

# Together, We Make Mining Work



2025 Sustainability Report



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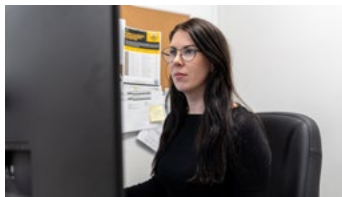
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# About This Report

This 2025 Sustainability Report marks the 17th year that Agnico Eagle has published a detailed account of our health, safety, environmental and social performance.

Agnico Eagle's Sustainability Report is intended to provide information on the Company's oversight, strategy, practices and risk management approach to key sustainability topics and to report on the sustainability performance of our operating mines. This report reflects performance from January 1 to December 31, 2025, of mining assets under Agnico Eagle's operational control as of December 31, 2025. Details of the reporting boundaries for the 2025 Sustainability Report are provided on page 8.

The report includes mining industry-specific indicators from the Sustainability Accounting Standards Board (SASB) Metals and Mining disclosures and metrics, and selected indicators in reference to the Global Reporting Initiative (GRI) standards.

A three-year global performance summary of key performance indicators is included on page 103 of this report.

Our 2025 GRI and SASB index, along with disclosures of performance indicators by operation, are available on our [website](#).

Unless otherwise specified, all funds are reported in US dollars, and all information in this report is as of December 31, 2025.

## Together, We Make Mining Work

Our 2025 sustainability report theme, "Together, We Make Mining Work", reflects our belief that responsible mining is built through collaboration. For more than 65 years, Agnico Eagle has understood that our success depends on the strength of our relationships with employees, Indigenous Peoples, communities, partners and stakeholders. Mining can only create lasting value when it is informed by many voices, guided by shared priorities and grounded in mutual trust. In 2025, we reaffirmed our commitment to working side-by-side to advance innovation, mitigate our impact on the environment, support resilient communities and ensure that the benefits of mining are shared by our stakeholders.



Canadian-based and led, Agnico Eagle is Canada's largest mining company and the second largest gold producer in the world, operating mines in Canada, Australia, Finland and Mexico. The Company is advancing a pipeline of high-quality development projects in these regions to support sustainable growth over the next decade. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading sustainability practices. Agnico Eagle 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 <https://www.agnicoeagle.com/English/sustainability/reports-disclosures-and-policies/default.aspx>

## → Navigating the Report

 Supporting content (external links)

 Core Sustainability Topics

## Messages from Leadership

# A Message from Our President & CEO



Ammar Al-Joundi  
President and CEO

At Agnico Eagle, our purpose is captured in a simple idea: together, we make mining work. This means creating lasting value not only for our shareholders, but also for our employees, the communities and Indigenous partners we work with, and the environment in which we operate.

Sustainability is integrated to how we run our business. Mining succeeds when it is done responsibly – when we build trust, operate safely, protect the environment and contribute meaningfully to local and regional economies. These priorities are interconnected and guide our decisions.

Our strategy reflects this approach. As a long-term regional operator, we invest in jurisdictions where we can build enduring partnerships and operate for decades. Success depends on strong relationships, including with Indigenous Peoples, and on maintaining the confidence of those in the regions where we operate.

In 2025, we continued to strengthen our business. We continued our journey Towards Zero Accidents by focusing on risk mitigation, deepened relationships with our partners and continued to invest in innovation and operational improvements. These efforts are critical to maintaining a resilient and responsible organization.

We also recognize the broader context in which we operate. Attracting the next generation of people is essential, and we must continue to demonstrate that mining offers meaningful and rewarding careers. Demand for responsibly produced minerals continues to grow, alongside expectations for how they are developed. Progress in areas such as energy and infrastructure will also require coordinated action beyond any one organization.

Responsible mining is not a trend; it is fundamental to how we operate. As expectations continue to evolve, we apply our values through strong partnerships with stakeholders and rightsholders to deliver enduring value and support the long-term well-being of the regions in which we work.

Sustainability is both a responsibility and an opportunity – one we are proud to advance together.

## Messages from Leadership

# A Message from Deborah McCombe, Chair of the HSESD Committee of the Board



Sustainability is integral to how Agnico Eagle manages risk, oversees performance and plans for the future. At the Board level, this is reflected in our approach to governance, oversight and long-term value creation.

Through the Health, Safety, Environment and Sustainable Development Committee, the Board monitors key areas including safety, environmental performance, community engagement and emerging risks. Our role is to ensure these elements are integrated into decision-making in a consistent and disciplined way, supported by transparency and accountability.

A key consideration in our oversight is social acceptability. Our ability to operate and grow depends on maintaining trust with stakeholders and rightsholders, including Indigenous Peoples. This requires ongoing engagement, open dialogue and responsiveness to concerns. These relationships are closely monitored, recognizing their importance to long-term stability.

Health and safety remain a central priority and a core part of Agnico Eagle's culture. The Committee regularly reviews performance trends, with a focus on strengthening awareness of critical risks, reinforcing safe practices and supporting continuous learning across operations. Maintaining a strong safety culture requires engagement at all levels of the organization and sustained attention to how work is carried out day to day.

Direct engagement remains an important part of our work. In 2025, the Board visited Macassa in Ontario, where we met with employees and observed how policies and practices are applied at site. These visits provide valuable insight into operational realities – from safety systems to workforce development and community engagement – and help inform our oversight.

The Committee also continues to focus on relationships with Indigenous Peoples. Progress on the Reconciliation Action Plan and the establishment of an Indigenous Advisory Committee reflect ongoing efforts to strengthen governance and engagement in this area. Participation through employment, training and business partnerships supports more inclusive and durable outcomes.

Climate-related matters continue to be reviewed at the Board level, with attention to performance, risks and the practical factors influencing progress, including access to infrastructure and evolving technologies.

As expectations continue to shift, our priority is to provide clear oversight, reinforce accountability and support management in navigating an increasingly complex operating environment.

On behalf of the Board, I would like to thank employees across Agnico Eagle for their continued commitment. Their efforts strengthen our performance and help maintain the trust that underpins our operations.

# 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

		2023	2024	2025	Performance <sup>1</sup>
<b>Health, Safety and Wellness</b> (See page 25 for more details)	Workforce Total Recordable Injury Frequency <sup>2</sup>	4.30	5.14	4.83	=
	Employee Total Recordable Injury Frequency <sup>2</sup>	3.08	4.67	3.77	=
	Fatalities	0	0	1	-
<b>Environmental Stewardship</b> (See page 37 for more details)	Total Tonnes CO <sub>2</sub> e	1.34M	1.32M	1.36M	=
	tCO <sub>2</sub> e/oz	0.38	0.38	0.39	=
	Significant Environmental Incidents	0	0	0	+
	Percent Water Reused and Recycled	71%	68%	74%	=
<b>Our People</b> (See page 67 for more details)	Proportion of Women in the Workforce	15%	15%	15%	=
	Local <sup>3</sup> Employment	66%	67%	73%	+
	Indigenous Employees	649	646	683	+
<b>Communities</b> (See page 82 for more details)	Number of Significant Disputes	0	0	1	=
	Operations Payments to Local <sup>3</sup> Suppliers	1.87B	1.87B	2.02B	+

1. Performance is based on meeting the 2025 target for the year (see page 14) 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.

