



## Inclusive Workplace Policy

**Agnico Eagle is committed to complying with applicable laws in each jurisdiction where we operate and to making human resources related decisions based on merit. In that context, Agnico Eagle is committed to fostering a workplace that champions inclusion while promoting equity and valuing diversity. Inclusion at Agnico Eagle means fostering a workplace culture where all individuals—regardless of background, identity or role—feel respected, valued and empowered to contribute. This commitment aligns with our core values of Family, Trust, Respect, Responsibility and Equity and is reflected in our Sustainability Policy and our Code of Business Conduct and Ethics. Agnico Eagle recognizes that an inclusive workplace is essential for creating safe and sustainable mining operations.**

Our commitment is to:

- Comply with applicable laws in each jurisdiction where we operate
- Make human resources-related decisions based on merit, defined as a fair, unbiased assessment of qualifications, experience and potential
- Provide equitable access to opportunities
- Recognize the value of diversity in the workplace and develop a workforce that reflects the diversity of our communities
- Ensure equal opportunity for employees and applicants, regardless of race, colour, religion, sex, sexual orientation, gender identity, ethnicity, national origin, age, disability, genetic characteristics and any other ground protected by law
- Promote a culture of inclusion where individuals feel valued, respected and empowered to contribute their individual perspectives and skills
- Ensure fair and consistent treatment for employees, with equitable access to opportunities, resources and rewards, where systemic barriers are removed or mitigated
- Emphasize active participation in reconciliation with Indigenous Peoples
- Foster an organizational culture that promotes psychological health and safety
- Prohibit discrimination, harassment (including sexual harassment), violence, bullying, retaliation or threats of the foregoing in the workplace
- Listen to our employees through engagement surveys and other feedback channels to identify areas for improvement and implement meaningful changes
- Provide training and educational opportunities to build inclusive mindsets and leadership
- Measure and review our performance in creating an inclusive and safe environment
- Provide compliance mechanisms that are safe and accessible to employees

**Ammar Al-Joundi**  
President & Chief Executive Officer

**Carol Plummer**  
EVP, Sustainability, People & Culture

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**AGNICO EAGLE**