leaders in GHG emissions performance. In 2024, ten of our active operations outperformed the industry average<sup>1</sup> for GHG emissions intensity per oz of gold produced, which allows Agnico Eagle to have one of the lowest GHG emission intensities of any senior gold producer.

Figure 7

### 2024 Proportion of Direct and Indirect GHG Emissions (tCO<sub>2</sub>e)

■ Scope 1 ■ Scope 2

■ Purchased Goods and Services ■ Capital Goods ■ Fuel, Energy and Waste  
■ Transportation, Travel and Commuting ■ Downstream

#### Scope 1 and Scope 2 Emissions



#### Scope 3 Emissions



1. Industry average of 0.792 tCO<sub>2</sub>e for Scope 1 and 2 emissions per oz of gold produced, as per S&P Global Market Intelligence 2023.

# Energy Consumption

Agnico Eagle employs a range of energy sources, including electricity, diesel, gasoline, propane and natural gas to fuel our operations. Purchased electricity and diesel constitute the primary sources. The majority of our purchased electricity originates from renewable and low carbon sources, with the energy mix varying depending on location. For instance, some of our more remote sites rely on on-site 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. Starting in 2023, we obtained commercial assurances through Certificates of Origin that 100% of Kittilä's grid electricity in Finland is being sourced from nuclear energy. In Australia, 40% of the grid is powered by renewable energy.

Figure 8

2024 Electricity Consumption by Type

- Renewable electricity purchased from grid
- Non-renewable low carbon electricity purchased from grid
- Non-renewable electricity purchased from grid
- Non-renewable electricity generated on-site

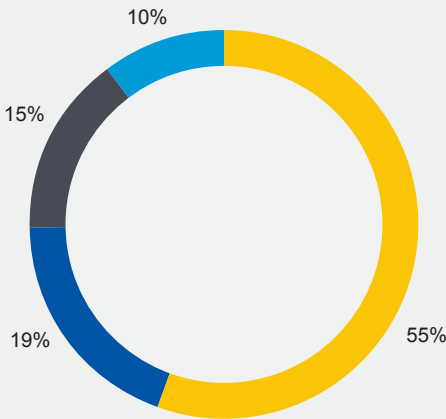
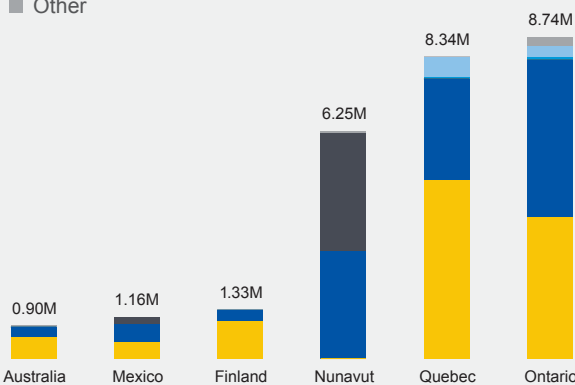


Figure 9

2024 Energy Consumption by Type (GJ)

- Electricity
- Diesel
- Diesel for electricity generation
- Gasoline and light fuel
- Natural gas
- Other



Barnat open-pit,  
Canadian Malartic,  
Quebec, Canada



## Mitigation and Adaptation

We recognize the importance of mitigating potential risks posed by climate change and extreme weather events across our operating 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 use 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. 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 this hierarchy:

**Decarbonize:** Find solutions to reduce carbon emissions at our locations that balance our climate ambitions with our financial framework.

**Includes:** Electrification, operational efficiency.

**Innovate:** Invest in innovative solutions that can scale, reduce our emissions over time and reduce our reliance on offsets.

**Includes:** Renewable fuels, grid shift, future technologies.

**Offset:** Invest in offsets for any emissions that can't be reduced directly through low-carbon solutions that are high quality and deliver community co-benefits.

**Includes:** Carbon offset sourcing strategy focused on locally meaningful action alongside high-integrity credits.

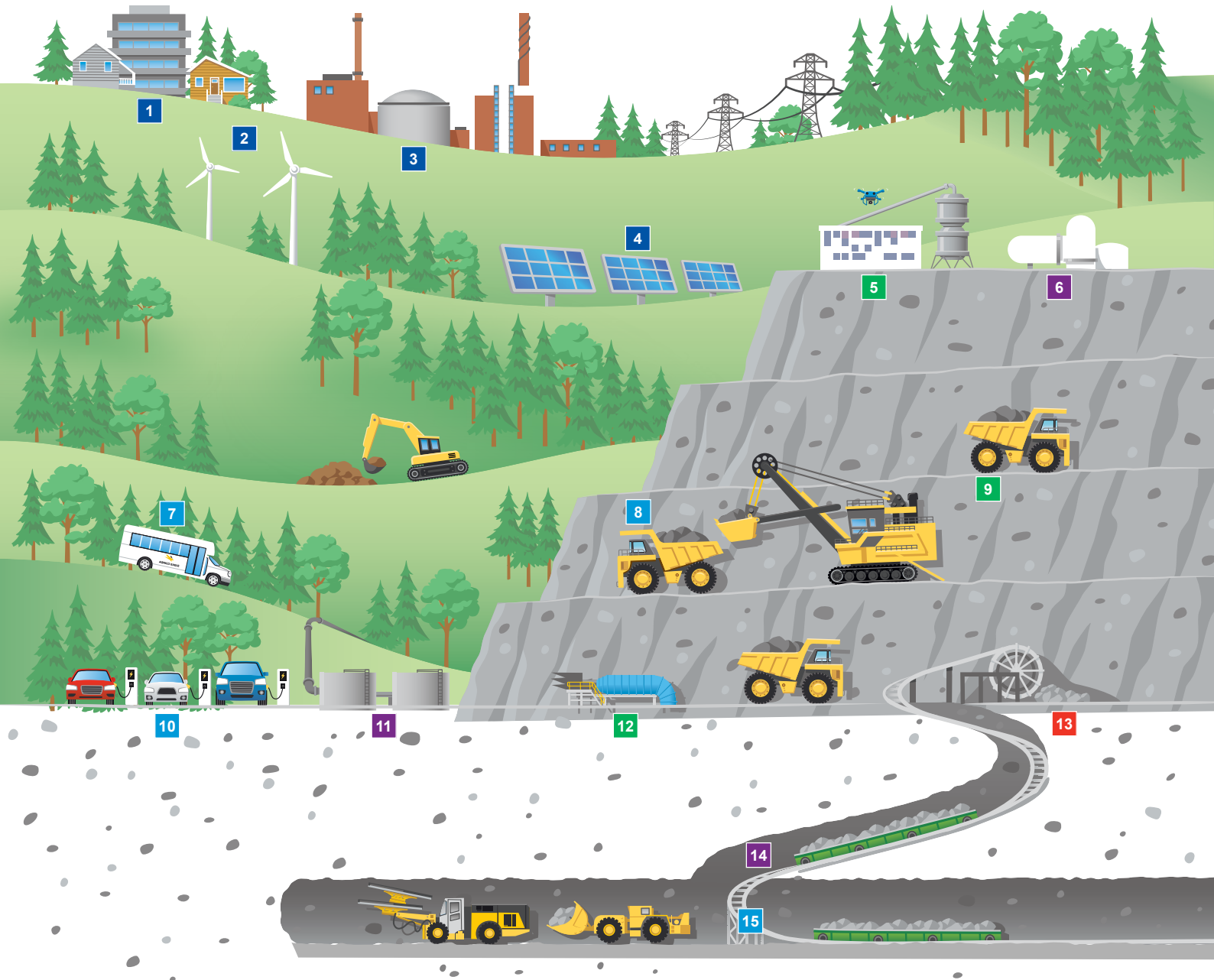
### New Electric Rope Shovel at Detour Lake

One of the Ontario mining sector's biggest electric rope shovels, the Komatsu 4100 XPC is in operation at Detour Lake. This impressive new addition to our fleet – standing nearly 20 meters tall at its highest point – features technology and capacity that will improve productivity, efficiency and safety.



Figure 10  
Agnico Eagle: GHG Reduction Initiatives

- Renewable Energy Projects
- Waste Reduction and Circularity
- Energy Efficiency
- Electrification and Fuel Switching
- Carbon Removal Projects



#### 1. Community Partnership Program

- Fosterville

#### 2. Wind Energy Projects

- Hope Bay

#### 3. Clean Power Purchase Agreement

- Kittilä
- Pinos Altos

#### 4. Solar Energy Projects

- LaRonde
- Pinos Altos

#### 5. Energy Efficiency and Waste Reduction Programs

- Kittilä
- Meliadine
- Meadowbank
- LaRonde

#### 6. Improved Compressed Air Management

- Meadowbank

#### 7. Battery Electric Vehicles

41 vehicles – Current BEV fleet size

- Canadian Malartic
- Odyssey
- Macassa
- Kittilä
- Detour Lake

#### 8. Renewable Diesel Trials

- Detour Lake

#### 9. Tire Longevity Program

- Detour Lake

#### 10. Electric Car Charging

80+ Stations total across all locations

- LaRonde
- Goldex
- Macassa
- Rouyn-Noranda
- Toronto

#### 11. Water System Optimization

- Kittilä
- Hope Bay

#### 12. Ventilation on Demand

- Meadowbank
- Meliadine
- Fosterville
- Goldex

#### 13. Carbon Mineralization Research

- Detour Lake

#### 14. Improved Heat Recovery

- LaRonde
- Meadowbank
- Meliadine
- Kittilä

#### 15. Railveyor™ System

- Goldex

# 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 effectively 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 an important aspect of 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](#) sets out our commitment to manage water 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-economic 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 water management practices for governance, modelling, infrastructure design and construction and monitoring. The Standard has provisions in place to ensure our operations monitor and mitigate impacts on freshwater sources which includes developing site-specific

water management strategies that prioritize the conservation of fresh water by reducing, reusing and recycling water. The Standard is applied across the organization.

An Operational Water Management Framework was implemented for all operating sites and select non-operating sites in 2023. The Framework identifies 25 criteria required for a robust operational water management system. Each criterion has an associated scoring matrix to measure the various levels of implementation and provide a roadmap for continuous improvement. In 2024, action plans were developed based on site-led assessments using the Framework. The action plans have been implemented with the target of achieving conformance with minimum standards defined in the Framework and Standard, and to advance towards water management excellence where opportunities exist.

Updates to the Standard were drafted in 2024 to reflect minimum standards laid out in the Framework and to support continuous improvement initiatives. The update provides a refined approach to integrated water management, with particular emphasis on risk-based approaches. The Standard is being finalized and is expected to be rolled out in 2025.

## 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 meet regulatory requirements and mitigate potential environmental impacts on local water bodies and ecosystems.

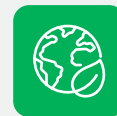
Quebec Regional  
Exploration team  
member in the field,  
Quebec, Canada

### Analyst Corner

GRI 303-3, 303-4, SASB EM-MM 140a.1

MT

## Connecting Tradition and Conservation



This past summer, Elders from Whale Cove and Rankin Inlet joined Agnico Eagle staff at Pistol Bay Falls for an on-the-land engagement, where the focus of the gathering was on supporting the safe passage of Arctic Char, a fish species vital to the region's ecosystem and culture.

Arctic Char migrate between the ocean and fresh water, with Pistol Bay Falls serving as a crucial point in their upstream journey to spawn. The Elders, chosen for their deep knowledge of the area, shared valuable insights on facilitating this critical passage.

Among the attendees were respected community members, including Barney Tootoo and Lewis Voisey, who have strong family connections to Pistol Bay, and representatives like Sam Arualak, Robert Enuapik from the Whale Cove Hunter and Trapper Organization (HTO),

and David Kritterdlik, Agnico Eagle's Qaujimajatuqangit (IQ)/Wildlife Advisor. Their experience offered important perspectives on the connection between the land, water and the Arctic Char's role in maintaining the delicate balance of the local ecosystem.

For Barney and Lewis, the visit held personal significance, reconnecting them with a place deeply tied to their heritage.

The Elders expressed gratitude for the opportunity to return to Pistol Bay and offer their expertise. Their contributions will be instrumental in shaping future conservation efforts to preserve this natural area and ensure Arctic Char continues to thrive and endure for generations.



## Water Availability and Use

Natural water inflows and surface water accumulation from precipitation and runoff occurring at our operations in Canada and Finland represents more than 90% of the water managed by the Company. Water is scarcer in the regions where we operate in Mexico and Australia, requiring targeted water conservation efforts to support local resources and community needs. According to the WRI Water Risk Aqueduct Tool, Pinos Altos (Mexico), La India (Mexico) and Fosterville (Australia) are classified as having high or extremely high baseline water stress.

Our operations in these regions have initiatives in place to optimize water collection and consumption, including rainwater collection systems and water recycling programs.

In Mexico, La India continues to recycle surface contact water in place of using fresh water for processing activities. To support this effort, improvements to water collection and storage infrastructure were made in 2024. At Pinos Altos, 100% of greywater continues to be treated and recycled on-site in order to reduce freshwater consumption.

Fosterville's water management strategy focuses on containing, storing, reusing, and managing all water generated on-site. A mine water treatment plant currently treats two million litres of mine water per day, significantly reducing the consumption of fresh water.

## 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 and creates opportunities to mitigate COI concerns and collaborate on regional sustainability goals.

We engage with regulators to adapt to, and comply 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.

Kittilä and the local water management company are collaborating 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 2024, Goldex began participating in the *Survól Benthos* program, which aims to assess the health of small streams using benthic macroinvertebrates as biological indicators. Additionally, since 2019, the Goldex environmental team has been part of the Watershed Organization of Abitibi-Jamésie (OBVAJ) working group, that discusses regional issues, water plans and strategies.

Aerial view of the  
landscape near  
Rankin Inlet,  
Nunavut, Canada

## 2024 Key Water Stewardship Activities

- **Updated site water balance and water quality models across the organization** – This allows improved identification and mitigation of water management risks and supports optimization of our long-term water management strategy.
- At Macassa, a study was initiated to evaluate the impact on the milling operations by reducing freshwater inputs and supplementing with recycled water.
- Fosterville continued to focus on improving mine water recycling and reducing reliance on municipal water. Efforts to increase evaporation on site to optimize the water balance also advanced throughout the year.
- Kittilä worked to reduce their reliance on fresh water from the Seurujoki River by replacing fresh water with mine dewatering water.
- Meadowbank made advancements to optimize the water management strategy as part of closure planning. These efforts included hydrodynamic modelling, field trials to understand passive water treatment opportunities, and identification of risk mitigation opportunities to be implemented prior to closure.

## 2024 Key Water Stewardship Challenges

- **Robustness and Adaptability** – Developing robust water management systems which are able to adapt to the changing climate trends and extremes. Our Operational Water Management Framework assisted in managing this challenge through its requirements for a water balance and water quality model, including long-term predictions under climate change scenarios.
- **Water Management Infrastructure Standardization** – Following recent acquisitions, we have a variety of water management infrastructure designs across the organization. In 2024, we focused on understanding the differences and similarities to address gaps and leverage opportunities identified during our review.
- **Governance Integration** – We have made improvements in our governance approach for water management, including updating and developing a standard, framework, and minimum requirements. However, integrating these new practices while meeting operational demands remains a challenge.