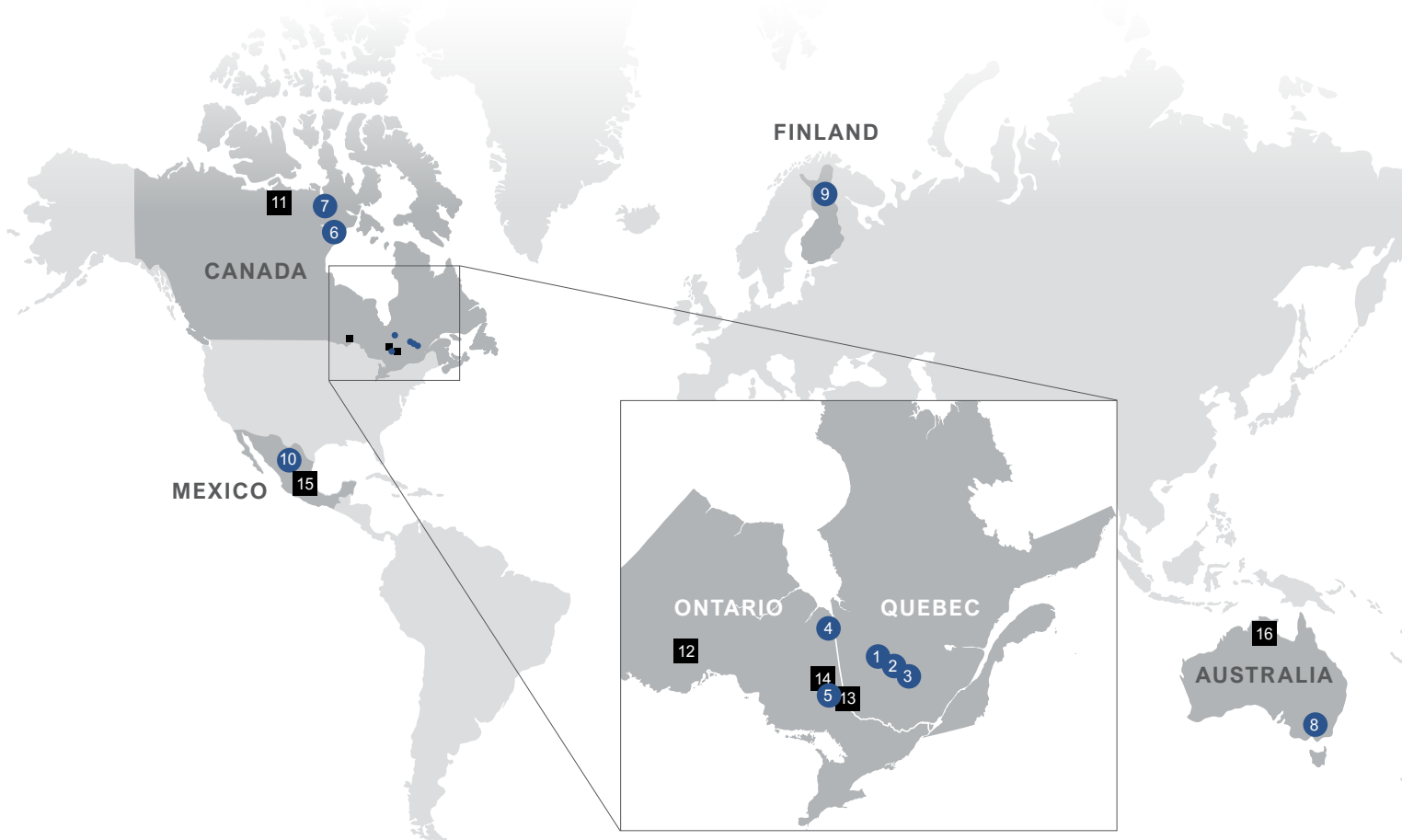
3. Definition for our local boundaries is provided in our Sustainability Performance Data Workbook.

# Operations At-a-Glance

## 2025 Production

<p><b>3.45M</b></p> <p>Gold (in ounces)</p>	<p><b>2.50M</b></p> <p>Silver (in ounces)</p>	<p><b>8.45K</b></p> <p>Zinc (in tonnes)</p>	<p><b>5.39K</b></p> <p>Copper (in tonnes)</p>
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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
- 2 Canadian Malartic
- 3 Goldex
- 4 Detour Lake
- 5 Macassa
- 6 Meliadine
- 7 Meadowbank
- 8 Fosterville
- 9 Kittilä
- 10 Pinos Altos

### Exploration & Projects

- 11 Hope Bay
- 12 Hammond Reef
- 13 Upper Beaver
- 14 Timmins East
- 15 San Nicolás (50%)
- 16 Northern Territory

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

# Reporting Boundaries

Over time, our operating portfolio and associated sustainability contributions, impacts and responsibilities have evolved. We report a range of ESG metrics and monitor performance on a year-over-year basis. We review historical data and, where necessary, restate significant differences. This Sustainability Report includes information from operating sites where the Company has operational control.

## Sites included in reporting boundary

### Australia:

Fosterville

### Quebec, Canada:

LaRonde, Goldex (includes Akasaba West), Canadian Malartic (includes Odyssey)

### Nunavut, Canada:

Meadowbank, Meliadine, Hope Bay<sup>1</sup>

### Ontario, Canada:

Macassa, Detour Lake

### Finland:

Kittilä

### Mexico:

Pinos Altos (includes Creston Mascota)

## Additional Information

On March 18, 2025, Agnico Eagle acquired the Marban Alliance property, which is adjacent to Canadian Malartic, through completion of the acquisition of O3 Mining Inc.

La India ceased mining operations in the fourth quarter of 2024. Unless otherwise specified, data from La India is no longer included in our sustainability metrics.

On March 31, 2023, the Company acquired Yamana Gold Inc.'s Canadian assets, including 100% of Canadian Malartic (previously 50% owned by Agnico Eagle). Unless specified otherwise, full-year Canadian Malartic data is included in Agnico Eagle's ESG performance for 2023–2025 and excluded for 2021–2022. Energy and greenhouse gas data were restated as of 2021 to include Canadian Malartic.

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

Akasaba West began production in the first quarter of 2024. Akasaba West data is incorporated into the Goldex dataset beginning in 2024, with the exception of energy and GHG data, which are included starting in 2025.

The figures presented reflect information available at the time of reporting. Data may be updated or revised in future periods, and any material changes will be communicated through a restatement. Due to rounding, minor differences may occur in reported totals.

1. Hope Bay was placed on care and maintenance in 2021 and is currently an advanced exploration site. Pending a construction decision, the site is included in our sustainability metrics. Any current or forward-looking statements related to active operations do not include this site. 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.