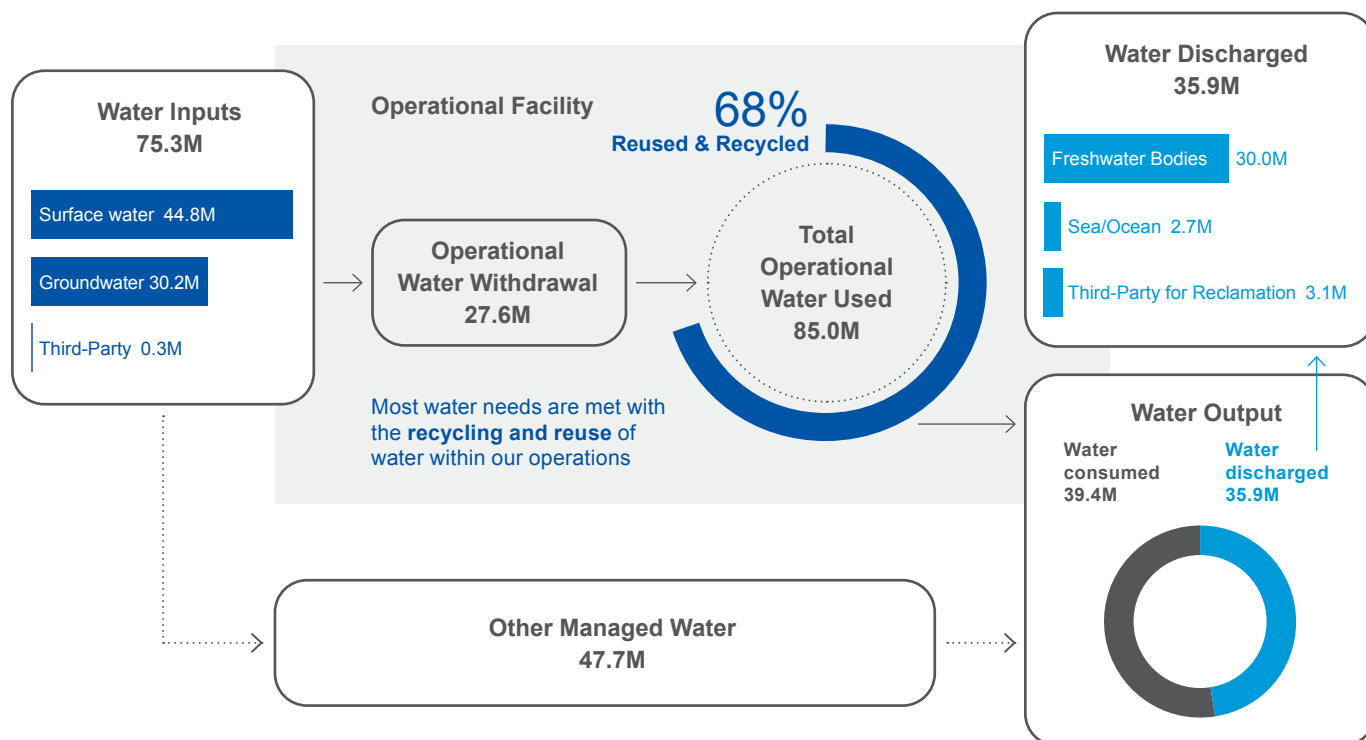
## Performance and Metrics

Water metrics are tracked across all our operational sites. The overall water balance for the Company, set out 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 geography, as well as the design of mining operations.

Figures 12, 13 and 14 set out water withdrawn for operational demands, water recycled and water consumption intensity for Agnico Eagle. The overall decrease in water recycled and increase in water withdrawn for operation demands over the last couple of years is due to the addition of Canadian Malartic which predominantly uses water from the dewatering of the mine to meet operational needs. Water consumption intensity varies as water storage and discharge needs do not follow a yearly cycle. Consumption per oz of gold continues to increase as the average gold grade produced declines and we continue to increase production from open pit facilities. For facility-level results consult our [Sustainability Performance Workbook](#).

Figure 11

### Water Balance (m<sup>3</sup>)<sup>1</sup>



1. For definitions of all water metrics, see our [Sustainability Performance Workbook](#).



Figure 12

Total Operational Water Withdrawn (m³)

- High Socio-Economic Value¹
- Low Socio-Economic Value²

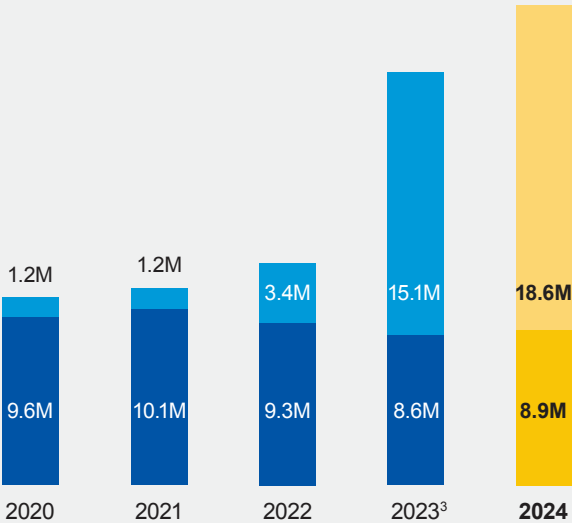


Figure 13

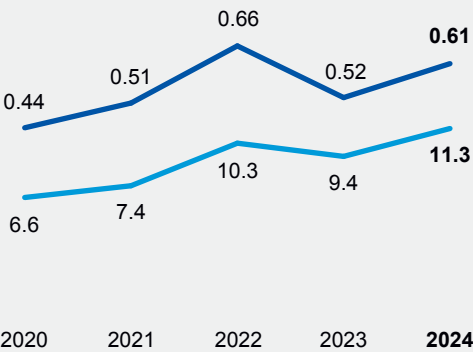
Water Reused and Recycled (%)



Figure 14

Water Consumption Intensity

- per gold oz (m³/oz)
- per tonne of ore processed (m³/tonne)



1. 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.

2. 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.

3. The increase in 2023 is due to the integration of Canadian Malartic in our data.

# 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 pursue opportunities to optimize use while meeting environmental protection requirements.

## Analyst Corner

SASB EM-MM-540a.2, SASB EM-MM-150a.10

MT

## Canadian Malartic Progressive Closure



Progressive closure of tailings facilities (TSFs) offers several advantages such as:

- **Environmental Stewardship:** Progressive closure can help reduce environment impacts including by reducing the risk of contamination and improving air-quality by eliminating a source of dust.
- **Cost Efficiency:** Implementing closure activities gradually can spread cost over time and reduce long-term maintenance costs. Additionally, the work can be completed with Agnico equipment and employees.
- **Enhanced Monitoring and Adaptation:** Ongoing closure activities allow for monitoring and the ability to adapt strategies based on observed outcomes. This can lead to more effective and efficient closure practices.

In 2022, the environment team at Canadian Malartic set out to progressively cap their tailings cells, which had been identified as having Potentially Acid Generating tailings, with Non-Potentially Acid Generating (NPAG) tailings and simplify the final cover option for the TSF closure. This process also optimized the tailings deposition capacity before the TSF end of life.

In collaboration with other teams at the mine, the operation adjusted the feed at the mill based on geochemistry and implemented a monitoring program to ensure the required neutralization targets were met.

As the next step in this initiative, and contributing to the progressive closure of the facilities, Canadian Malartic began placing NPAG waste rock on top of the non-active tailing cells during winter 2024 to reduce dust generation from the NPAG tailings during high wind and freeze-dry periods.



## Tailings Management

Agnico Eagle has strong governance for the management of our Tailings Storage Facilities (TSFs) to ensure, whether operating or closed, we meet or exceed regulatory requirements.

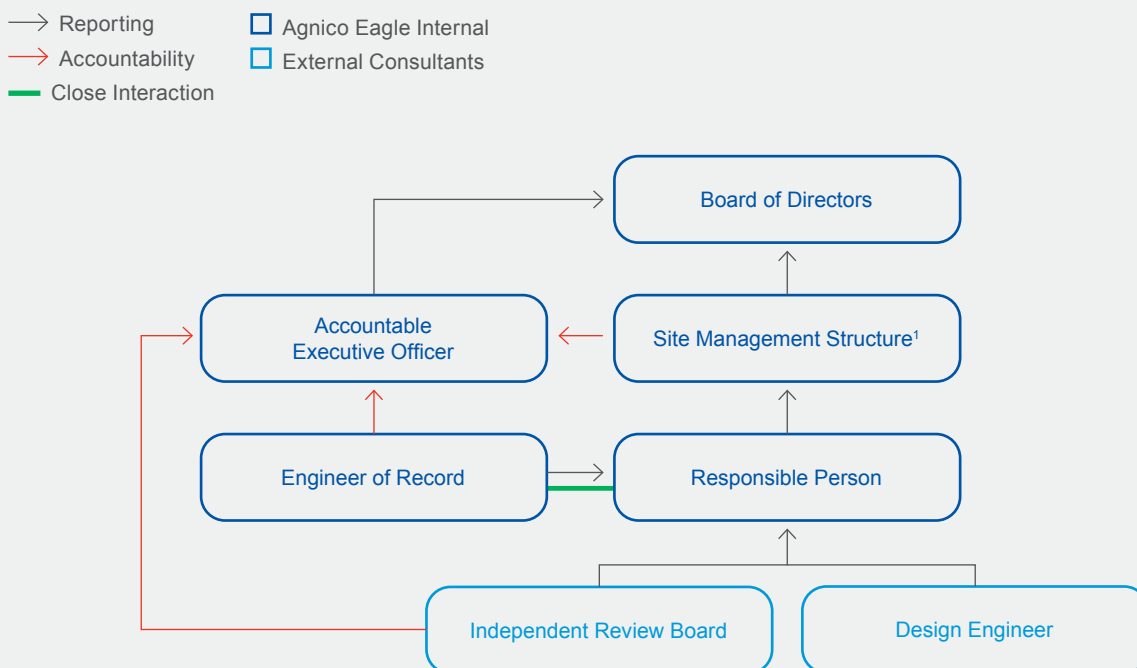
We are committed to the safe and responsible management of our TSFs and to continually improving the management of our facilities through developing and incorporating best practices. Implementation of our internal governance for Critical Infrastructure, including the definition of specific roles and responsibilities for tailings management, began in 2017 and has continued to expand to cover all operations whether self-built or acquired. Our Accountable Executive Officer (AEO) reports to the Board of Directors annually on the compliance of TSFs to regulatory requirements and guidelines; as well as on whether each operation has the resources and budget to continue to meet or exceed these standards. Independent Review Boards (IRB), composed of external, highly reputable and competent individuals with tailings management expertise, are in place for all Agnico Eagle operations. A Responsible Person (RP) and Engineer of Record (EoR) is assigned to each Agnico Eagle operating and legacy sites.

We recognize the important role of both our internal and external experts and the competence they bring to this critical work. In 2024, IRB reviews took place at all operations.

Our [2023 Tailings Summary Report](#) included an updated quantitative risk assessment of our infrastructures at Agnico Eagle properties as of January 1st, 2024. An updated Tailings Summary Report is expected to be published in 2025.

Figure 15

### Governance Structure for Critical Infrastructure at Agnico Eagle



1. Includes the reporting structure of Operation General Manager to Regional Vice-President to Chief Operating Officer to Chief Executive Officer.

## Waste and Materials Management

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 on-site facilities. All waste disposal and recycling programs are compliant with local regulations.

Many sites have implemented programs to reduce waste and increase recycling and composting on site. In 2024, Fosterville was able to re-establish a recycling outlet for waste timber, through engagement with local businesses. This resulted in over 100 tons of scrap timber being diverted from landfill. Goldex implemented a new cardboard press to optimize the collection of recyclable material underground. Kittilä reused a larger number of used cable reels thanks to a more thorough condition assessment, which helped to reduce the total amount of waste.

At LaRonde, the contaminated part of tanks at LZ5 was removed by sandblasting so that the metal could be recovered without being managed as hazardous material and without risks to health and safety or the environment. The site also made many improvements to facilitate and optimize the sorting of residual hazardous materials. New bins have been provided for materials covered by the *Société de Gestion des Huiles Usagées (SOGHU)*.

We work in collaboration with local communities to support waste management and reduction initiatives. In 2024, Pinos Altos launched a program to help mechanic workshops in nearby communities properly dispose of hazardous waste, specifically used oil, through an authorized company. This initiative, driven by the interest of workshop owners and workers, aims to prevent soil and water contamination. Currently, six workshops in Cahuisori, Baquiriachi, Basaseachi, and Yepachi benefit from this program. Pinos Altos has also provided infrastructure for storing used oil in Baquiriachi, which serves as a temporary collection facility. By the end of 2024, over 3,000 litres of used oil were safely disposed of, protecting local biodiversity.

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

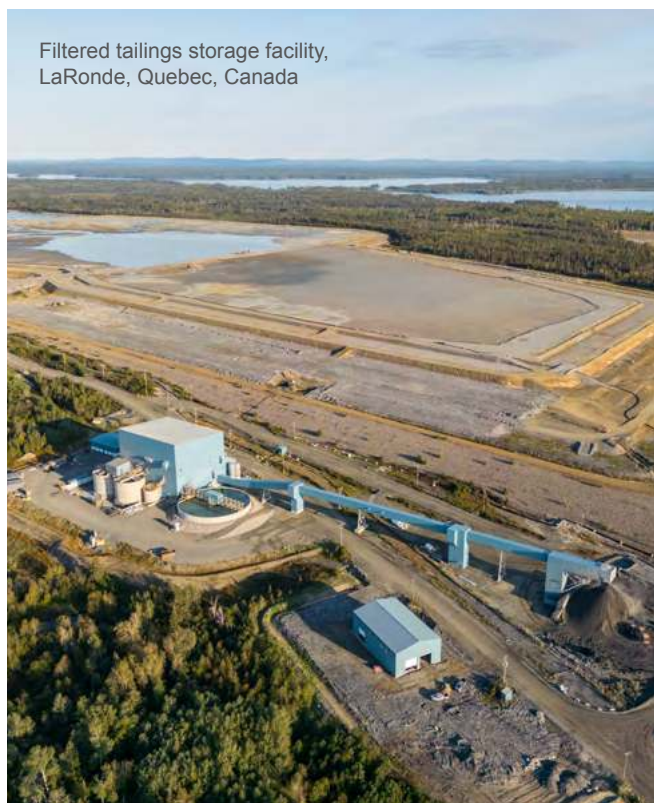
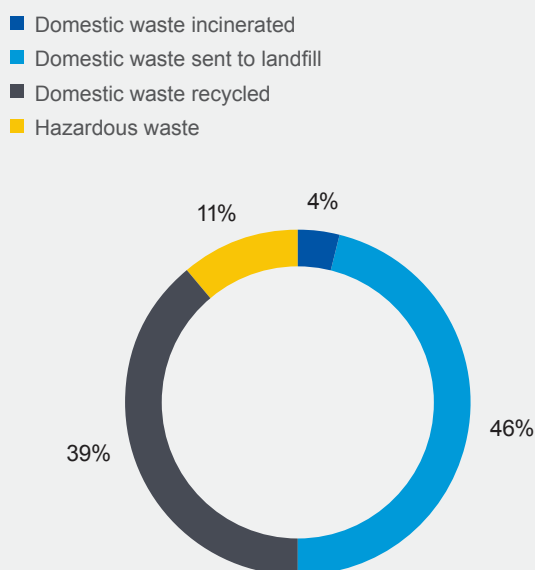


Figure 16

### Percentage of Non-Mineral Waste Generated by Type



# Circular Economy

A circular economy approach to mining offers clear environmental and economic benefits by reducing waste, extending the life of resources, and creating opportunities to reuse equipment and materials. Over the years, many of our operations have integrated these practices into their day-to-day operations and opportunities for reuse of material and equipment are evaluated as part our closure processes.