# Supplemental Information

Agnico Eagle's approach to sustainability reporting is to disclose information on its sustainability impacts and opportunities in a manner that is consistent, comprehensive and publicly accessible. To address the varied needs of stakeholders, sustainability-related information is disclosed across multiple platforms in addition to the Company's annual Sustainability Report. The sections below summarize where additional sustainability-related information can be found. If you are unable to locate specific information, 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 relevant disclosures.

Relevant GRI and SASB indicators are also identified throughout this report in analyst corners.

## Sustainability Performance Tables

Annual global- and site-level performance data is provided in Microsoft Excel format in the Sustainability Performance Workbook, which is available on our [website](#).

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

## Sustainability Initiatives

Additional stories and updates on sustainability initiatives are available on our [website](#).

## Financial Reporting

Additional information on annual financial results is available in our [2025 Annual Report](#). Executive compensation information is provided in our [2026 Management Proxy Circular](#). Financial risks disclosures are included in the [Annual Information Form](#), and information on payments to governments is disclosed in our [ESTMA reports](#).

## Tailings Management

Additional information on tailings management, including a list of tailings storage facilities and risk evaluation details, is provided in our [2025 Tailings Summary Report](#).

## Climate, Water & Biodiversity

Further details on climate-related disclosures are available in our most recent [Climate Action Report](#). Facility-level Towards Sustainable Mining (TSM) results for *Energy and GHG Emission Management*, *Water Stewardship and Biodiversity Conservation Management* protocols are included at the end of this report and are also available on the Mining Association of Canada (MAC) [website](#).

## Human Rights

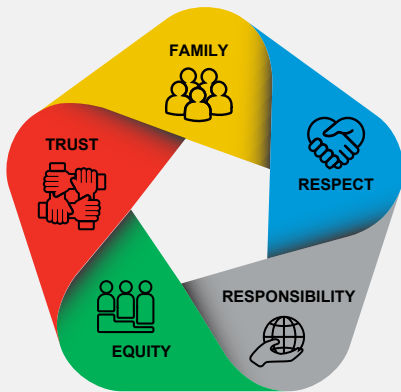
Information on our human rights approach and actions is available in our [Conflict-Free Gold Report](#), our [Report on Voluntary Principles on Security and Human Rights](#) and our report on [Modern Slavery](#).

## Regional Information

Many of our mine sites maintain regional websites and social media channels that provide additional information on operational activities, including stakeholder engagement, project development and career opportunities.

Access to these regional pages is available through 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 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.

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.



## Operate a Safe and Healthy Workplace

## Respect the Environment

## Respect Employees

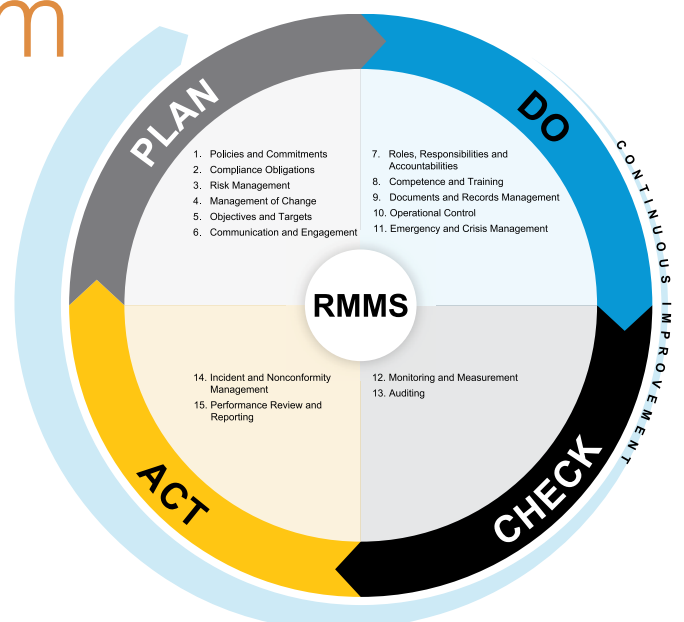
## Respect Communities

### Policies & Codes of Conduct

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

# Risk Management & Monitoring System

The Risk Management and Monitoring System (RMMS) is the foundation for managing the commitments set out in our [Sustainability Policy](#), as well as 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. It supports the integration of sustainability principles into decision-making processes and day-to-day activities and promotes consistency and performance across the organization.



# Strategic Focus & Emerging Challenges

Our strategic focus is guided by Agnico Eagle's values, business priorities, [Sustainability Policy](#), sustainability commitments and the sustainability topics we determine to be material. As we operate our mines and grow our business, it is important that we have a thorough understanding of important economic, environmental and societal topics impacting our business as well as understand the significance of our impacts as listed in our Sustainability Materiality Assessment. We manage sustainability-related risks and pursue sustainability-related opportunities in alignment with our business strategy and where we believe we can have the greatest impact. These efforts focus on topics that are important to stakeholders in the regions where we operate.

## Strategic Focus Areas

### Health, Safety & Wellness

While we continue to make progress in health and safety performance, this was overshadowed by the tragic loss of a contractor in Australia in December 2025. We are accountable for the health and safety of employees and contractors at our sites and strive to do better. Our efforts are guided by our Towards Zero Accidents initiative, an approach focused on understanding major hazards and critical controls in order to improve workplace safety. Launched in 2020, the initiative continues to evolve and inform our approach to reducing accidents across our operations.

Learn more on [page 25](#)

### Crisis Management

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 responding to, and recovering from, unexpected events that may disrupt our operations or impact employees, local communities and the environment.

Maintaining highly skilled emergency response teams, training employees and contractors on protocols and procedures, and demonstrating active leadership in the field help support the health and safety of our people, protect the environment, and maintain the integrity and operational continuity of our assets. We have a Corporate Crisis Management Plan and all operations maintain Emergency Response Plans including response checklists and defined roles and responsibilities. Scenario training is undertaken with appropriate individuals at the operations and at corporate. Each site has plans specific to its unique operational circumstances, to support emergency response and communication between local and corporate teams.

Learn more on [page 30](#)

### Climate Change, Energy & Emissions

A changing climate affects the physical environment and our cost of doing business. Agnico Eagle is taking steps to manage climate-related risks, decarbonize our operations, and support the transition to a lower-carbon economy. We have reported on climate in our sustainability disclosures since 2009 and released our first Climate Action Report in 2023 and continue to review and refine our approach as circumstances and expectations evolve.

Learn more on [page 40](#)

### Resource Stewardship

Optimizing the use of resources such as water and energy can help reduce operating costs, support regulatory compliance and protect local ecosystems. Continuous improvement is embedded in our RMMS. Across our operations, we assess opportunities to improve our consumption of resources, and plan future projects to include these efficiencies.

Learn more on [page 43](#)

### Innovation Research & Development

Environment-related projects have been an important part of Agnico Eagle's research and development program for decades. Through partnerships with universities and research institutions, we assess new technologies and approaches that can be applied at our operations, including initiatives related to decarbonization. These projects target improved environmental performance, contribute to the advancement of industry practices, and provide learning and skills development opportunities for the next generation of talent.