Examples of circularity in our operations:

| Re-using Waste                                                                                                                                                                                                                                                                                                                | Increasing Equipment Longevity                                                                                                                                                                                                                                    | Re-using and Repurposing Equipment                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>All our operations find opportunities to reuse waste rock mined by using it as material in construction or backfill underground or in pits.</p> <p>For example, Pinos Altos uses 30% of filtered tailings to create a high-resistance paste for backfilling underground cavities, enhancing mine stability and safety.</p> | <p>At Detour Lake, Agnico Eagle has partnered with Kal Tire to repair tires at site rather than purchasing new tires. This approach successfully prevented 2,050 tonnes of carbon dioxide emissions and avoided the use of 44 thousand litres of oil in 2024.</p> | <p>When the Lapa mine closed in 2020, 95% of mobile equipment was transferred to LaRonde and the remaining items were either sold or dismantled for recycling.</p> <p>Fosterville has a recycling program in place for issued uniforms, with a dedicated collection service on-site. The clothing is sent to a textile recycler in Melbourne, where it is repurposed as yarn for use in new products.</p> |



Quebec Regional  
Exploration team  
member in the field,  
Quebec, Canada

# 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, contributing to the training of highly qualified personnel who will become the workforce of tomorrow.

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
- An Industrial Research chair with the University of Toronto on mine water treatment with freezing technology
- 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
- A project with the University of Queensland to support ongoing rehabilitation in the Northern Territories, Australia

## Key Research Areas

|                         |                                                                  |              |                                    |                                                           |
|-------------------------|------------------------------------------------------------------|--------------|------------------------------------|-----------------------------------------------------------|
| Restoration and Closure | Characterization and treatment of contaminants in mine effluents | Revegetation | Valorization of tailings and waste | Integration of climate change mitigation into mine design |
|-------------------------|------------------------------------------------------------------|--------------|------------------------------------|-----------------------------------------------------------|



Tailings storage facility,  
Meliadine, Nunavut

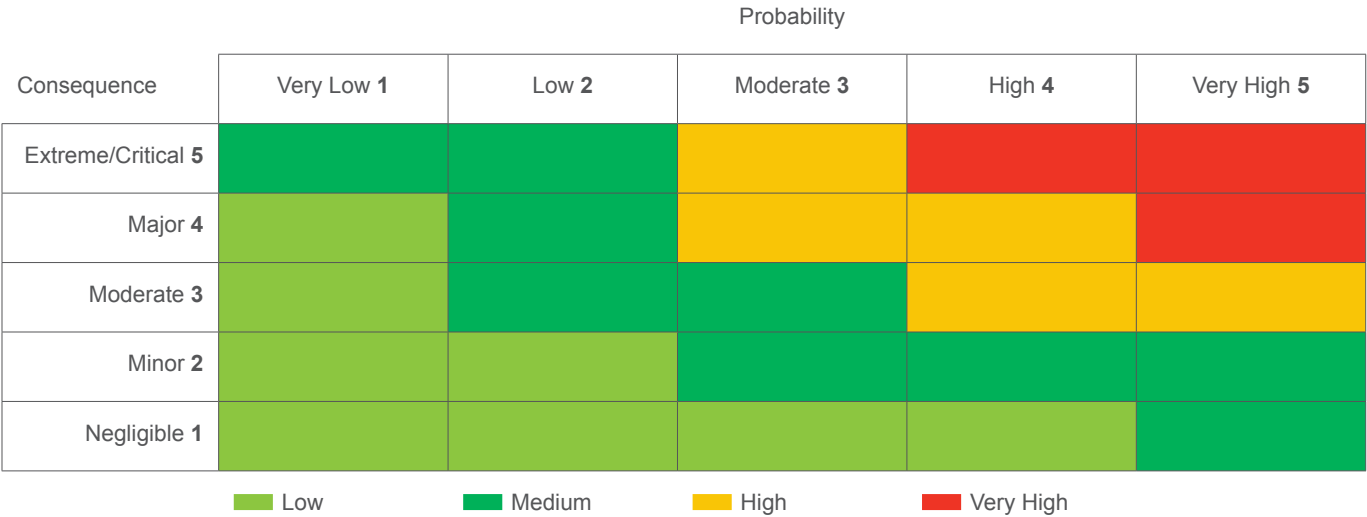
# Environmental Compliance

Environmental impacts are managed through our RMMS. Activities that can have environmental impacts are identified and assessed; while relevant control measures are implemented, maintained and verified. Emergency response plans are developed and tested and environmental incidents are reported.

Each operation has a dedicated environment department that ensures environmental impacts and incidents, as well as potential incidents, are managed according to approved procedures. Incidents are categorized (e.g. spill, dust exceedance, etc.) and evaluated in terms of consequence and probability, according to a 5×5 matrix (see Figure 17). The consequence, from negligible to extreme/critical, is defined by assessing the severity of impacts on the ecosystem, land use, and 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 zero significant incidents at our operations in 2024.

There were six incidents of regulatory non-compliance<sup>1</sup> notices across the organization: Meadowbank (2), Macassa (1), Hope Bay (1), LaRonde (1), Fosterville (1). Most of the non-compliances were related to water management. The other incidents were related to fuel handling and air quality. All incidents were investigated. Mitigation measures and corrective actions were implemented as necessary. None of these incidents caused significant adverse effects to the environment or resulted in a penalty or fine.

Figure 17  
Consequence and Probability Matrix



1. Notification or warning letter sent by a regulatory authority notifying the operation of an exceedance or non-compliance with local environmental regulatory limits and/or permit requirements.

# Air Quality, Noise and Vibration

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 reduce impacts on employees and, where applicable, local communities and fauna. We are committed to keeping local communities informed about the timing and extent of activities they may experience (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.

## 2024 Key Air Quality, Noise and Vibration Activities

- Kittilä installed a sprinkler system on transportation roads to enhance the irrigation of the roads to prevent dusting.
- Meliadine monitors dust at their TSF and evaluates different dust reduction solutions. In 2024, they installed wind fences, used dust suppressant, and applied a rock cap to the TSF surface. Leading and lagging indicators continue to be identified to facilitate dust management and establish dust abatement strategies.
- Fosterville has expended its air quality monitoring program by acquiring and installing an additional Ambient Air Quality Monitoring System Dust Sentry Pro unit. The site now has six continuous air quality monitoring units. The units record total suspended particles data to a cloud system which can be accessed live, supporting Fosterville's proactive approach to air quality management.
- Canadian Malartic has implemented noise monitoring stations in the neighbouring town and installed noise barriers for activities that may not otherwise meet noise level requirements.

## 2024 Key Air Quality, Noise and Vibration Challenges

- Dust management from filtered tailings facilities remains a challenge resulting in increased monitoring and abatement measures at these facilities.
- Seismicity related to mining activities is an on-going challenge at our underground mining operations, notably LaRonde, Goldex and Fosterville, that are in proximity to neighboring communities.



Acoustic wall and silencers help reduce noise levels of ventilators at LaRonde, Quebec, Canada

# 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 reduce 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 can 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. Development of the closure plan is initiated in the early phases of a project, where possible, and undergoes continuous improvement throughout the mine life. Progressive reclamation is implemented where possible. We engage local communities, governments and other stakeholders and seek to reduce impacts and maximize benefits whenever possible.

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

Agnico Eagle is developing a Corporate Standard on Mine Closure. This document will provide the minimum expectations for Agnico Eagle operations with respect to closure activities and aims 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 the calculation and update of closure costs; and
- Minimize potential negative impacts and identify opportunities associated with closure.

Based on industry leading practices, this Standard will define minimum expectations to reduce closure risks and build upon opportunities to:

- Integrate closure planning at all stages of mine life, including exploration, project assessment, facility design, permitting, and operations
- Set site-specific objectives to achieve agreed post-closure land uses
- Protect public health and safety
- Minimize social and environmental impacts
- Integrate feedback from neighbours, municipalities and Indigenous communities into closure plans
- Incorporate climate change considerations
- Plan for social and workforce transition
- Incorporate innovation
- Sustain continuous improvement
- Support closure with robust financial planning

## 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 forums related to mine closure throughout 2024, including:

- Ontario Mining Association (Innovation and Mine Closure)
- Environmental Committee of the Québec Mining Association
- Mining Association of Canada (TSM, Mine Closure)
- North American Mine Closure Working Group
- International Network on Acid Prevention Working Groups
- University and Research partnerships

## 2024 Key Closure and Remediation Activities

- **Cobalt Property:** Continued reclamation of historical mining features, collaboration with the Cobalt Historical Society continued and information signs about rehabilitation trials and bat gates were designed for the Cobalt Heritage Trail.
- **Lapa:** Continued closure activities. Final earthworks and revegetation at Lapa are planned over 2025 and 2026.
- **Canadian Malartic:** Continued progressive closure with the installation of a non-potentially acid generating (NPAG) waste rock cap on inactive tailings cells.
- **Detour Lake:** Completed progressive reclamation and restoration research for the completed waste rock storage facility areas and focused on practical cover designs for key tailings management area.
- **Fosterville:** Completed backfilling of Sharkey's Pit at Fosterville to manage closure and meet community commitments. Revegetation of Sharkey's Pit is planned for 2025.
- **La India:** Continued pre-closure studies focused on site characterization and development of closure strategies as a step toward final closure design.
- **Meadowbank:** In anticipation of transitioning from operations to active closure, closure concepts and opportunities for progressive closure were reviewed to optimize costs and work planning.
- **Pinos Altos:** Revegetation activities continued at El Castor Rockfill Storage Facility. Red Oak, White Pine and other native seeds are grown in the site's greenhouse and collected to be planted during reclamation activities.
- **Timmins East Mines:** This region is comprised of six mines which ceased operations between 1968 and 2020. In 2024, we commenced planning for final closure of the Taylor mine. Planning for progressive closure and risk reduction works advanced for Holt and Holloway, Aquarius, Hislop and Kirkland Minerals and activities will begin in 2025. Work is ongoing to complete risk assessments and progressive reclamation plans.

## 2024 Key Closure and Remediation Challenges

- **Abitibi region:** Nine legacy properties have been acquired by Agnico Eagle as a result of recent acquisitions. These properties have limited historical data and 2024 was a period of investigation and risk-based prioritisation for these properties.
- **Water management:** In 2024 and 2025, Agnico Eagle is focused on aligning water management strategies with closure objectives. Capitalizing on opportunities during operations is important to supporting efficient and effective closure.
- **Integration of closure into operations planning:** With sites at different stages of their mine life and the addition of properties over recent years, a diverse set of closure approaches exist across Agnico Eagle's operations. In 2025, we aim to address this by implementing a Corporate Closure Standard that will standardize these approaches through a robust governance framework, and ultimately, integrate closure management throughout all aspects of our projects, operations, legacy sites, and company culture.

# 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. We adapt our biodiversity management approach to the unique circumstances of each region. 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 aligned with TSM's Biodiversity Conservation Management Protocol. In the coming years we will review our biodiversity approach to ensure consistent application of best practices across the Company while continuing to meet our TSM commitments.

## Key Components of Our Biodiversity Approach

### Identify and Categorize

An important part of protecting and preserving biodiversity is building the knowledge base about species to inform biodiversity efforts and management plans. This can support positive outcomes for the local area and the overall species.

We work to gather 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 a 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 [Sustainability Performance Workbook](#) available on our website.

All 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 technical review of information, data to be considered in a broader scale and exposure 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/state and national academic research programs.



Agnico Eagle Mexico's Environmental team, together with volunteers from Pinos Altos and neighbouring communities, reforested 2,000 trees in El Tepozán, an area previously damaged by a forest fire. This achievement far exceeded the initial goal of planting 100 trees. These efforts help to mitigate desertification, highlighting our dedication to environmental restoration and community collaboration.

Mitigation

As per our [Sustainability Policy](#), we aim to mitigate the impacts of our activities on the environment, and support its viability and diversity. By using the mitigation hierarchy, we can support this vision.

|              |                                                                                         | Examples                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Avoid        | Avoid creating negative impacts on biodiversity from the outset of the project          | Meliadine's Terrestrial Environment Management and Monitoring Plan (TEMMP) provides that during caribou migration, traffic on the All-Weather Access Road at Meliadine is suspended when a herd of 50 or more caribou are within 100m of the road. A similar protocol applies to muskoxen, requiring suspension of traffic when ten or more are within 100m of the road, although this scenario is rarely encountered at the mine. |
| Minimize     | Minimize negative impacts on biodiversity                                               | In Finland, reindeer health is considered when planning mining activities by mitigating the disturbance to their movement in collaboration with the local herders by building bridges for reindeer to cross ditches and funding tracking collars for studying their movements in the area.                                                                                                                                         |
| Rehabilitate | Rehabilitate or restore negatively impacted ecosystems                                  | Goldex planted milkweed seeds after some deforestation work was done on site.                                                                                                                                                                                                                                                                                                                                                      |
| Offset       | If an ecosystem cannot be restored, offset impacts by restoring other degraded habitats | As part of Macassa's planned 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.                                                                                                                                                                                                  |



Caribou, Kivalliq region,  
Nunavut, Canada

## Regional Initiatives

### Quebec

In 2024, Goldex completed an inventory of pollinating species in collaboration with *Abeilles Citoyennes*. They also planted milkweed seeds at the entrance of the mine and closed unused forest roads to reduce disturbance for the Woodland Caribou. LaRonde and Canadian Malartic also have initiatives in place to support pollinators. Canadian Malartic distributed seeds from pollinator-attracting flowers to employees and Malartic citizens and LaRonde planted pollinator-attracting plants on site.

### Finland

Kittilä has an extensive program for monitoring the mine's impacts on biodiversity and the environment. The mine's closure plan includes a target goal of no net-loss regarding biodiversity in the post-operation phase. The mine has started pre-closure studies regarding the tailings storage facility cover landform design in 2024.

### Mexico

Pinos Altos has a reforestation initiative using locally collected Prickly Pear seeds. These seeds are harvested after the rainy season and placed in "Life Capsules," which are distributed in hard-to-reach areas using specialized devices. This method reduces risks to employees involved in planting and promotes sustainable revegetation. Additionally, 32 employees planted 352 trees at Creston Mascota to support revegetation, and volunteers from Pinos Altos and the local community planted 2,000 trees in El Tepozán, a community that was affected by a forest fire. In 2024, La India donated the conveyor belt used in the crushing circuit to the Livestock Association of the Sahuaripa community for making drinking water troughs for livestock.

### Nunavut

Both Meliadine and Meadowbank have TEMMPs that identify potential effects of mining operations to wildlife and wildlife habitat and implement measures to mitigate any effects. The Terrestrial Advisory Group (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. Through discussions with the Meadowbank TAG, an updated caribou protection protocol was developed incorporating IQ and TK for the spring migration of 2024. Preliminary results show positive community and regulatory feedback, as well as good operational results. The pilot project will continue for three more years to further evaluate the performance of the protocols.

In 2024, Agnico Eagle consulted the Kivalliq Wildlife Board and the community to design a community-based shellfish monitoring program. The program cooperates with existing or new community-based monitoring programs and considers incorporating them into Agnico Eagle's monitoring initiatives. Once the program is established, and with sufficient capacity, it would be maintained by the community.

### Ontario

In 2024, Macassa implemented an Internal Environmental Permit process on site, which requires any work or project to complete an internal form in collaboration with the Environmental Department, prior to any work being done. This process, which also includes regular inspections throughout the life of a project, ensures that the hierarchy of mitigation is followed regarding any potential impacts to biodiversity on site.