Learn more on [page 58](#)

### Water Stewardship

Access to safe water is a fundamental human right, and responsible water management is a key aspect of responsible mining. We are committed to responsible water use and protection. Our approach and commitment to water stewardship are guided by our Water Management Corporate Standard, [Water Management Policy](#), Operational Water Management Framework, and [TSM's Water Stewardship Protocol](#).

We aim to help safeguard local water supplies, support ecosystem health, and reduce potential risks associated with water scarcity or water pollution.

Learn more on [page 50](#)

## Inclusive Workplace

We are grounded in our core values of Family, Trust, Respect, Responsibility, and Equity and committed to fostering a workplace that champions inclusion while promoting equity and valuing diversity. We implement initiatives and programs to attract, retain, and promote inclusivity.

To hold ourselves accountable, we provide transparent reporting on workforce diversity and pay equity to support accountability and informed decision-making. We promote a culture of inclusion where individuals feel valued, respected and empowered to contribute their individual perspectives and skills.

Learn more on [page 72](#)

## Human Capital & People Development

People are key to the success of our business today and in the years to come. By leveraging our existing talent and providing opportunities for career development, training and skills development, we support our workforce and attract individuals with the capabilities needed to meet evolving business needs.

In some of the regions where we operate, access to educational opportunities can be limited. Through on-the-job training and support to local training centres, we help develop skills that support career development at Agnico Eagle and provide transferable experience that may be applied in other employment opportunities.

Learn more on [page 78](#)

## Community Relations & Satisfaction

Fostering respectful community relations and good satisfaction levels is a focus for Agnico Eagle. Building and maintaining constructive relationships with local stakeholders and rightsholders supports our project pipeline and operations, contributing to shared economic opportunities. Building upon the learnings from Canadian Malartic's successful development of a Good Neighbour Guide in 2016, LaRonde and Goldex successfully launched similar programs. Leveraging these successes, we have continued to engage with communities to bring this model to other operations. In 2025, we performed our first perception survey with the communities in regions where we operate.

Learn more on [page 82](#)

## Indigenous Rights & Relationships

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](#), which outlines our approach to reconciliation with Indigenous communities. In 2025, implementation continued across our sites, and we are preparing a progress report to support transparency and continuous improvement.

Learn more on [page 89](#)

## Contribute to Prosperity

We believe in contributing to the prosperity of our employees, their families and the communities in which we operate. We offer employment opportunities with competitive compensation and comprehensive benefits plans that support our employees and their families. We work closely with local communities to help ensure our investments and donations support initiatives and programs that contribute to the sustainable development of their regions and align with local priorities.

Learn more on [page 92](#)

## Emerging Challenges

Mining faces challenges that evolve over time. Topics such as health and safety, tailings management, and social licence to operate remain ever-present and require sustained attention and adaptation. At the same time, new challenges emerge as environmental, technological and regulatory conditions change, including the increasing use of digital technologies and artificial intelligence across the industry. Addressing both ongoing and emerging issues is important to the sustainable development of the mining sector.

## Attracting Talent

Attracting young people to the mining industry can be challenging due to misperceptions, which can discourage some from considering mining as a career option.<sup>1</sup> Many mining roles are located in remote regions, away from urban centres which contributes to a lack of awareness of the multitude of job opportunities available in the industry. This geographical distance, combined with limited awareness of modern, sustainable mining practices and career pathways, can affect the industry's ability to attract talent. To help address these challenges, we engage with educational institutions at multiple levels and the Mining Industry Human Resources Council (MiHR) to raise awareness of technological advancements and the range of career opportunities available in exploration and mining. We continue to invest in student and apprenticeship programs and work to broaden our talent pool by attracting more Indigenous Peoples and women to our workforce.

## Integrated Closure

Mine closure is a complex phase of the mining lifecycle, involving operational changes that can affect employees, local communities and the surrounding environment. We engage with our workforce and impacted communities prior to closure to support workforce transition planning and to discuss considerations related to future land use. During operations, we advance progressive reclamation activities and the development and implementation of long-term environmental monitoring, which are key aspects of responsible mine closure.

1. Mindjimba, A. (2026). The labour crisis is coming: Will Canadian miners be ready in time? *Canadian Mining Journal*.

# Sustainability Objectives

To support progress across our strategic focus areas, Agnico Eagle establishes objectives that align with our values, business strategy and Sustainability Policy. These objectives provide a structured way to monitor performance, strengthen accountability and ensure that our actions reflect our commitments.

Our objectives are meaningful, achievable and aligned with the sustainability topics most relevant to our stakeholders and our operations. By meeting these objectives, we aim to strengthen our production base, create value for shareholders, and contribute to the social, environmental and economic well-being of our employees and the communities in which we operate.

Priorities	Objectives	2025 Progress
<b>Operate a Safe and Healthy Workplace</b>	Zero fatalities	<ul style="list-style-type: none"> <li>– One fatality</li> </ul>
	Towards Zero Accidents (Medical aid and above)	<ul style="list-style-type: none"> <li>– GCIFR<sup>1</sup> in 2025 was 2.65 compared to 2.47 in 2024.</li> <li>– TRIFR<sup>2</sup> in 2025 was 4.83 compared to 5.14 in 2024.</li> <li>– Incident Cause Analysis Method (ICAM) Quality review completed across the organization.</li> <li>– Bowtie Methodology implemented across the organization.</li> </ul>
<b>Respect the Environment</b>	Towards Zero Significant Incidents <sup>3</sup> (Major and above)	<ul style="list-style-type: none"> <li>– No significant environmental incidents occurred.</li> <li>– Operational Water Management Framework (OWMF) was updated to clarify and the criteria was adjusted. Most sites demonstrated an improvement even with the more stringent criteria.</li> <li>– Tailings governance updated to include in-pit tailings facilities. Independent Review Board meetings were held for in-pit tailings facilities at Canadian Malartic and Pinos Altos.</li> </ul>
	Towards Net Zero	<ul style="list-style-type: none"> <li>– 15 carbon reduction opportunity projects selected using the company wide prioritisation process for further evaluation.</li> <li>– In 2025, GHG emissions totaled 1.36M tonnes of CO<sub>2</sub>e with an intensity of 0.39 tonnes of CO<sub>2</sub>e per ounce of gold.</li> <li>– Power Purchase Agreement signed for a wind energy project at Hope Bay.</li> </ul>
<b>Respect Employees</b>	Foster Employee Engagement	<ul style="list-style-type: none"> <li>– Certification by Great Place To Work (GPTW) was achieved for the first time in Canada and for the 15th time in Mexico.</li> <li>– GPTW employee participation increased by 7% compared to 2024.</li> </ul>
	Foster Inclusivity	<ul style="list-style-type: none"> <li>– Addressed the gaps that were identified through an internal assessment against the <i>TSM Equitable Diverse and Inclusive (EDI) Protocol</i>.</li> <li>– Inclusive Workplace Policy renewed, demonstrating our commitment to embedding inclusion. Communicated our strategy globally and established a community of practice.</li> </ul>
<b>Respect Communities</b>	Foster Positive Community Relations and Social Acceptance	<ul style="list-style-type: none"> <li>– All grievances were addressed within 30 days.</li> <li>– The first social performance measurement was launched in Australia and in Canada (Quebec, Ontario and Nunavut) with the support of an independent firm.</li> </ul>
	Towards Reconciliation	<ul style="list-style-type: none"> <li>– Implementation of Agnico Eagle's Reconciliation Action Plan with Indigenous Peoples progressed during the year.</li> <li>– Over 5,000 hours of Indigenous Cultural Awareness Training were delivered, and over 200 related activities were held across the Company.</li> </ul>

1. Global Combined Injury Frequency Rate (GCIFR) includes lost-time and restricted work for employees and contractors per one million hours worked.

2. Total Recordable Injury Frequency Rate (TRIFR) includes lost-time, restricted work and medical aids for employees and contractors per one million hours worked.

3. Refers to an incident with a major or extreme/critical consequence according to our Agnico Eagle Consequence and Probability Matrix.

# Core Sustainability Topics

The sustainability reporting requirements, in some jurisdictions, are moving towards focusing on topics that are material or double material. Materiality identifies the sustainability issues most significant to our business and stakeholders, while double materiality considers both how these issues affect the company and how the company’s activities impact people and the environment. However, we recognize that many sustainability topics are interrelated and that the priority and significance of impacts may vary across stakeholder groups and individual operations.

In our initiatives and reporting, we strive to balance global and regional perspectives while emphasizing the interconnection of relevant topics.

To support our sustainability commitments and provide high-quality reporting, in this report we focus on the sustainability topics that are part of our strategic focus areas and that have been identified as relevant to mining sector by the various voluntary organizations we have committed to for performance and disclosure (discussed on page 98).

## Core Sustainability Topics

Health, Safety & 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			

### Analyst Corner





GRI 3-2

CST

# 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. Our activities may contribute, directly and indirectly, to each of the 17 UN SDGs; however, the nature and significance of our potential impact varies.

## Examples of related contributions and impacts

UN SDG	Our Contribution	Our Impacts
<b>Good Health and Well-Being</b> 	We aim to ensure our workforce has the knowledge, tools and training necessary to perform their duties in a safe manner, and implement well-being programs to promote and support healthy lives.	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>Decent Work and Economic Growth</b> 	We support socio-economic development in the regions where we operate by providing employment and business opportunities and implementing community investment programs that focus on local economic development, even after mining ceases.	In 2025, our combined local spending totaled over \$2.02 billion. Local employment in several operating regions exceeded 90%. Career development, training and recruitment initiatives continue to support workforce development and employment opportunities within local communities.
<b>Climate Action</b> 	We are taking steps to reduce GHG emissions by improving energy efficiency and implementing our climate strategy.	Our combined emission intensity (0.39 tonnes of CO <sub>2</sub> e per ounce of gold in 2025) and our net emissions (1.36M tonnes of CO <sub>2</sub> e) remained consistent over recent years. We are working to decarbonize our operations and reduce our overall carbon footprint as we work toward net-zero.
<b>Life on Land</b> 	Under the TSM <i>Biodiversity Conservation Protocol</i> , our operations identify opportunities to manage biodiversity impacts, using the mitigation hierarchy to limit ecological disturbance.	The total area physically disturbed by our mining activities is approximately 13,000 hectares. We continue to rehabilitate areas where mining has ceased and collaborate on biodiversity-related research initiatives (see <a href="#">page 58</a> ).

## Unlocking Collective Impact: The Power of Partnership

Agnico Eagle has a long history of partnering with communities, governments, non-profit organizations and the private sector to collaborate on projects and initiatives that support positive, lasting outcomes. Embracing these partnerships helps amplify impact, encourage innovation and makes more effective use of shared resources. By listening and working closely with partners, we gain a deeper understanding of local priorities and needs. These relationships strengthen our ability to support the sustainable development of the regions where we operate.



In July 2025, Agnico Eagle signed a collaboration agreement with the Anishnabe Nation Council of Lac Simon and the Anicinapek Council of Kitcisakik regarding Akasaba West (Quebec). This agreement sets out different measures to support the participation of these two First Nations in the mine's activities, including training and employment, environmental protection and business opportunities.

## Examples of Partnerships and Collaboration Projects

### Nunavut

#### Inunnguiniq Project

In 2023, Agnico Eagle launched the *Inunnguiniq* Project and partnered with the Arctic Rose Foundation, Iliitaqsiq, and the Breakfast Club of Canada. Since then, the Arctic Rose Foundation has expanded their Messy Book programs to two additional communities in the Kivalliq region, trained and hired eight students to support program delivery and, further refined their Cultural Cognizance training. Additionally, all 22 schools across the Kivalliq and the Kitikmeot regions have onboarded the Breakfast Club of Canada Program.

### Quebec

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

A joint research program focused on critical infrastructure reclamation in northern climates was launched in collaboration with the University of Quebec in Abitibi-Témiscamingue, Polytechnique Montreal and six industrial partners, bringing together academic and industry expertise. In 2025, Agnico Eagle renewed our commitment to support RIME for an additional seven years with an annual contribution of CAD \$550,000.

### Mexico

#### Pinos Altos Annual Visual Health Campaign

At Pinos Altos, the community relations team holds an annual visual health campaign in partnership with local organizations and authorities, helping improve access to vision care for neighbouring communities.

### Finland

#### Kittilä's 4H Association

The 4H Association in Finland offers leisure and development activities for children and young people aged six and up. Ongoing support from Kittilä helps the association to develop and deliver these programs locally.

### Ontario

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

Agnico Eagle's contributions to the Princess Margaret Cancer Centre support innovative research focused on improving cancer detection and treatment, contributing to ongoing efforts to advance patient care and outcomes.

### Australia

#### Boys to the Bush

Through the Agnico Eagle Australia Community Partnership Program, the Company has supported Boys to the Bush for two years as it expands programs that provide at-risk boys with a supportive, distraction-free environment that fosters resilience, connection and opportunity.

# Sustainability Governance Structure

Sustainability governance is integrated across the Board, executive and operational levels. Agnico Eagle's governance structure is illustrated in Figure 1. Our governance structure establishes clear lines of accountability, provides us the flexibility to adapt to unforeseen circumstances and supports the consideration of sustainability across the business.

At the Board level, sustainability matters are reviewed by 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 the Executive Vice-President, Sustainability, People & Culture,

who reports directly to the President and CEO. The corporate sustainability team is responsible for overseeing the sustainability strategy and, in collaboration with operations and corporate teams, supports the setting and implementation of goals and the measurement of progress against key performance indicators.

At the operational level, processes are in place to integrate sustainability considerations into day-to-day management, including the implementation of TSM protocols, as well as risk assessment and mitigation. General Managers are responsible at the site level for implementing the RMMS, adhering to the [Sustainability Policy](#) and supporting continuous improvement toward sustainability objectives.

## 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 supports the Board in monitoring and reviewing risks and compliance matters. The 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 and socially responsible practices.