In 2024, Detour Lake finalized a Biodiversity Management Plan to establish the requirements for the management of biodiversity at the mine site. The plan was developed, in consideration of MAC'S TSM Initiative and Biodiversity Management Protocol, and the RGMP. The plan is currently being implemented on site.

### Australia

In the Northern Territory, 60 large Moxy tires were donated to local farms to be repurposed as salt feeders for cattle or, when stacked together, as retaining walls to reduce surface runoff and prevent soil loss.

Fosterville continued supporting 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 work.

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.

#### Analyst Corner

SASB EM-MM-160a.1

MT



# Social



\$1.36B

Paid in Employee  
Wages and Benefits

see page 94 to learn more

**In this section**

|                           |    |
|---------------------------|----|
| Security and Human Rights | 71 |
| Our Workforce             | 73 |
| Community Engagement      | 84 |
| Indigenous Relations      | 90 |
| Benefit Footprint         | 94 |

# Security and Human Rights

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 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.
- 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 80), health, safety and security (see page 27), discrimination (see page 74), environmental impacts (see page 39) and rights of Indigenous Peoples and other communities (see page 90).

The Executive Vice-President, Sustainability, People & Culture is the executive responsible for human rights due diligence. The senior management team (page 19) is directly responsible for overseeing the application of human rights due diligence in their respective disciplines. Mine General Managers and Project 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 Agnico Eagle's [Sustainability 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](#) requires all suppliers, whether providing goods or services, to uphold the highest standards of human rights and to treat their workers and contractors with dignity and respect. Protection of human rights is managed through our RMMS which incorporates the Responsible Gold Mining Principles (RGMP), Towards Sustainable Management (TSM) protocols and the Voluntary Principles on Security and Human Rights (VPSHR).

Agnico Eagle evaluates the effectiveness of our 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 101), employee grievance mechanisms (page 80) and community grievance mechanisms (page 88).

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 [World Gold Council Conflict-Free Gold Assurance Report](#).

As required under Australia's *Modern Slavery Act 2018* and Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, we published a [Modern Slavery Report](#) that outlines the actions undertaken to mitigate modern slavery risks in our operations and supply chains and to ensure transparency.

**In 2024, key activities related to human rights included:**

- Update of the security and human rights risk assessments at sites subject to external integrated audit (LaRonde, Goldex, Canadian Malartic, Meadowbank, Pinos Altos, La India and Kittilä).
- External third-party assurance of alignment with the VPSHR for the sites subject to external integrated audit in 2024.
- Development and implementation of Modern Slavery awareness and training modules for security and management teams.
- Extension of mandatory VPSHRs training, including Modern Slavery awareness, to Agnico Eagle's exploration teams.

## Human Rights Training and Awareness

Agnico Eagle is a member of the Working Group on the VPSHR, 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 employees and contractors through mandatory induction training. Additionally, all security personnel undergo 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 VPSHR 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 our operations. Security departments continue to be actively engaged in communicating the importance of complying with the VPSHR to local private security guards and public security, notably at Mexican sites.

## Artisanal Mining

In 2024, none of Agnico Eagle active mining operations were impacted by artisanal or small-scale miners (ASM). We recognize that ASM is a material issue for the gold industry in specific regions, 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

SASB EM-MM-210a.3

MT



# Our Workforce<sup>1</sup>

## Nunavut

Total: 3,681  
Contractors: 45%  
Female: 14%  
Local<sup>2</sup>: 11%

## Ontario

Total: 4,126  
Contractors: 29%  
Female: 15%  
Local: 68%

## Quebec

Total: 5,557  
Contractors: 40%  
Female: 16%  
Local: 95%

## United States

Total: 13  
Contractors: 31%  
Female: 11%  
Local: 100%

## Mexico

Total: 1,622  
Contractors: 14%  
Female: 15%  
Local: 57%

## Sweden

Total: 11  
Contractors: 45%  
Female: 17%  
Local: 100%

## Finland

Total: 1,004  
Contractors: 51%  
Female: 17%  
Local: 93%

## Australia

Total: 874  
Contractors: 20%  
Female: 15%  
Local: 87%

# 16,887

Total Workforce

# 15%

Female Employment

# 646

Indigenous employees

Figure 18

### Workforce by Employment Type

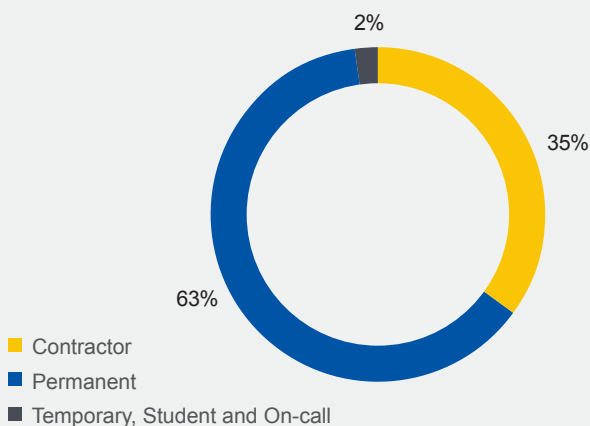
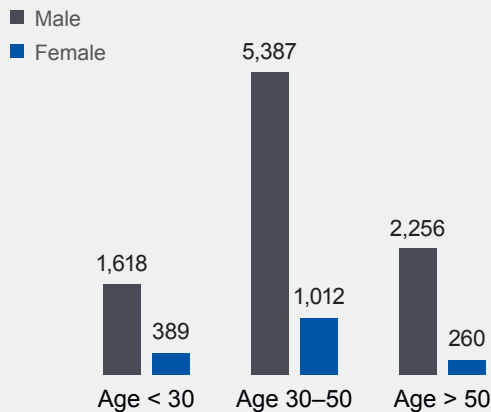


Figure 19

### Agnico Eagle Employees by Age and Gender



1. There are limitations in our current data systems to fully capture all forms of gender expression across the Company for workforce and pay gap reporting.

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

# Diversity, Equity and Inclusion

The Company complies with applicable laws in each jurisdiction in which it operates, and makes human resource related decisions on the basis of merit. Diversity, Equity and Inclusion (DEI) is encompassed by 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 approach and responsibilities, including treating each other 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](#).

Our long-term strategy is based on employee feedback from surveys, available data and other feedback mechanisms, both formal and informal and covers three key pillars:

## Our DEI Pillars

### Equitable and Inclusive Workplace Practices

- Completed Towards Sustainable Mining’s Equity, Diversity and Inclusion Protocol gap analysis, with an action plan identified to work towards compliance.

### Develop Inclusive Leadership

- Launched a comprehensive Diversity, Inclusion and Equity training program in Canada to foster a diverse, inclusive and collaborative workplace. This training features three online training modules:
  - Diversity, Equity and Inclusion
  - Microaggressions
  - Unconscious bias
- Trained Fosterville workforce on Creating a Respectful Workplace and trained their management team on DEI 101 fundamentals and Words@Work.

### Attract, Retain and Advance Diverse People

- The second cohort in the Dr. Leanne Baker Scholarship and Development Program completed the program; a third cohort is currently in the program and a fourth has been selected to start the program in 2025.
- Two Dr. Leanne Baker participants were promoted to General Manager roles.
- Continued to participate in the International Women in Resources Mentoring Programme with internal mentors and mentees.

We continued to collect baseline information to begin reporting more meaningful metrics for diversity and inclusion. In 2024, we had an overall GPTW Survey response rate of 75%. Employee self-identification included 2% as LGBTQ2+, 5% as Indigenous, 9% as visible minorities and 4% as living with a disability. Although we have used GPTW surveys in Mexico for over a decade and the rest of the company for several years, 2024 was the first time we have integrated the results into a global survey. Respondents to the employee survey indicated that they 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.

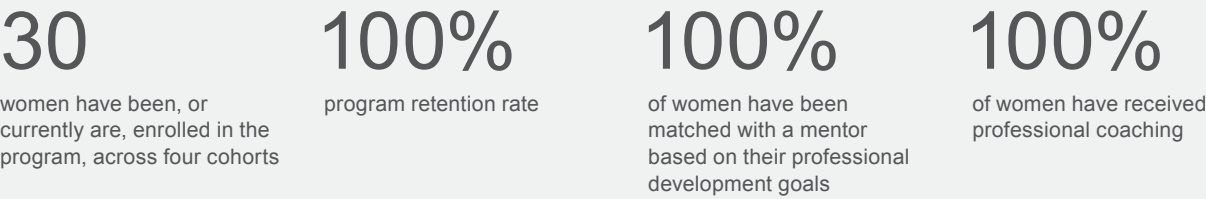
At Fosterville in 2024, promotion of Diversity and Inclusion continued. A Respectful Workplace Program was implemented where over 500 employees attended a four hour course on the bystander for the prevention of violence and harmful behaviour. The in-person training session was supplemented with an online “appropriate workplace behaviour” course, completed by nearly 600 employees. The site also facilitated Words at Work sessions with the objective to explore why language matters for building inclusive workplaces, identifies steps to apply inclusive language and discusses strategies to counter non-inclusive language for different diversity dimensions.

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

# Dr. Leanne Baker Scholarship Interviews



Launched in 2021, Agnico Eagle's Dr. Leanne Baker Scholarship honours the late Dr. Leanne Baker, a former Board member and Chair of the Audit Committee. This program supports women at Agnico Eagle who show leadership potential or interest in advancing their careers. Participants enter a two-year training program, receive financial support for educational and professional development and are paired with a mentor from management. Open to women in all operating regions, the program aims to foster leadership through mentorship, training and development.



**Geneviève Carignan**  
Advisor Geology, Business Optimisation

"Participating in this leadership program, and more specifically the 3 retreat sessions, was a transformative experience for me. It helped strengthen essential skills such as effective communication, strategic thinking and leadership. But most of all for me, I feel that I got the chance to improve a lot my self-awareness and change my view on certain traits, which I now see as strengths. I understand the kind of leader I want to be.

Through various workshops, networking with mentors, colleagues and other professionals, I gained practical knowledge that I could immediately apply in my job, and it felt good to see that I could share experiences with them and learn how they overcome certain of our common challenges.

Overall, the leadership program contributed for sure to my professional growth, enhancing my abilities and self-assurance. Since the start of the program, new opportunities came for me that I have been able to undertake with more confidence."



**Michelle Moore**  
General Manager, Detour Lake

"The Dr. Leanne Baker Scholarship has been a fantastic experience and has gone a long way in further developing my style as a manager. The women's leadership intensive completed in the first year instilled the confidence I needed to advance my career. This program has been influential in achieving my goal of becoming a mine general manager. The mentorship component of the program continues to be invaluable; my mentor has provided guidance in areas where I needed further development and ensured I have the necessary support to grow within the company."



**Mariana Pinheiro Harvey**  
General Manager, Macassa

"Participating in the Dr. Leanne Baker Scholarship & Development Program has been incredibly beneficial for my professional development. The mentorship and leadership training provided invaluable guidance, helping me navigate career challenges and significantly boosting my professional growth. The program's focus on leadership development equipped me with essential skills, enabling me to become a more effective leader. Additionally, connecting with other inspiring women across the company allowed me to gain insights into the organization and broaden my professional network. Overall, the program has been instrumental in shaping my career path and making me a better leader."

Female & Indigenous Representation

The Board of Directors recognizes that diversity is important to ensuring that the Board as a whole possesses the qualities, 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 executives<sup>1</sup> 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, female representation for Agnico Eagle has remained steady (see Figure 20).

Table 3  
2024 Employee Female Representation by Employment Category

| Category        | Female | Male  | % Female |
|-----------------|--------|-------|----------|
| Total Employees | 1,661  | 9,261 | 15%      |
| Permanent       | 1,527  | 9,038 | 14%      |
| Temporary       | 87     | 114   | 43%      |
| Student         | 38     | 79    | 32%      |
| On-Call         | 9      | 30    | 23%      |

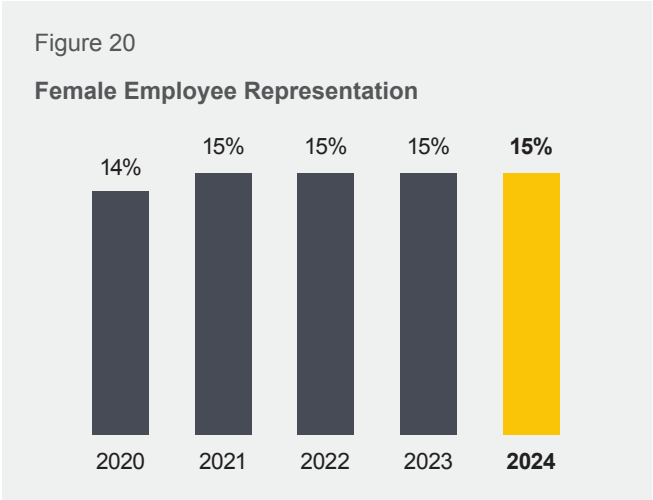
We remain focused on creating sustainable and high-quality jobs and careers in mining wherever we operate. At Detour Lake, more than 17% of our workforce self-identify as Indigenous. This is higher than the industry average<sup>2</sup> of 12% in Ontario. In 2024, we employed 278 Inuit at our Nunavut mine sites and Nunavut Service Group and we remain committed to increasing Inuit participation in our site workforces.

In Nunavut, the Pre-Trade and Apprenticeship Program is offered to local Inuit as an opportunity to be trained in the trade of their choice. The *Sanajiksanut* program, launched in 2022, was implemented to position the company as an inclusive employer of choice by streamlining the hiring process and providing tailored training and career development opportunities for Inuit workers. Additionally,

Meadowbank and Meliadine both offer Trainee programs in different sectors such as underground operations, haul truck operator and process plant.

In Ontario, the Indigenous Mining Career Program offers a 12-week Mining Essentials education, an Ontario Secondary School Diploma and traditional skills followed by a 20-week work placement at Detour Lake with the goal of permanent employment upon successful completion. An Indigenous Supervisor Management Training Program was developed at Detour Lake to provide the knowledge and skills needed to obtain supervisor and management roles within the mine.

In 2024, Agnico Eagle committed to training 200 people from Taykwa Tagamou, Matachewan, and Moose Cree First Nations. Every person completing the training will be offered a job at Macassa.



**Did You Know?**

At Agnico Eagle, we prioritize creating and maintaining a safe and inclusive work environment for all our employees, and so we are pleased to announce that we now provide high-quality Personal Protective Equipment (PPE) garments specifically tailored for our pregnant employees. With customized sizing and enhanced comfort features, these garments help ensure that expectant moms are safe and comfortable while on the job.

1. The definition of executives includes only CEO & President and Executive Vice-Presidents.  
2. According to Ontario Mining Association, in 2023-2024, the mining industry had 12% Indigenous representation in its workforce.

## 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 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.

Gender pay gaps varied across the organization (see Figure 21), with the size of the gap affected by several factors including the under-representation of women in higher-wage positions such as management and trades. 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 began the process of completing a detailed equal pay gap assessment by gender for our head office employees 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. In 2024, we reassessed the differences between the average salaries of women and men by job levels and pay grade for all salaried employees.<sup>1</sup> The analysis shows that there is no gap for senior management positions, 15% gap for non-management positions and 6% gap for management positions (see Table 4). The higher gap in non-management position is a result of a higher ratio of female employees in entry and junior level roles. As we continue to support women through our leadership programs, this gap should get smaller. We plan to continue to refine this assessment to better incorporate other factors that impact wages such as experience and job type.