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

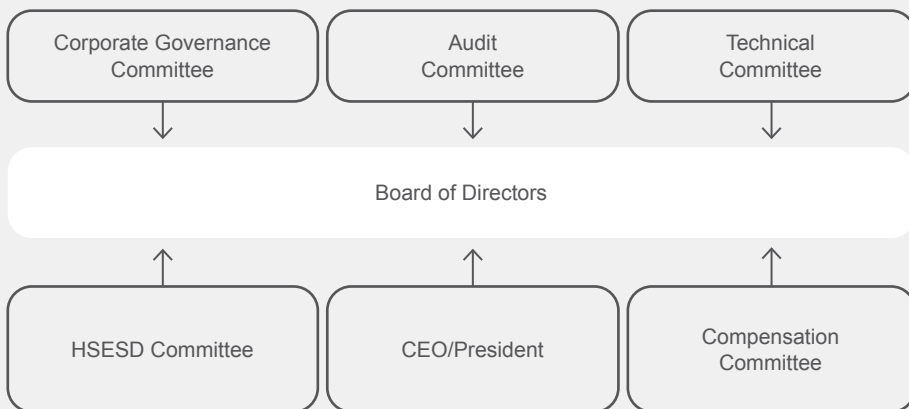


Citizens from a neighbouring community doing a guided tour of LaRonde's tailings storage facilities (Quebec, Canada)

Figure 1

### Sustainability Management Structure<sup>1</sup>

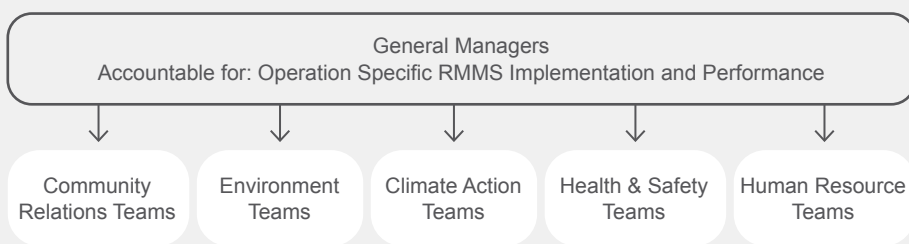
#### Board of Directors



#### 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, 2025, 25% of the short-term incentive plan was linked to sustainability performance.

Additional details on executive compensation are available in our [2026 Management Proxy Circular](#).

**Analyst Corner** CST

GRI 2-9, GRI 2-12

1. As of April 30, 2026.

# Stakeholder Engagement

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

Agnico Eagle seeks to address the evolving needs and priorities of our business while also considering 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 supported through our presence in the communities, open dialogue, information and consultation sessions, social media, engagement with local media and 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. The SAC is composed of independent members drawn from a range of stakeholder groups and is intended to be representative of civil society.

Members bring expertise in areas such as sustainability, community development, Indigenous affairs, mining, reporting and governance. The SAC has met annually since being established in 2011 and supports the Company’s efforts to engage stakeholders on a regular basis and in a meaningful way.

<p>2025 SAC Participants</p>	<p>2 members identify as Indigenous</p>	<p>1 Youth member</p>	<p>83% of members are female</p>
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## 2025 SAC Key Recommendation Highlights

### Environment

- Provide clearer climate transition pathways, on a site-by-site basis where practicable, and quantify contributions toward the 30% by 2030 target.
- Expand disclosure on key levers, dependencies and assumptions underpinning decarbonization pathways, including factors such as grid decarbonization, permitting and original equipment manufacturer (OEM) readiness.

### Governance

- Continue with responsible AI use, keeping human oversight and the user central to applications and disclosures.
- Incorporate child and youth voices into climate and sustainability work, and consider vulnerable groups (e.g., pregnant and breastfeeding mothers) in environmental impact assessments.

### Social

- Elevate transparency on post-closure transition plans and measures that sustain community and economic well-being after the mine closes. Communicate more proactively to the market about post-closure and community well-being.
- Define community success metrics post-closure.
- Provide more details and contextualize incident trends and safety performance.

## 2025 Stakeholder Engagement Summary

### Our Workforce

#### Key Topics

- Workforce availability, productivity and long-term sustainable employment
- Employee engagement
- Diversity, equity and inclusion (DEI) plan implementation
- Integration of employees following acquisitions

#### Our Response

- Continue to hire locally and provide employee training and development programs.
- Analyzed GPTW engagement survey results and developed improvement plans.
- Progressed the action plan to address regional gaps and align with the *TSM EDI Protocol*.
- Continued efforts to harmonize total rewards, systems, policies and processes to support effective integration activities.

### Communities

#### Key Topics

- Community consultation
- Community cohabitation
- Community support

#### Our Response

- Provided information, 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 communication channels with communities from early stages of exploration.
- Provided training and support to our workforce, from exploration through operation and closure, on community engagement best practices.
- Consulted with communities to align support and donations with local priorities and identify partnership opportunities.

### Indigenous Groups

#### Key Topics

- Reconciliation
- Collaboration and benefit agreements
- Indigenous employment

#### Our Response

- Continued implementation of the Reconciliation Action Plan with Indigenous Peoples.
- Delivered cultural awareness training and activities across the workforce.
- Conducted ongoing negotiations and discussions with Indigenous groups on collaboration and benefit agreements.
- Implemented site-level initiatives to facilitate inclusivity in the workplace for hiring and retention of Indigenous employees.
- Communicated using plain and accessible language, incorporating more visuals and where practical, communicated in local languages.

### Governments and Regulatory Bodies

#### Key Topics

- Socio-economic development at local, regional, provincial/state/territorial and national levels
- Environment, energy and climate
- Employment, education and training
- Indigenous relations and economic reconciliation
- Community support and infrastructure
- Responsible mining development
- Innovation and technology

#### 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, benefits for Indigenous Peoples and local communities, and the Company's consultation and environmental management programs.
- Leveraged opportunities to advance employment and training, foster Indigenous reconciliation, drive innovation, support the energy transition and promote economic and community development across Nunavut, Ontario, and Quebec.
- Raised awareness on the importance of an efficient regulatory system and a policy environment that attracts investment and supports responsible mineral development.

### Investors and Analysts

#### Key Topics

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

#### Our Response

- Continued to develop opportunities to enhance 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.
- Implemented our inaugural Reconciliation Action Plan and maintained ongoing engagement with Indigenous Peoples.

### Suppliers

#### Key Topics

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

#### Our Response




- Contracted work with and 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.

#### Analyst Corner

GRI 2-29

CST

# Awards and Recognition

<h2>Health and Safety</h2>	<p>Supervisors from our Quebec operations were recognized by the Quebec Mining Association (AMQ) for their outstanding commitment to workplace health and safety.</p>	<p>La India received the Silver Helmet Award from the Mexican Mining Chamber (CAMIMEX) for excellence in health and safety performance.</p>	<p>Meliadine and Meadowbank Mine Rescue teams placed first in multiple categories at the 2025 Northern Mine Rescue Competition.</p>
<p>Macassa won the Kirkland Lake District Mine Rescue Competition.</p>	<p>At the Quebec Provincial Mine Rescue Competition, LaRonde placed first, followed by Goldex in second place and LZ5 in third place.</p>		
	<p>Fosterville won the Victorian Mine Rescue Competition.</p>		
<p>A member of the Fosterville mine rescue team (Victoria, Australia) executing a rope rescue exercise.</p>	<p>A member of the Meadowbank Emergency Response Team (Nunavut, Canada).</p>		
<h2>Social</h2>	<p>Arctic Edge: Stories from Canada's Frontier podcast earned three Platinum MarCom Awards, a prestigious international recognition for excellence and creativity in marketing and communications.</p>	<p>Agnico Eagle received the TSM 2025 Community Engagement Excellence Award for its Reconciliation Action Plan.</p>	<p>Laurisha Bynoe, senior mine geologist at Detour Lake, was named one of Canada's Top 100 Black Women to Watch in 2025 by Canada International Black Women Excellence.</p>
<p>Jess Mitrovic, Shotcrete Operator at Fosterville, received the Outstanding Trade Operator or Technician Award at the 2025 Victorian Women in Resources Awards.</p>	<p>David Kritterdlik received the Skookum Jim Award from the PDAC. This award recognizes Indigenous leaders who have made outstanding contributions to the mining industry.</p>	<p>Pujjuut Kusugak and Cameron Grant received the King Charles III Coronation Medal for their outstanding contributions to their communities.</p>	 <p>Laurisha Bynoe, Senior Mine Geologist at Detour Lake (Ontario, Canada).</p>

## Governance and Operational Excellence

Several Agnico Eagle operations received TSM Leadership Awards from the Mining Association of Canada, recognizing teams at Canadian Malartic, Goldex, LaRonde, Pinos Altos, Kittilä, La India and Meadowbank. These awards honour operations that achieve Level A or higher across all TSM performance indicators, reflecting consistent excellence in safety, environmental stewardship and community engagement.

Agnico Eagle ranked first in multiple categories in Extel's 2025 Canada Executive Team Survey, including Best CEO (Ammar Al-Joundi), Best CFO (Jamie Porter), Best IR Professional (Jean-Marie Clouet), Best Company Board, Best ESG Program, Best Investor/Analyst Event, Best IR Program and Best IR Team.

Agnico Eagle Mexico earned the Platinum distinction in the National Competitiveness Awards, marking its first national-level recognition following years of regional success. The award reflects strong performance across social responsibility, human capital, leadership, innovation and financial management.

Ammar Al-Joundi, President and CEO, was recognized as a TopGun CEO in Global Metals & Mining by Brendan Wood International.

Agnico Eagle Ontario received the Kirkland Lake District Chamber of Commerce 2024 Best in Business Award for Positive Community Impact.

Agnico Eagle Mexico ranked 19th on the list of Best Companies to Work for in Mexico by Great Place to Work Mexico.

Agnico Eagle Canada achieved Great Place to Work (GPTW) certification for the first time, marking a milestone across its Canadian sites, while Agnico Eagle Mexico achieved its 15th consecutive year of recognition from GPTW.

Agnico Eagle Mexico received the Women in Mining (WIM) Gold Seal from WIM Mexico, recognizing its efforts to support gender equality and inclusion.

Agnico Eagle received a 2025 Candidate Experience (CandE) Award. This award recognizes the Company's commitment to respectful, transparent and engaging hiring practices.



LaRonde (Quebec, Canada) partners with Nikan, a local Indigenous company, to actively recruit more Indigenous people into its workforce.

## Messages from Leadership

# A Message from Carol Plummer, our Executive Vice President, Sustainability, People & Culture



In 2025, our commitment to responsible mining continued to guide how we operate, grow and engage with the world around us. Striving to live up to our commitments to our employees, the communities and our Indigenous partners is key to making mining work.

Working towards zero accidents continues to be a focus. This year, we strengthened our approach to managing critical risks and reinforced controls across our operations. Unfortunately, this progress was overshadowed by the tragic loss of a contractor at Fosterville. We recognize the impact of this loss and remain focused on learning from it. Our commitment to being injury- and fatality-free requires continued focus, accountability and care across all levels of our organization.

Environmental performance in 2025 reflected progress as we maintained our position in the lowest quartile for GHG emissions intensity within our sector, and absolute emissions remained relatively stable as production increased. As we strive for a 30% reduction in GHG by 2030, we also continue to grow. Managing this balance remains an important part of our approach.

Our sustainability approach is supported by established governance frameworks, including the Mining Association of Canada's Towards Sustainable Mining initiative, the World Gold Council's Responsible Gold Mining Principles and the Voluntary Principles on Security and Human Rights. In 2025, seven of our operations received Towards Sustainable Mining Leadership Awards, reflecting strong performance across safety, environmental stewardship and community engagement.

Our people remain central to our success. Reflecting a culture built on respect, inclusion and shared purpose, our operations in Mexico were recognized as a Great Place to Work® for the fifteenth consecutive year and our Canadian operations achieved this certification for the first time.

Attracting and developing people remains a priority. Mining is a multi-faceted and evolving industry, offering opportunities from operations, engineering and technology to environmental management and community relations. Building capacity – particularly within the communities near to our operations – remains important.

Responsible mining requires consistent delivery on our commitments, supported by strong practices, clear accountability and a culture grounded in respect. The theme of this year's report, *Together, we make mining work*, reflects how we approach this responsibility: by working collaboratively and continuously improving how we operate.

I would like to thank our management teams and employees who apply these principles in practice, on a daily basis. It is through their efforts that we can safely deliver sustainable results and create lasting benefits for the communities connected to our operations. It is by working together, as a team, and with our stakeholders, that we make mining work.

# Health, Safety and Wellness



Fosterville (Victoria, Australia)

## In this section

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Hazard Identification and Risk Assessment	28	Health and Wellness	34
Crisis Management and Emergency Preparedness	30	Global Health and Safety Performance	35

# 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. Despite our efforts to mitigate workplace risk, 2025 was overshadowed by the tragic loss of a contractor worker at Fosterville near the end of the year. We recognize the impact of this loss and recognize that our commitment to being injury- and fatality-free requires continued focus, accountability and care across all levels of our organization.

Our Risk Management & Monitoring System (RMMS) includes a comprehensive set of global health and safety standards that detail the responsibilities and requirements for managing health and safety across the organization. These requirements apply to everyone at an Agnico Eagle site, including employees, contractors and visitors. All individuals new to a site receive appropriate induction training, regardless of employment status.

The RMMS helps standardize health and safety responsibilities across the organization and supports a shared understanding of how each person contributes to a healthy and safe workplace. Health and safety governance is integrated within our sustainability governance structure, as outlined on page 18. Management reports quarterly on health and safety performance to the Board HSESD Committee. The HSESD Committee review, assess and make recommendations on safety matters including management

practices, significant incidents, progress on major hazard risk reviews, and associated mitigation plans as part of its oversight responsibilities. All operations including Corporate Head Office have Joint Occupational Health & Safety committees that meet regularly to review and discuss health and safety matters.