Existing programs support reducing gender pay gaps, including the Dr. Leanne Baker scholarship and development programs which aim 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

**2024 Gender Pay Analysis for Salaried Employees by Job Level**

| Job Level         | Number of female employees | Number of male employees | Ratio female/male Salary |
|-------------------|----------------------------|--------------------------|--------------------------|
| Senior Management | 33                         | 110                      | 1                        |
| Management        | 114                        | 500                      | 0.94                     |
| Non-Management    | 827                        | 2,331                    | 0.85                     |

Figure 21

### Gender Pay Gap for Full-Time Salaried Employees

■ Average female/male salary

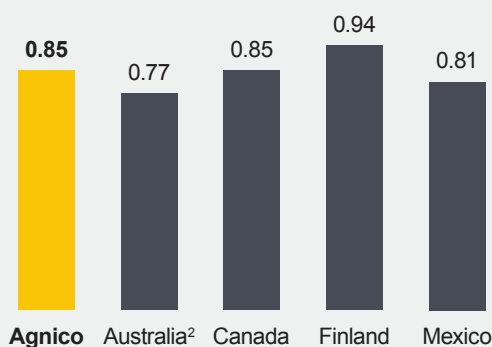
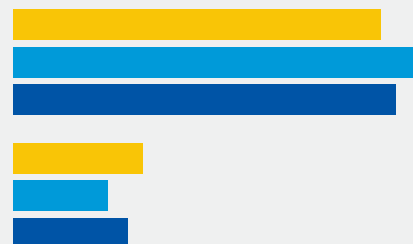


Figure 22

### Proportion of Male and Female Salaried Employees by Job Level

■ Non-Management  
■ Management  
■ Senior Management



1. EVPs and CEO are excluded from the analysis.

2. Per regulatory requirements, Australia reports gender pay gap based on median remuneration which may differ from these results due to methodological differences. Their results are published [online](#).

# 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 2024, local regional employment at Agnico Eagle was 67% for all employees and 75% for senior management.

Our Kittilä, Goldex, LaRonde, Macassa and Canadian Malartic operations are more than 90% operated by persons living locally or in the region and our Fosterville operation is more than 85% 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 mainly from Northern Ontario, and employees from Fosterville are mainly from the Bendigo regional area.

At Pinos Altos and La India in Mexico, 100% of the workforce is from Mexico and 57% 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 Detour Lake and Nunavut operations, these sites operate on a rotational basis. Employees, whether from other regions 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, 44% of employees are from Northern Ontario and 11% of Nunavut mine employees are local to the Kivalliq or Kitikmeot regions.

## Analyst Corner

GRI 202-2, 405-1

MT

### 2024 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

646

Indigenous employees

67%

Local employment



Meliadine Camp hosted a Sewing Night in May, bringing together employees and the local Inuit community. The event featured workshops led by elder Emma Tatty, fostering cultural exchange and creativity. Participants enjoyed learning traditional sewing techniques, sharing stories and building community spirit.

## Empowering Agnico Eagle's Leaders



In 2024, we relaunched the Leading Meaningful Change (LMCA) training program to develop leadership skills across Agnico Eagle Canada. This program engaged 342 participants from nine sessions, delivering a total of 5,472 training hours.

The LMCA program aims to establish a common language around change management and create a framework for retaining and cultivating organizational knowledge including individual and team “change challenge” projects focused on key areas like efficiency, optimization, technology, integration, sustainability and environmental responsibility.

The program's success was driven by several factors: executive involvement, active support from corporate and operations champions, delivery by Agnico Eagle personnel, and the inclusion of participants from different sites, fostering a diverse and interactive learning environment.

The LMCA initiative reinforces Agnico Eagle's approach to leadership excellence and promoting sustainable practices across the organization.



## Engaging Our People

We actively measure employee engagement levels in each of our operating regions, and we take action 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 from employees on opportunities to engage and build a better workplace. In 2024, the survey participation rate was 75% and overall results were positive with 82% of employees responding to the survey strongly endorsing Agnico Eagle as a great place to work.

In 2024, sites developed and implemented local actions plans to improve certain focus areas. The 2024 GPTW Agnico global survey results showed an increase in all focus areas compared to 2023 scores. A global action plan will be developed in 2025 to increase the Fairness focus area.



In September, Goldex hosted an open house, welcoming employees, their families and the Val-d'Or community. The event, featuring 400 guided tours, 575 meals served, and 108 volunteers including employees, students and interns showcased our mining process and the exceptional team behind Goldex's operations.

## Work Environment

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

In 2024, 1,893 (18%) of Agnico Eagle employees were included in an industrial union agreement and 3,500 (33%) were covered by a collaboration agreement.<sup>1</sup> 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.

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 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.

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

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 2024, we delivered 350 thousand training hours across Agnico Eagle operations.

### The Success of Meadowbank's Flex Drivers Program



The Flex Drivers program at Meadowbank is a collaborative initiative between our open pit and underground operations, designed to train surface employees for underground roles while maintaining safe and efficient operations during vacation periods.

In 2024, the program welcomed ten new drivers, seven of whom are Inuit employees. These individuals, previously working in the open pit, underwent over 1,000 hours of training. After a month of shadowing experienced drivers, they began independently operating underground trucks.

Gabriel Lefebvre, Mine Open Pit Superintendent at Meadowbank, shared his thoughts on the program's success: "When we launched this program, we received

over 100 applications for ten available positions. These individuals, who initially had surface skills, are now trained to work underground. Their motivation and eagerness to develop new skills has been truly inspiring."

The program's success reflects the dedication and hard work of both trainers and trainees. By providing extensive training and opportunities for skill development, the Flex Drivers program not only ensures the availability of proficient drivers but also contributes to the overall productivity and safety of mining operations. This initiative underscores Agnico Eagle's commitment to fostering a skilled workforce, promoting employment opportunities, and prioritizing the health and safety of our employees.



## 2024 Key Training and People Development Activities

- In Finland, four change management training sessions were hosted for all supervisors. The sessions had good attendance and engagement from all departments.
- Agnico developed a Data Academy to provide employees with the knowledge and skills to harness the power of data. 92 employees attended one of the 11 workshops provided.
- Community-based training in collaboration with local business in Baker Lake: A cohort of ten trainees learned basic mechanic skills and were hired at Meadowbank and at the community for the contractor Peter's Expediting.
- Over 500 Kivalliq students learned about mining and career opportunities through Arviat & Rankin Inlet Career Days, Baker Lake TASK Week, students mine site visits at both Meliadine and Meadowbank and a conference with Nunavut Arctic College students.
- Detour Lake welcomed youth from Moose Cree First Nation, Apitipi Anicinapek Nation, Taykwa Tagamou Nation, and Matachewan First Nation to explore the world of mining. Throughout their two-day visit, they got a firsthand experience with various aspects of mining operations and the diverse range of departments and roles that are essential to running a mine.

## 2024 Key Training and People Development Challenges

- Workforce availability is an ongoing challenge. There is currently a skills shortage in the industry driven by declining enrollments in mining engineering and other mining related fields as well as evolving work preferences<sup>1</sup>. Less experienced workers require more training and supervision. We continue to work with educational institutions to attract talent as well as build internal training programs to upskill our workforce.
- There are multiple barriers to increasing indigenous employment in the mining sector such as access to education, mining working conditions, and awareness of opportunities. We continue to engage with local Indigenous Peoples, study local workforce barriers<sup>2</sup>, and implement initiatives, such as *Sanajiksanut* program, to improve access to employment, and increase career opportunities and growth.

# 350K

Hours of training received at Agnico Eagle operations in 2024

# 33

Average training hours received per employee



Derek Aullannaaq Qimuksiraaq Irwin, the 2024 recipient of the CAD 10,000 Perseverance/Kajussissimainarniq Scholarship, is an environmental technician student from Rankin Inlet, Nunavut. This scholarship, organized by the Young Mining Professionals (YMP) and sponsored by Agnico Eagle, supports Derek's goal of blending Inuit traditions with scientific knowledge. Inspired by his community, he encourages confidence and continuous learning and plans to work with Agnico Eagle post-graduation.

1. Mining Digital. (August 2024). Global Mining Industry Faces Severe Skills Shortage.

2. Agnico Eagle. (December 2023). Inuit Workforce Barriers Study.

# 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 2024, the total turnover rate for permanent Agnico Eagle employees was 7%. This is lower than 2023 (10%), which included the end of mining operations at La India. Reasons for turnover vary across the organization – we work closely with employees to find opportunities for redeployment where feasible.

Table 5  
2024 Employee Turnover

|                                       | Female | Male | Total |
|---------------------------------------|--------|------|-------|
| Total permanent employee turnover (%) | 8%     | 7%   | 7%    |

## Kevin Watson: A Community Advocate



Kevin Watson, Agnico Eagle Ontario’s Health & Safety Superintendent, is a dedicated community advocate, championing initiatives across local, provincial and national levels.

Among his contributions, Kevin has played a key role in organizing a scholarship event for mining students. He serves as a director-at-large with the Canadian Institute of Mining’s (CIM) Health and Safety Society and is an executive member of CIM’s Porcupine Group, a not-for-profit that actively engages the community in Timmins.

“Leadership to me is the ability to empower others,” Kevin explains. “It’s being at the forefront of the community’s concerns and becoming involved. Everyone’s busy but you need to find the time and apply effort to make a change.”

In recognition of his impactful work, Kevin was awarded with OHS Canada Honours Community Leader Award.



# Community Engagement

Community relations and stakeholder engagement are integrated into our RMMS and are regularly assessed to ensure our sustainability programs remain focused on stakeholder priorities and social risks. We aim to understand the concerns of local stakeholders and have our mining activities and business priorities<sup>1</sup> understood.

Early in the project development phase, we engage and partner with local stakeholders such as neighbours, municipalities and Indigenous communities to understand the social acceptability of mining and assess potential impacts of the project within the host communities. We aim to mitigate potential negative impacts and discover opportunities for collaboration thus avoiding potential conflict and building community relationships on a foundation of trust and transparency.

Land acquisition through negotiated purchases or long-term leases is a regular occurrence. Agnico Eagle has not engaged in any mass resettlements. We recognize that land acquisition is a complex process that requires thoughtful consideration and management in consultation with affected communities, land owners and rightsholders. We believe that discussions about the potential site footprint and our process for acquiring land should start early when planning a project. Before considering a project which may require mass resettlement, actions to address both physical and economic displacement would be studied following recognized global standards and complying with local regulations.

Figure 23 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 specific circumstances related to remote locations; accommodate communication preferences of impacted communities; and ensure any agreements align with local, regional and/or national jurisdiction requirements.

## Preserving Biodiversity and Heritage

The Agnico Eagle Mexico team co-created a contribute to biodiversity book titled “*Libro de Bosques Templados Pino y Encino de la Sierra Madre Occidental*” with local community members. This book documents the uses of native flora, drawing from the experiences and traditional knowledge of the community. This initiative serves as an educational resource and contributes in preserving cultural heritage. A copy of the book is available at the local library in Ocampo, Mexico, reinforcing the community’s commitment to education and the revaluation of the area’s biodiversity.



1. Mining activities and business priorities include but are not limited to mining licenses, exploration, construction, mining operations, mine closure and land reclamation.

Figure 23

**Community Engagement Initiatives During the Mine Life Cycle**

| Exploration                                                                                                                                                                                                                                                                                                                        | Project Development                                                                                                                                                                                                                                                                                                                                                              | Operations                                                                                                                                                                                                                                                                                                                                                                     | Closure and Reclamation                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>– Assign personnel responsible for community relations</li> <li>– Implement a communications strategy</li> <li>– Identify and communicate with key stakeholders including Indigenous groups</li> <li>– Engage with rightsholders</li> <li>– Collect socio-economic baseline data</li> </ul> | <ul style="list-style-type: none"> <li>– Perform social impact assessments</li> <li>– Hold public information and consultation sessions</li> <li>– Negotiate project benefit agreements with Indigenous Peoples</li> <li>– Open community offices</li> <li>– Grow Community Relations Team</li> <li>– Establish local or project specific community grievance process</li> </ul> | <ul style="list-style-type: none"> <li>– Hold regular community information and consultation sessions</li> <li>– Establish community collaboration committees</li> <li>– Ensure a regional website/social media presence</li> <li>– Hold regular on-site events</li> <li>– Perform socio-economic impact monitoring</li> <li>– Implement project benefit agreements</li> </ul> | <ul style="list-style-type: none"> <li>– Implement environmental social closure plan and monitor impacts</li> <li>– Adapt the communication strategy</li> </ul> |

**During all phases of the mining life cycle we strive to:**

- Obtain the social license to operate and free, prior and informed consent (FPIC) from Indigenous Peoples for all our projects.
- 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 groups<sup>1</sup> and underrepresented individuals in community engagement initiatives.
- Engage with local stakeholders to identify community needs and priorities for social investments that respect our values and their priorities.
- Engage with local stakeholders and rightsholders when we are developing a project and when our activities evolve to consider their views and recommendations, mitigate and avoid negative social impacts and maximize the benefits.
- Advertise locally for employment and business opportunities.
- Uphold clear grievance processes and mechanisms.
- Align engagement plans with stakeholder mapping.
- Publicly disclose results of impact assessments.

**Kittilä Open House****The Kittilä Region Is Developing Thanks to the Mine and Tourism.**

Agnico Eagle Finland's open house event welcomed nearly 650 local community members who participated in a variety of activities from learning about our operations and exploration activities to gold panning. This was the 10th open house event since Kittilä's grand opening in 2009 and the third time the mine collaborated with the Municipality of Kittilä, Levi Ski Resort and Visit Levi.



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.

2024 Key  
Community  
Engagement  
Activities

- Offered youth opportunities for hands-on experiences and mentoring programs for entrepreneurs within our mines.
- Conducted public consultations for the Upper Beaver project and Fosterville.
- Hosted public open house events at Kittilä and Goldex welcoming more than 1,000 visitors.
- Developed a voluntary acquisition program for potential advanced exploration at Wasamac.
- Launched numerous training programs in partnership with communities, schools and training centres in Mexico, Quebec, Nunavut and Ontario.
- Began developing a Good Neighbourhood guide framework for Fosterville.
- Assessed Good Neighbour Guide performance for Goldex and LaRonde with respective satisfaction levels of 96% and 94%.
- Hosted first Health and Safety fair at Pinos Altos, reaching more than 1,250 individuals.
- Worked in collaboration with communities to prepare for the mine closure phase of La India and Meadowbank.

2024 Key  
Community  
Engagement  
Challenges

- Seismic activity that was felt in communities nearby LaRonde and Goldex posed some community relations challenges. Our teams proactively maintained close relationships with the neighbouring communities throughout the year, ensuring concerns were promptly addressed. Advanced monitoring systems at each site provide real-time information to management, facilitating communications with neighbours and we conducted regular community meetings.
- Vibrations induced by seismic activity are also a concern at Fosterville. The majority of grievances and negative communications are related to this matter. A co-creation approach to develop a Good Neighbour Guide is progressing to address these specific challenges.

Analyst Corner

SASB EM-MM-210b.1

MT

## Historic Agreement Paves the Way for Sustainable Mining and Community Growth in Victoria



Agnico Eagle and the Dja Dja Wurrung Clans Aboriginal Corporation (DJAARA) signed *Bakaru Wayaparrangu*, a historic agreement, marking the first such agreement in Victoria between Traditional Owners and an active mining operation. Meaning “in the middle, we all meet” in the Dja Dja Wurrung language, the agreement was signed at Rocky Crossing, Goornong, following seven years of negotiations.

*Bakaru Wayaparrangu* recognizes the Dja Dja Wurrung People as the Traditional Owners of the land where Fosterville operates. It aims to build a long-term relationship based on trust, mutual respect and transparency, supporting the self-determination of the Dja Dja Wurrung People. The agreement enables DJAARA's influence over the environmental impact of the mine and remediation works post-closure. It also facilitates employment, training and business opportunities for the Dja Dja Wurrung People, including job creation and annual financial contributions to DJAARA.

Dja Dja Wurrung Group CEO Rodney Carter emphasized that *Bakaru Wayaparrangu* signifies a step towards greater acknowledgment and inclusion of DJAARA in decisions about mining activities on their

land. He highlighted that the agreement will ensure compensation for mining impacts and stimulate regional economic growth, with the potential to create hundreds of local jobs.

Agnico Eagle's President and CEO, Ammar Al-Joundi, expressed the Company's commitment to ensuring that mining benefits all stakeholders. He emphasized the privilege of operating on Dja Dja Wurrung Country and the importance of respectful and meaningful engagement with the local community. The agreement is part of Agnico Eagle's broader commitment to reconciliation with Indigenous Peoples, which includes building positive, lasting relationships, creating opportunities for employment, business and education, and contributing to community social and economic well-being.

To implement *Bakaru Wayaparrangu*, a committee of DJAARA representatives and Fosterville employees and management will be established to oversee its objectives. Coordinators from both parties will work together to ensure its successful execution, paving the way for a shared, sustainable future.



## Tracking Community Engagement Feedback and Issues

We are committed to work towards 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. Issues may be identified through in-person discussions with individuals, phone calls, emails, 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.



LaRonde introduced a new mobile kiosk to improve accessibility for neighbouring communities. This initiative enables our community relations, human resources and environmental teams to bring information directly to local residents, creating an open channel for addressing questions, concerns and suggestions.

### 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 2024, we experienced zero significant disputes at our Agnico Eagle operations.

### Grievances

A grievance is defined as a real or imagined wrong causing resentment or a feeling of injustice from being treated unfairly and considered as a reason for complaint in anticipation of some form of redress or compensation. All grievances are managed in accordance with our operations' local community grievance process. All grievances 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 grievances.

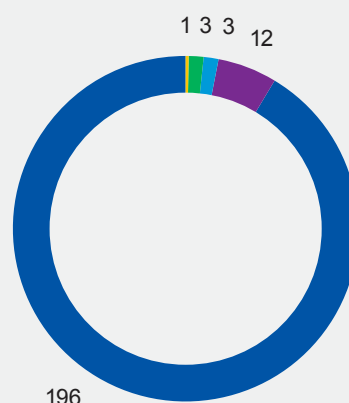
In 2024, a total of 215 grievances were received. Most of the grievances were related to nuisance of mining activities (seismicity, vibrations, road nuisance and safety) and economic opportunities (employment and procurement). Our community relations teams worked diligently to resolve grievances with the majority (98%) closed by year end and 100% addressed in 30 days.

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

Figure 24

#### 2024 Grievances Received by Category

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



#### Analyst Corner

SASB EM-MM 210a.3, SASB EM-MM-210b.1 & 2

MT

215

Grievances received in total for all mining sites

99

Individuals who filed grievances

98%

Grievances closed by year end<sup>1</sup>

196

Grievances related to nuisance of mining activities

100%

Of received grievances acknowledged and assessed within 30 days



With the merger of Agnico Eagle Mines Limited and Kirkland Lake Gold in 2022, synergies were identified between Macassa in Kirkland Lake and neighbouring properties. This included the Amalgamated Kirkland zone within Agnico Eagle's portfolio, which is adjacent to Macassa. In March, Agnico Eagle was pleased to enter into an Agreement for the Amalgamated Kirkland zone with Matachewan First Nation, which continues to invest in our relationship and build on our collaborative partnership to support our shared success.

1. We continue to resolve unaddressed grievances in 2025.

# Indigenous Relations

Fostering positive and collaborative relationships with local Indigenous Peoples is essential for building the foundation for successful projects and ensuring mutual benefits. 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 languages, adding traditional place names to project maps, providing audio summaries on our website and addressing information access challenges.

In 2024, we continued to build respectful relationships through early, meaningful engagement. We work to engage with Indigenous Peoples and achieve their free, prior and informed consent, also known as FPIC, when proposing new or substantially modified projects. We continued to engage and collaborate with local Indigenous communities who are impacted or potentially impacted by existing projects.

Members of the LaRonde  
community relations team at an  
Abitibiwinni First Nation Pow-wow,  
Quebec, Canada



## Bridging Cultures & Communities: Agnico Eagle's Reconciliation Action Plan



At Agnico Eagle, our ongoing journey toward reconciliation with Indigenous Peoples is driven by a deep-rooted belief in social, economic and environmental responsibility toward the communities in which we operate. The decision to develop a [Reconciliation Action Plan \(RAP\)](#) reflects our commitment to doing what is right while being guided by our values.

While various programs and initiatives to benefit Indigenous Peoples have been in place for many years across Agnico Eagle's operations, this RAP represents an important step in integrating these activities into a central, comprehensive strategy aimed at delivering tangible benefits for Indigenous Peoples. It complements and strengthens our existing efforts and partnerships, providing opportunities to learn, adapt and leverage successful approaches across our operations.

Agnico Eagle's reconciliation journey began in Canada and has expanded globally, with many operations located on the traditional territories of various Indigenous Peoples. Our inaugural RAP, the first of its kind published by a Canadian mining company, underscores our commitment to reconciliation with Indigenous communities. Developed collaboratively with Indigenous communities, employees, stakeholders and rightsholders, the RAP comprises 40 actions under seven pillars. This comprehensive strategy reinforces our dedication to fostering positive relationships and supporting Indigenous Peoples globally.

The RAP consolidates existing policies and initiatives into a cohesive strategy, providing clear direction and actionable steps for reconciliation. The process of developing a RAP began in early 2023, when Agnico Eagle benchmarked our [Indigenous Peoples Engagement Policy](#) against industry peers and partnered with Creative Fire, an Indigenous-owned business, to ensure cultural competency. This process included a gap analysis, revealing areas for improvement and strengths in leadership, education and employment.

Internal engagement was crucial, with workshops involving around 150 employees and leaders to gather ideas for the RAP. This inclusive approach ensured broad support and understanding of the importance of reconciliation. Indigenous communities participated through surveys, calls and sharing circles. This engagement resulted in over 300 potential actions, ultimately refined to 40 key actions with clear performance indicators.

The RAP, available in multiple languages, guides Agnico Eagle's operations globally, ensuring respect and collaboration with Indigenous communities. Agnico Eagle's RAP is more than a document; it is a commitment to ethical resource extraction and positive contributions to reconciliation efforts worldwide. We are proud of our achievements and look forward to continuing this important work.



## 2024 Indigenous Relations Key Activities

- Signed a Collaboration Agreement with the Dja Dja Wurrung Peoples for Fosterville.
- Signed a Community Consultation and Benefits Agreement with Beaverhouse First Nation for the Macassa and Amalgamated Kirkland zone.
- Signed a Collaboration Agreement with Matachewan First Nation for the Amalgamated Kirkland zone.
- Signed a Memorandum of Understanding between Agnico Eagle, the Government of Nunavut and the Kitikmeot Inuit Association to establish a framework for addressing topics such as Training, Housing, Community Wellness, Community Infrastructure, Economic Development and Education Support.
- Supported a collaborative approach among the Algonquin Nations of Quebec.
- Continued discussions to conclude an agreement with Long Point First Nation for LaRonde.
- Continued discussions to conclude an agreement with Lac Simon and Kitcisakik First Nations for the Akasaba Project.
- Initiated discussions to work on an agreement with Long Point, Abitibiwinni Lac Simon and Kitcisakik First Nations for Goldex and Canadian Malartic.
- Continued discussions with Indigenous communities on permitting consultations for the Upper Beaver Project, collaborated on a socio-economic and Traditional Knowledge studies and development of Impact Benefit Agreements.
- Launched and began implementing Agnico Eagle's first RAP with Indigenous Peoples.
- Launched an updated Agnico Eagle Indigenous Peoples Engagement Policy.
- Supported five projects through Agnico Eagle's Nangminiqatunik Ikajuutiit Business Mentorship Program.
- Partnered with the Kitcisakik Anicinape First Nation to provide potable water directly to Kitcisakik members houses.
- Delivered over 4,000 hours of Indigenous cultural awareness training to our employees.
- Organized 209 activities aimed at enhancing cultural awareness.



## Empowering Youth

Agnico Eagle is proud to support impactful youth initiatives that foster education, employability, and community engagement.

### Be Brave Agnico Eagle Reading Program – Fosterville, Australia

Renewing our partnership with Bendigo Braves regional basketball team and Red Energy Arena for the fourth consecutive year, the 'Be Brave Agnico Eagle Reading Program' aims to ignite a passion for reading and learning in children. Inspired by the Bendigo Braves' values of teamwork, inclusivity, and connection, the program combines classroom-based activities with on-court experiences. Students interact with Braves players, who serve as role models and mentors.

### Youth Employability Preparation Program – Corporate Office, Toronto

The Youth Employability Program (YEPP) is a lifeline for Scarborough's youth, offering a comprehensive suite of resources and mentorship to guide them towards success in academia, employment, and beyond. Through weekly employability training, technical skill development, and leadership workshops, participants gain valuable skills and certifications. YEPP also addresses financial literacy, mental health, wellness, and community engagement, ensuring students are well-equipped to navigate adult life with confidence and resilience.

### Taykwa Tagamou Nation (TTN) Youth Centre – Detour Lake, Ontario

In July, the Detour Lake team participated in the grand opening ceremony of the Youth Centre in Taykwa Tagamou Nation. Agnico Eagle was honored to provide financial support to make this facility a reality. The new Youth Centre will be a resource for future generations, offering a space for youth to socialize, engage in cultural activities, and receive educational support.

Agnico Eagle is dedicated to empowering youth and fostering community development through these initiatives, creating opportunities for growth and success.

## Cultural Heritage

Protecting Indigenous and historical cultural heritage is an important element of our sustainability commitment. We conduct archaeological assessments to ensure cultural and heritage rights are protected. We 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 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 impact cultural heritage sites.



In July, Meliadine celebrated the reopening of its newly renovated country kitchen, coinciding with Nunavut Day. This vibrant hub celebrates Inuit culture, featuring a mural by former employee Ashton Kadjuk. The space represents Agnico Eagle's commitment to cultural heritage, community and creativity.

# Benefit Footprint

We generate direct economic value in the countries, regions and communities where we operate through local hiring and procurement, tax and royalty payments as well as 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 [2024 Annual Report](#).

Table 6

**2024 Economic Value Distributed (000 USD)**

|                         | Revenues    | Other<br>Operating<br>Costs | Employee<br>Wages and<br>Benefits | Payments<br>to Providers<br>of Capital | Income and<br>Resource<br>Taxes | Community<br>Investments | Economic<br>Value<br>Retained |
|-------------------------|-------------|-----------------------------|-----------------------------------|----------------------------------------|---------------------------------|--------------------------|-------------------------------|
| <b>Agnico<br/>Eagle</b> | \$8,285,753 | \$4,111,980                 | \$1,357,595                       | \$893,291                              | \$474,028                       | \$10,510                 | \$1,438,348                   |
| Australia               | \$545,151   | \$196,174                   | \$68,015                          | \$0                                    | \$91,276                        |                          | \$187,959                     |
| Canada                  | \$6,905,891 | \$3,449,987                 | \$1,131,838                       | \$893,291                              | \$310,462                       |                          | \$1,112,262                   |
| Finland                 | \$523,550   | \$270,518                   | \$56,167                          | \$0                                    | \$37,420                        |                          | \$159,267                     |
| Mexico                  | \$311,161   | \$193,536                   | \$99,547                          | \$0                                    | \$34,869                        |                          | \$-17,330                     |
| Others <sup>1</sup>     | \$0         | \$1,765                     | \$2,029                           | \$0                                    | \$0                             |                          | \$-3,810                      |

1. Includes payments from Netherlands, Sweden, Columbia, United States and Barbados. For a detailed breakdown, consult our sustainability performance data table available on our [website](#).

A community tree  
planting initiative  
supported by  
Agnico Eagle Mexico

## Employee Wages and Benefits

In 2024, Agnico Eagle provided approximately \$1.36B in wages and benefits. While 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, especially since our workforce is primarily local.

## Buying from Local and Indigenous Suppliers

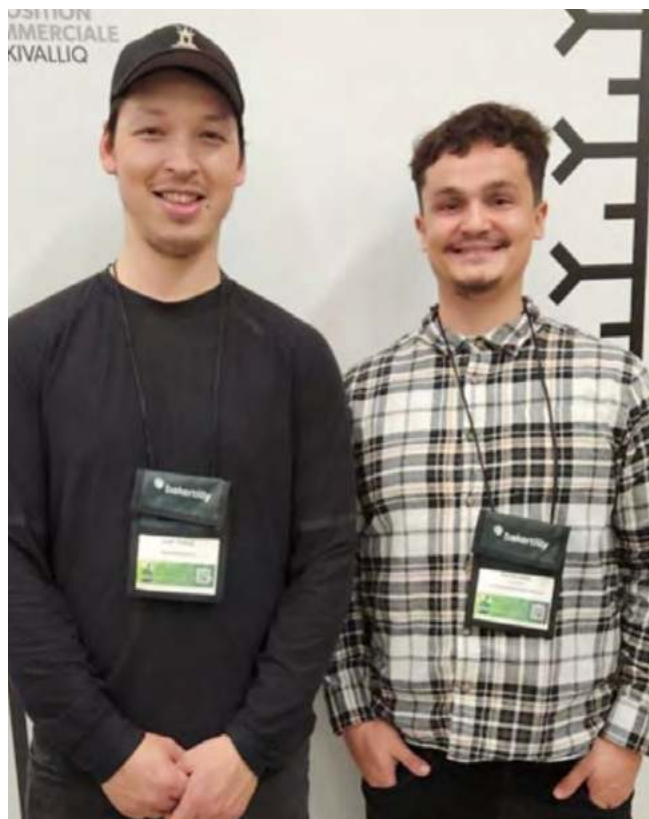
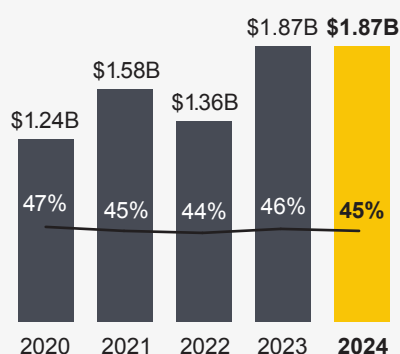
All our projects strive, where feasible, to buy goods and services from locally-based suppliers as a way of supporting the economic vitality of communities, while at the same time reducing the environmental impact of transporting materials and people from distant locations to our sites. Local suppliers must meet the same sustainability criteria as all potential suppliers in order to do business with our Company. In 2024, our Agnico Eagle mining operations spent \$1.87 billion on the procurement of local goods and services. This represents approximately 45% of all mining procurement spend in 2024.

Globally, we provided more than CAD 1.43 billion in annual value of contracts to Indigenous businesses. In Nunavut, Indigenous procurement is a key element of our Inuit Impact Benefit Agreements and refers to businesses registered with Nunavut Tunngavik Incorporated (NTI). In 2024, approximately 65% (CAD 846 million)<sup>1</sup> of the Meadowbank, Meliadine and Hope Bay procurement spending was with Indigenous suppliers. In Ontario, Detour Lake, Macassa and the Upper Beaver project all incorporate Indigenous procurement as an element of their respective IBA's. In 2024, more than CAD 570 million<sup>1</sup> of Ontario's operations 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 25

### Site Payments to Local Suppliers<sup>2</sup>

- Total Purchases from Local Region
- Percentage Local Procurement



1. Due to an error, the numbers were corrected and republished on August 21, 2025.

2. Includes all active mining operations and Hope Bay.

## Empowering Nunavut Entrepreneurs



The Nangminiaqtunik Ikajuutiit business mentorship program in Nunavut was created in 2023 to support both established Inuit businesses and aspiring Inuit entrepreneurs. By connecting participants with experienced mentors in the North, the program provides guidance in areas such as business planning, funding, accounting, recruitment and more. This mentorship empowers local businesses and entrepreneurs to seize opportunities, overcome challenges and drive sustainable growth in their communities.

In its first year, Agnico Eagle welcomed five mentees, including two women and, in 2024, five new mentees, four of whom are women, from Baker Lake, Rankin Inlet, Arviat and Coral Harbour. Within just two years, the program has supported businesses in five of the seven Kivalliq communities, showcasing its rapid growth and positive impact.

The Ikajuutiit program offers tailored support to meet the diverse needs of its participants. This includes financial literacy, marketing and networking opportunities.

Mentees are working on a variety of initiatives, such as establishing commercial properties, identifying ways for businesses to support mental health services, accessing funding, expanding existing enterprises, exploring new opportunities and continuing family business legacies.

Delivered in collaboration with Catalyste+, a Canadian organization with extensive experience in the North, the program also enhances Agnico Eagle's procurement strategy by supporting local businesses and building capacity. This partnership ensures mentees receive the guidance and resources needed to pursue entrepreneurial journeys.

Agnico Eagle is proud of the progress made through the Nangminiaqtunik Ikajuutiit business mentorship program and remains committed to empowering Nunavummiut entrepreneurs, fostering local economic growth and supporting a sustainable future.

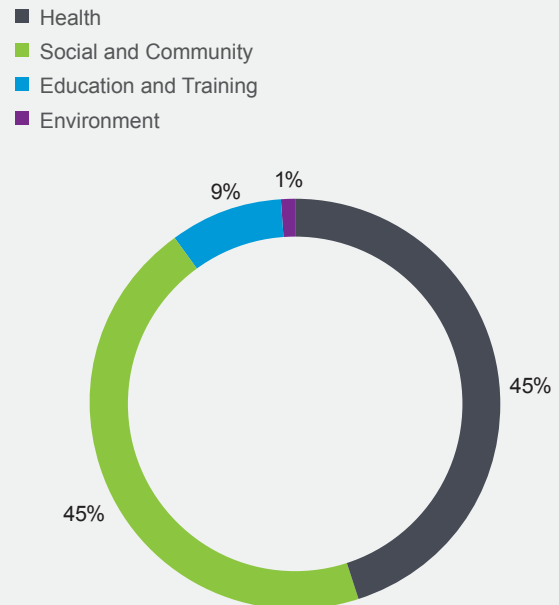


## Community Investments

As a responsible mining company, Agnico Eagle is dedicated to enriching the health, cultural and social well-being of the communities where we live and work. We support local communities through donations and sponsorships via financial contributions, time and/or materials. We also support employees who give their time to a cause close to their hearts. In 2024, our community investment and contribution programs targeted initiatives that enable each of the communities where we operate to benefit from economic development in their region, even after mining ceases.

In 2024 alone, Agnico Eagle contributed \$11 million to various local organizations and events. Most funds went to health funding (\$4.7 million) and social and community (\$4.8 million). We also contribute to communities in the form of in-kind donations through workforce volunteers, technical expertise and equipment to support local projects.

Figure 26  
2024 Community Investments



Agnico Eagle provided financial support for the construction of a water park in the city of Rouyn-Noranda, Quebec, Canada



## Agnico Eagle Scores a Hat-Trick in Community Support Through Hockey



This past winter, Agnico Eagle's northern Ontario employees scored a hat-trick, supporting three major hockey events that brought communities together and created more opportunities for everyone to enjoy the power of sport.

### Special Olympics Ontario Game

In an exciting matchup, Agnico Eagle Ontario employees faced off against former NHL players in the inaugural game in support of Special Olympics Ontario. Held at the McIntyre Community Centre in Timmins, Team NHL won 8-5, delighting over 500 attendees, including employees, friends, families and the Timmins community. The real winners were the Special Olympics Ontario athletes who benefitted from Agnico Eagle's CAD 25,000 donation. This contribution will help remove barriers and increase access to sports.

### Mushkegowuk Cup

As a returning Diamond Sponsor, Agnico Eagle supported the 14th annual Mushkegowuk Cup, which brought together 46 teams and 750 players from 16 First Nations communities. The event attracted around

5,000 visitors to Timmins, fostering community spirit and engagement. Agnico Eagle donated CAD 10,000 to support the tournament and provided guidance on employment opportunities, further demonstrating our commitment to empowering Indigenous communities.

### Little Native Hockey League (LNHL) Tournament

Agnico Eagle proudly sponsored and participated in the 50th annual LNHL tournament, contributing CAD 125,000 to support the event. This year's tournament was the largest ever, featuring 245 teams and 4,000 Indigenous youth, including a record 38 girls' teams. Beyond sponsorship, Agnico Eagle employees enhanced the experience by providing interactive educational activities in partnership with Mining Matters.

Agnico Eagle is honoured to support initiatives that increase access and opportunity for children and youth in northern Ontario through our commitment to supporting sport inclusivity. Sport has the power to unite and uplift communities, and we are pleased to help create a level playing field where everyone can thrive, both on and off the ice.



## 2024 Community Investment Highlights<sup>1</sup>

### Ontario Operations

Donated \$1 million to the Timmins and District Hospital to assist with the renovation of its Emergency Department and the purchase of new equipment. Contributed \$750,000 to Moose Cree First Nation's Child & Family Well-Being department to create a transitional home for youth at risk.

Committed \$300,000 over the next three years to support the reopening of the Museum of Northern History and the Sir Harry Oakes Chateau at the Kirkland Lake Museum.

### Quebec Operations

Donated \$90,000 to Kitcisakik Anicinape First Nation to address the lack of access to clean water with the weekly delivery of potable water directly to residents' homes.

Renewed a commitment of \$75,000 over the next three years to Le Collectif du territoire. The main project is the rehabilitation of Lake Osisko, located in the centre Rouyn-Noranda in Abitibi-Timiskaming. In addition to financial support, the organization benefits from the support of Agnico Eagle employees who share their expertise and knowledge including for a water infrastructure project.

### Nunavut Operations

Supported the community of Whale Cove, Nunavut, with a contribution of \$61,000 following a fire at the only grocery store, supporting the delivery of food hampers to affected residents.

Supported the Recreation and Parks Association of Nunavut (RPAN) with an annual donation of \$30,000, underscoring our commitment to fostering youth development and promoting recreation in Nunavut communities.

Partnered with First Book Canada during the Festival by the Lake in Baker Lake on September 14, to distribute over 2,000 brand-new storybooks to children aged 5 to 15, supporting local youth by offering them books that act as windows to the world beyond and reflect their own diverse experiences.

In 2023, Agnico Eagle announced a commitment of \$2.5 million to help nourish the dreams of Nunavut's future generation through a transformative partnership with Breakfast Club of Canada. This funding supports food security by ensuring all elementary school students in the Kivalliq and Kitikmeot communities have access to breakfast every school day for a minimum of three years. As of March 2025, 95% of the schools in these regions are now enrolled in the breakfast program.

### Australia Operations

Partnered with the Be Brave Agnico Eagle School Reading Program to support children in building positive relationships through classroom-based activities and on-court practical experiences.

Supported the creation of a new outdoor mural in the McIvor Highway Underpass, part of the recreational O'Keefe Rail Trail. The mural highlights the Campaspe River's significance as the border between the country of traditional owners – the Dja Dja Wurrung and Taungurung people.

### Finland Operations

Supported the well-being and vitality of its community, focusing especially on recreational activities for children and youth. Examples include supporting local sports clubs, theatre activities and young athletes, as well as collaborating with different events in the area.

### Mexican Operations

During Christmas time, the Pinos Altos team brightened the holiday season through a series of initiatives, touching the lives of over 6,700 individuals across nearby communities. Highlights included the "Warm Hearts" program, which provided jackets and blankets to older adults and children in need, and a Christmas Caravan in Yepachi, where 400 adults received blankets and 400 children enjoyed toys and meals. Community celebrations brought joy to over 2,000 attendees at a Christmas Village in Basaseachi, while toys were distributed to 1,200 children across local schools and shelters. Senior citizens in remote areas, including Memelichi, were gifted blankets and Christmas food.

1. Investment numbers are provided in local currency



# Governance

**In this section**

|                                         |     |
|-----------------------------------------|-----|
| Business Conduct and Ethics             | 101 |
| Anti-Corruption                         | 101 |
| Sustainability Compliance and Assurance | 102 |
| Disclosure Initiatives                  | 103 |
| ESG Supply Chain Management             | 104 |
| Public Policy Initiatives               | 104 |
| Digital Privacy and Cybersecurity       | 105 |

# 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 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. A toll-free "whistleblower" ethics hotline is available 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 2024, Agnico Eagle received 14 reports through the whistleblower hotline. Twelve of the reports were in relation to Human Resources related matters, one report was expense reimbursement related and one was health and safety related. Each of these cases were reviewed and evaluated.

## Analyst Corner

SASB EM-MM 510a.1

MT

## 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, honourably 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 2024, zero instances of fraud were reported to Agnico Eagle's Audit Committee and there were zero legal actions for anti-competitive behaviour, anti-trust or monopolistic practices against the Company.

Kittilä, Finland

# Sustainability Compliance and Assurance

## Audit

The Corporate RMMS audit program includes both internal and external auditing activities to support sustainability performance continual improvement and maintenance of certifications. The commitments which are managed through our RMMS are externally audited once every three years.

Internal audits are conducted by the Company's personnel. They are used to assess compliance with internal policies, standards and procedures, assess operational control and develop recommendations for optimization.

External audits are conducted by independent parties, such as a certified auditor. In the context of the RMMS, external audits are used to provide independent assurance of the accuracy of sustainability statements and performance reports and efficiency of the sustainability management system.

## Independent Assurance

We have external verification from our various memberships such as MAC's Towards Sustainable Mining (TSM) protocols, World Gold Council's (WGC) Conflict-Free Gold Standard (CFGS) and the International Cyanide Management Code (ICMC).

## Membership Based Commitments

Our RMMS is used to ensure we meet the requirements of our membership-based commitments.

### Towards Sustainable Mining

The 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 committed to applying the TSM protocols at all operations, and continue to actively support this initiative.

TSM external verifications are part of the initiative's assurance process on a three-year cycle with internal self-assessments in the intervening years. Agnico Eagle's external verification cycle for operating facilities began in 2024 and will continue in 2025.

Our Ontario and Australian sites are in the process of adopting TSM. Macassa, Detour Lake and Fosterville publicly reported on their TSM self-assessments in 2024 and will be externally verified in 2025. Canadian Malartic has been following TSM since early operations and was subject to external verification in 2024. Canadian Malartic is in the process of extending TSM implementation to Odyssey. Facility level results are available on the TSM [website](#).

### International Cyanide Management Code

Agnico Eagle commits to manage the transport, storage, use and disposal of cyanide in line with the standards of practice set out in the International Cyanide Management Code (ICMC) as signatory since 2011. Detour Lake, Kittilä, La India, Meliadine, Canadian Malartic, as well as Pinos Altos, LaRonde and Meadowbank are currently certified as compliant with the ICMC. Fosterville became a signatory to the ICMC in 2023 and is currently in the implementation phase, initial certification will be sought in 2025–2026.

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 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 Agnico Eagle's [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 is 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 audits are done in conjunction with the TSM external verification cycle, 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. External assurance is also sought during the external audit cycle.

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

# Disclosure Initiatives

## 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 on an annual basis. Up until 2024, we participated in all three questionnaires: Climate Change, Water Security and Forests. However, due to changes and increasing paywalls on the platform, we do not plan to continue disclosing with the CDP. To consult our latest CDP disclosures, visit the CDP [website](#).

## Modern Slavery

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 publish an annual [Modern Slavery Report](#) that outlines the actions undertaken to mitigate modern slavery risks in our operations and supply chains and to ensure transparency.

## CSRD

We continue to monitor the evolution of the Corporate Sustainability Reporting Directive (CSRD) in Europe and are preparing to report when required. In 2024, we updated our materiality assessment process to align with the European Sustainability Reporting Standards (ESRS) double materiality requirement.

## IFRS

We continue to monitor the implementation of the IFRS Sustainability Disclosure Standards IFRS S1 *General Requirements for Disclosure of Sustainability-related Financial Information* and IFRS S2 *Climate-related Disclosures* in the jurisdictions where we operate. We are currently preparing to report to the Australian Sustainability Reporting Standards (ASRS) and assessing developments in both Canada and Mexico. Where feasible we will work on updating our voluntary sustainability reporting to align with these new standards.

## GRI

The Global Reporting Initiative (GRI) sets out specific criteria and indicators that organizations can use to measure and report on their economic, environmental, and social performance. Certain indicators in Agnico Eagle's annual sustainability report are prepared in reference to the GRI Standards, to see the complete list refer to our GRI & SASB index available in our [Sustainability Performance Workbook](#).

## SASB

The Sustainability Accounting Standards Board (SASB) Metals and Mining disclosures and metrics identify financially material sustainability topics and metrics relevant for our industry. Agnico Eagle began reporting SASB disclosures and metrics for the 2019 reporting year and continues to report on an annual basis. Our 2024 SASB Index and Data Table are available on our [website](#).

## The Task Force on Climate-Related Financial Disclosures<sup>1</sup>

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 TCFD and aligned our sustainability report's energy and climate change section accordingly (see page 42). We continue to refine our understanding of climate-related financial risks and in 2022 began releasing periodic Climate Action Reports. We are working to provide more detailed disclosures as outlined by the TCFD framework.

### Analyst Corner

GRI 2-28

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.

# ESG Supply Chain Management

We have a responsibility to understand and manage the risks present in our 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. 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 Supplier Code of Conduct may be grounds for terminating the supplier relationship.

Strengthening human rights due diligence in our supply chain is important to advancing our corporate sustainability commitments. Agnico Eagle expects suppliers to 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 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 and participation in various committees that represent the interests of the mining industry at large.

Our priorities include initiatives related to community support and economic development, Indigenous relations and partnerships, 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 collaborate with stakeholders on certain key major initiatives, including our plans to redevelop Hope Bay, expand and extend operations at Detour Lake and develop an exploration ramp and an exploration shaft at the Upper Beaver Project.

### 2024 Key Initiatives

- Engaged with the Government of Canada, Government of Quebec, Government of Ontario, Government of Nunavut and Inuit organizations on the need for support 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 in Canada's Arctic.
- 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 in the mining sector.
- 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, monitoring and testing, wildlife protection and land use management.

# 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 continue to increase. 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 Audit Committee is responsible for overseeing our information technology systems including cybersecurity. Reports on the Company's IT performance are presented to the Committee on a quarterly basis. The Executive Vice-President Finance & CFO is the executive responsible for information technology. The IT 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 IT 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 [2024 Annual Information Form](#).

## 0

Material information security breaches in 2024

# Agnico Eagle Global Performance Summary Data

For additional performance indicators and operation-level performance see our [Sustainability Performance Workbook](#).

|                                      |                                                                        | 2024       | 2023       | 2022 <sup>1</sup> |
|--------------------------------------|------------------------------------------------------------------------|------------|------------|-------------------|
| OPERATIONS                           |                                                                        |            |            |                   |
| Production                           |                                                                        |            |            |                   |
| SASB EM-MM-000.A                     | Total Ore Processed (tonnes) <sup>2</sup>                              | 64,930,376 | 64,048,754 | 46,164,794        |
|                                      | Total Gold (Oz) <sup>2</sup>                                           | 3,485,336  | 3,520,338  | 2,945,433         |
| HEALTH, SAFETY & WELLNESS            |                                                                        |            |            |                   |
| Global Safety Performance            |                                                                        |            |            |                   |
| SASB EM-MM-320a. 1                   | Person-Hours Worked                                                    | 34,822,995 | 34,624,762 | 31,020,141        |
|                                      | Number of Fatalities                                                   | 0          | 0          | 1                 |
|                                      | Workforce Total Recordable Injury Frequency Rate (per 1M hours worked) | 5.14       | 4.30       | 4.84              |
| ENVIRONMENTAL STEWARDSHIP            |                                                                        |            |            |                   |
| Energy & Climate Change <sup>3</sup> |                                                                        |            |            |                   |
| Energy Consumption                   |                                                                        |            |            |                   |
| SASB EM-MM-130a. 1                   | Total Electricity (GWh)                                                | 3,363      | 3,224      | 2,493             |
|                                      | % Renewable Electricity                                                | 55%        | 56%        | 44%               |
|                                      | Total Energy Consumption (GJ)                                          | 26,539,334 | 26,358,718 | 20,587,814        |
| Energy Intensity                     |                                                                        |            |            |                   |
| GRI 302-3                            | Electricity Intensity (per tonne of ore processed) (KWh/t)             | 51.8       | 50.3       | 54.0              |
|                                      | Energy Intensity (per tonne of ore processed) (GJ/t)                   | 0.41       | 0.41       | 0.45              |
| SASB EM-MM-110a. 1                   | Direct (Scope 1) GHG Emissions (tonnes of CO <sub>2</sub> e)           | 1,119,142  | 1,150,541  | 1,117,861         |
|                                      | Indirect (Scope 2) GHG Emissions (tonnes of CO <sub>2</sub> e)         | 198,831    | 186,416    | 268,241           |
|                                      | (Scope 3) GHG Emissions (tonnes of CO <sub>2</sub> e)                  | 1,938,951  | 2,020,549  | 1,895,988         |
|                                      | Total (Scope 1 + 2) GHG Emissions (tonnes of CO <sub>2</sub> e)        | 1,317,973  | 1,336,957  | 1,386,102         |
|                                      | GHG Intensity (tonnes of CO <sub>2</sub> e per tonne of ore processed) | 0.02       | 0.02       | 0.02              |
|                                      | GHG Intensity (tonnes of CO <sub>2</sub> e per gold oz)                | 0.38       | 0.38       | 0.38              |
|                                      |                                                                        |            |            |                   |

|                                        |                                                                                                        | 2024        | 2023        | 2022 <sup>1</sup> |
|----------------------------------------|--------------------------------------------------------------------------------------------------------|-------------|-------------|-------------------|
| <b>Water Management</b>                |                                                                                                        |             |             |                   |
| GRI 303-3<br>SASB EM-MM-140a. 1        | <b>Water Withdrawal</b>                                                                                |             |             |                   |
|                                        | Total Water Withdrawn (m <sup>3</sup> )                                                                | 75,304,400  | 67,157,911  | 54,186,292        |
|                                        | Total High Value Freshwater Withdrawal for Use (m <sup>3</sup> )                                       | 8,919,311   | 8,615,007   | 9,347,637         |
|                                        | High Value Freshwater Withdrawn for Use Intensity (m <sup>3</sup> of water per tonne of ore processed) | 0.14        | 0.13        | 0.20              |
|                                        | High Value Freshwater Withdrawn for Use Intensity (m <sup>3</sup> of water per gold oz)                | 2.56        | 2.45        | 3.17              |
| GRI 303-4                              | <b>Water Discharged</b>                                                                                |             |             |                   |
|                                        | Total Water Discharged (m <sup>3</sup> )                                                               | 35,863,275  | 34,001,058  | 23,856,198        |
| SASB EM-MM-140a. 1                     | <b>Water Consumption</b>                                                                               |             |             |                   |
|                                        | Total Water Consumed (m <sup>3</sup> )                                                                 | 39,441,125  | 33,156,853  | 30,330,094        |
|                                        | Total Water Used (m <sup>3</sup> )                                                                     | 84,964,907  | 81,677,767  | 57,862,634        |
|                                        | Total Water Reused and Recycled (m <sup>3</sup> )                                                      | 68%         | 71%         | 78%               |
| <b>Tailings &amp; Waste Management</b> |                                                                                                        |             |             |                   |
| SASB EM-MM-150a. 1                     | <b>Mineral Wastes</b>                                                                                  |             |             |                   |
|                                        | Total Waste Rock Mined (tonnes)                                                                        | 176,586,834 | 143,564,421 | 143,208,943       |
|                                        | Total Tailings Produced (tonnes)                                                                       | 64,877,420  | 60,933,565  | 41,122,884        |
|                                        | Total Mineral Wastes (tonnes)                                                                          | 241,464,255 | 204,497,986 | 184,331,827       |
|                                        | % Tailings Recycled                                                                                    | 6%          | 7%          | 10%               |
|                                        | <b>Non-Mineral Wastes</b>                                                                              |             |             |                   |
|                                        | Total Hazardous Waste (tonnes)                                                                         | 9,766       | 21,541      | 8,447             |
|                                        | Total Domestic (non-hazardous waste) (tonnes)                                                          | 75,881      | 57,019      | 55,083            |
|                                        | % Domestic Waste Recycled                                                                              | 44%         | 32%         | 37%               |
|                                        | Total (hazardous + domestic) (tonnes)                                                                  | 85,646      | 78,560      | 63,530            |
| GRI 306-2                              | Total Wastes (tonnes)                                                                                  | 241,474,020 | 204,519,527 | 184,340,274       |
| <b>Environmental Compliance</b>        |                                                                                                        |             |             |                   |
|                                        | <b>Environmental Incidents &amp; Fines</b>                                                             |             |             |                   |
|                                        | Number of significant environmental incidents <sup>4</sup>                                             | 0           | 0           | 0                 |
|                                        | Total number of fines and sanctions                                                                    | 0           | 0           | 0                 |
|                                        | Monetary value of fines                                                                                | 0           | 0           | 0                 |

|                                                       |                                                  | 2024          | 2023   | 2022 <sup>1</sup> |
|-------------------------------------------------------|--------------------------------------------------|---------------|--------|-------------------|
| <b>OUR PEOPLE</b>                                     |                                                  |               |        |                   |
| <b>Workforce Composition</b>                          |                                                  |               |        |                   |
| SASB EM-MM-000.8                                      | Total Workforce                                  | <b>16,887</b> | 15,828 | 14,133            |
|                                                       | Contractors                                      | <b>5,965</b>  | 5,313  | 4,674             |
|                                                       | Employees                                        | <b>10,922</b> | 10,515 | 9,459             |
|                                                       | % Contractors                                    | <b>35%</b>    | 34%    | 33%               |
| <b>Diversity and Inclusion</b>                        |                                                  |               |        |                   |
| GRI 405-1                                             | % Female Employees                               | <b>15%</b>    | 15%    | 15%               |
|                                                       | % Female Senior Management                       | <b>21%</b>    | 21%    | 22%               |
|                                                       | % Female Executives                              | <b>25%</b>    | 25%    | 16%               |
|                                                       | % Female Board of Directors                      | <b>36%</b>    | 36%    | 33%               |
|                                                       | % Visible Minorities Executives                  | <b>25%</b>    | 25%    | 19%               |
|                                                       | % Visible Minorities Board                       | <b>9%</b>     | 18%    | 17%               |
| <b>Retaining, Training, and Developing Our People</b> |                                                  |               |        |                   |
| GRI 401-01                                            | Total Permanent Employee Turnover                | <b>709</b>    | 1,014  | 1,024             |
|                                                       | Permanent Employee Turnover Rate (%)             | <b>7%</b>     | 10%    | 11%               |
|                                                       | <b>Training</b>                                  |               |        |                   |
|                                                       | Average Hours of training per employee           | <b>33</b>     | 42     | 33                |
| SASB EM-MM-310a. 2                                    | Number of Strikes and Lockouts                   | <b>0</b>      | 0      | 0                 |
| <b>SOCIO-ECONOMIC DEVELOPMENT</b>                     |                                                  |               |        |                   |
| <b>Generating Economic Benefits</b>                   |                                                  |               |        |                   |
| GRI 204-1                                             | <b>Proportion of Spending on Local Suppliers</b> |               |        |                   |
|                                                       | % of local spending                              | <b>45%</b>    | 46%    | 44%               |

## Notes:

1. All data for 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 for sustainability reporting.
3. 2022 data for GHG emissions has been rebaselined and includes Canadian Malartic.
4. Any incident with a consequence of 4 or higher per Agnico Eagle's RMMS criteria (see page 63 for details).

## Limitations

This report has been prepared for the purpose of assisting the Company's stakeholders in understanding certain key elements of the Company's sustainability and other climate-related objectives, targets and risks and may not be suitable or appropriate for other purposes. This report provides information from a different perspective and in more detail than is required to be included in mandatory securities filings. While certain matters discussed in this report may be of interest and importance to the Company's stakeholders, the use of the terms, "critical", "extreme", "important", "material", "significant" or similar words or phrases should not be read as necessarily rising to the level of materiality used for the purposes of securities laws and regulations or other laws. Also, this report should be read as a whole, and in conjunction with the Company's management's discussion and analysis ("MD&A") and Annual Information Form ("AIF") for the year ended December 31, 2024 filed with Canadian securities regulators and available on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and that are included in its Annual Report on Form 40-F for the year ended December 31, 2024 ("Form 40-F") filed with the U.S. Securities and Exchange Commission (the "SEC") and available on EDGAR at [www.sec.gov](http://www.sec.gov), as well as the Company's other filings with the Canadian securities regulators and the SEC, particularly the risks discussed therein. The information in this report has not been audited. Due to the inherent uncertainty and limitations in measuring greenhouse gas ("GHG") emissions and intensity, energy consumption and composition, project type GHG reduction potential and likelihood, and climate-related risks and opportunities under the calculation methodologies used in the preparation of these and other data and metrics, all such information in this report are estimates. There may also be differences in the manner that other parties calculate, report, test or substantiate such information compared to the Company, which means that the information reported by other parties may not be comparable to that reported by the Company. Further, as sustainability other climate-related reporting evolves, there could be changes to the market practices, taxonomies, methodologies, criteria and standards that are used to classify, measure, test, substantiate and report on such matters, so this information may not be comparable to information prepared or reported by the Company at a different time. However, all representations in this report concerning the Company's sustainability other climate-related objectives and impacts are based on what the Company believes to be adequate and proper substantiation in accordance with internationally recognized methodology. This report may provide addresses of, or contain hyperlinks to, websites, some of which are not owned or controlled by the Company. Each such address or hyperlink is provided solely for the reader's convenience, and, except as otherwise expressly stated, the content of linked websites is not in any way included or incorporated by reference into this report.

## Forward-Looking Statement

Certain statements contained in this report constitute "forward-looking statements" within the meaning of the United States Private Securities Litigation Reform Act of 1995 and "forward-looking information" under the provisions of Canadian provincial securities laws and are referred to herein as "forward-looking statements". All statements, other than statements of historical fact, that address circumstances, events, activities or developments that could, or may or will occur are forward-looking statements. When used in this report, the words "achieve", "aim", "anticipate", "could", "estimate", "expect", "forecast", "future", "plan", "possible", "potential", "schedule", "target", "tracking", "will", "ambition" and similar expressions are intended to identify forward-looking statements. Such statements include, without limitation: statements regarding the Company's future plans in the areas of climate change action, including targets for GHG reductions and the plans to achieve those targets; expectations regarding future execution of the Company's climate strategy; expectations regarding achievement of climate targets and goals, including the ultimate goal of being carbon neutral by 2050; expectations regarding mitigation of certain climate-related risks; expectations regarding implementation of technologies; expectations of operational resiliency and climate scenarios; statements regarding the Company's future plans in the areas of sustainable development, health, safety, human resources, environment and community development; and expectations

regarding other future results and impacts. 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. Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by the Company as of the date of this report, are inherently subject to significant business, economic and competitive uncertainties and contingencies. The material factors and assumptions used in the preparation of the forward-looking statements contained herein, which may prove to be incorrect, include, but are not limited to, assumptions regarding: the production, permitting, development, operations and expansion of operations and projects being consistent with current expectations and mine planning; the development, performance and effectiveness of technology needed to achieve our sustainability goals and priorities is as expected; the availability of clean energy sources on reasonable terms; that regulatory, legal and political developments in the jurisdictions in which the Company operates or develops or acquires projects is consistent with expectations; the Company's ability to successfully implement its climate change strategies on commercially reasonable terms without affecting production objectives; there will be no negative effect on the calculation of the Company's GHG emissions and intensity, energy consumption and composition or other data or metrics from refinements in, evolution of or modifications to international standards or the methodology, taxonomy, criteria and standards we use for the calculation of such GHG emissions, intensity and such data or metrics; the Company's ability to successfully implement its technology and innovation strategy; the Company's ability to attract and retain skilled employees; environmental compliance costs generally; the ability of the Company to purchase carbon and clean energy instruments, including carbon offset and removal credits and other environmental attributes; the development of the Company's business generally; and other planning assumptions, including, without limitation, related to production impacts, energy consumption, water use, supply chain and energy costs, carbon price, reduction initiatives, costs of closure and modelling variables, as well as the assumptions set forth herein and in the MD&A, AIF and Form 40-F. Readers should note that the foregoing list is not exhaustive and should assume that our sustainability and climate strategy will evolve and be updated as time passes. 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 risks include, but are not limited to, those associated with: consequences of climate change; production, permitting, development, operations and expansion of operations at our properties; delay, increased cost or unsuccessful implementation of strategies to manage or mitigate the Company's sustainability profile; regulatory action; environmental compliance challenges; changes in laws and governmental regulations as well as the costs of compliance with environmental and other laws and regulation; risks relating to the development and use of new technology or lack of appropriate technologies needed to advance the Company's goals; the absence or illiquidity of markets for carbon and clean energy instruments, including carbon offset and removal credits and other environmental attributes, and the risk of invalidation or reversal of such instruments; changes in stakeholder expectations; natural disasters and adverse weather conditions; changes in commodity prices; changes in general business and economic conditions; and the future operation and financial performance of the Company generally, as well as other risks identified in this report and the risks discussed under the captions "Risk Factors" and "Risk Profile" in the AIF and MD&A, respectively, and included in the Form 40-F, which sections are incorporated by reference herein, as well as the Company's other filings with the Canadian securities regulators and the SEC. Readers should also note that the high degree of uncertainty around the nature, timing and magnitude of climate-related risks, and the uncertainty as to how the energy transition will evolve, makes it difficult to determine all potential risks and opportunities and disclose these and any potential impacts with precision. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements. Readers should not assume that any lack of update to a previously issued forward-looking statement constitutes a reaffirmation of that statement. Continued reliance on forward-looking statements is at the reader's own risk.



**AGNICO EAGLE**

**Agnico Eagle Mines Limited**  
145 King Street East, Suite 400  
Toronto, Canada M5C 2Y7  
[agnicoeagle.com](http://agnicoeagle.com)