We put emphasis on understanding our major hazards and verification of critical controls. We report all incidents involving workers at our sites. Incident Cause Analysis Method (ICAM)<sup>1</sup> investigations are conducted for incidents with actual or potential significant impacts to identify causal factors and determine appropriate mitigation measures. Lessons learned from these investigations are shared across our operations and “safety shares” are used in meetings across the Company to support continuous learning and risk awareness.

## Analyst Corner

GRI 403-2, 403-4

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## Joint Occupational Health and Safety Committees

Joint Occupational Health and Safety Committees (JOHSCs) are an integral part of the Company's health and safety program.

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

JOHSCs are representative of the workforce at each site. Committee size and meeting frequency vary by operation, with most committees meeting monthly.



Members of the Canadian Malartic process plant team (Quebec, 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.

## Mine Rescue Performance: Strengthening Emergency Preparedness

Agnico Eagle places health and safety at the core of our operations, and maintaining strong emergency response capabilities is an important part of that commitment. In 2025, our mine rescue teams demonstrated their technical proficiency, preparedness and teamwork by achieving top results at several recognized competitions.

### Victorian Mine Rescue Competition

The Fosterville team earned first place overall, along with the Overall Safety Award and first place in the Skills event. The team also placed third in the First Aid, Search & Rescue, Road Crash Rescue and Ropes events, reflecting consistent performance across multiple disciplines.

### Quebec Provincial Mine Rescue Competition

In Quebec, Agnico Eagle teams captured the top three positions: LaRonde finished first overall, Goldex placed second and LaRonde Zone 5 mine ranked third. These results reflect the depth of training and preparedness as well as the dedication of our rescue teams. The outstanding performance has earned Agnico Eagle the opportunity to participate in the World Mine Rescue Competition in Zambia in 2026. A mixed team from our Quebec operations will represent the Company at this prestigious international event.

### 2025 Northern Mine Rescue Competition

In Nunavut, the Meliadine team achieved four first-place finishes in the Practical Bench, Obstacle Course, Smoke Event and Surface Obstacle events. The Meadowbank team earned first place in First Aid and Rope Rescue, demonstrating strong capability in critical emergency response areas.

### Kirkland Lake District Mine Rescue Competition

The Macassa team won the Kirkland Lake District Mine Rescue Competition. In addition to winning the overall district title, the team also won individual awards at the Ontario Provincial Mine Rescue Competition, receiving First Aid Award, and team member Caolan Browne won first place in the Individual Technician Competition.

Mine rescue competitions provide valuable opportunities to practise and refine emergency response procedures under realistic conditions. Agnico Eagle continues to invest in training and resources to help ensure teams are prepared to manage complex situations effectively. Strong mine rescue capabilities are essential for protecting employees and supporting safe and reliable operations.

Agnico Eagle is grateful for the time and dedication that our employees invest in emergency response and rescue training and continues to acknowledge the significance of emergency responders by welcoming three new members into its Emergency Response Hall of Fame. This year's inductees are from Macassa, Meliadine, and LaRonde. This recognition underscores the crucial role rescuers play in emergency preparedness.



Meadowbank's Emergency Response Team (Nunavut, Canada).

# Hazard Identification and Risk Assessment

Identifying and mitigating hazards is a key component of supporting the health and safety of everyone at our sites. Our approach is prevention-focused and risk-based.

Our operations maintain risk registers and review them periodically with senior management. Regular internal and external inspections and audits are conducted to support high health and safety standards across our operations.

In 2025, we became a Tier 1 member of the Earth Moving Equipment Safety Roundtable (EMESRT). Participation in EMESRT supports an industry-focused approach to managing key exposure areas, including vehicle interactions, tire handling and vehicle fires. During the year, we prepared a tool to apply EMESRT methodology to verify practices at our operations in 2026.

We use the Supervision Formula as a daily risk assessment tool at all Agnico Eagle operations and exploration sites. This field-level tool provides workers with clear roles, responsibilities and expectations for identifying, mitigating and communicating hazards.

In 2025, we continued to focus on major hazard identification and mitigation, and initiated critical control verifications. Major hazards are high-consequence, low-frequency events that may result in significant harm. With support from a recognized external provider, we developed training packages, and completed risk assessment and major hazard analysis training across all sites, construction projects and exploration teams. Sites continued to review identified major hazards, and some undertook critical control verifications. Learnings are shared across the Company, with plans to further embed this practice in 2026.

We track progress toward completion of each major hazard assessment for operating sites and exploration activities, using defined milestones from initial scoping through to the commencement of in-field critical control verification. The diagram below provides an overview of the Bowtie Risk Assessment process, which supports the management of major hazards and helps capture learnings and opportunities for continual improvement.



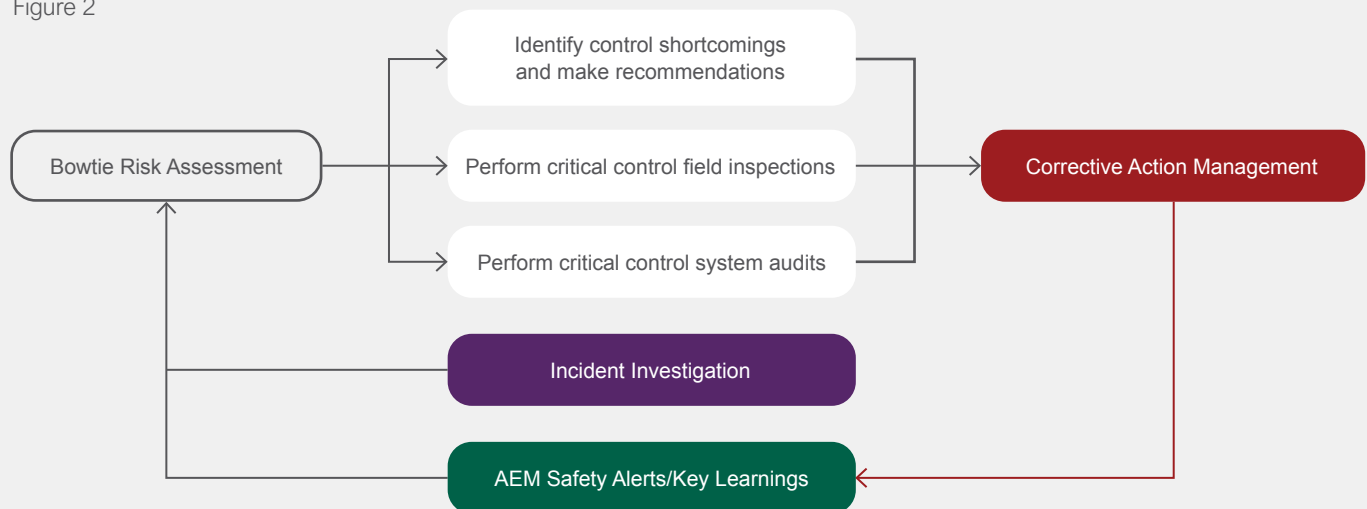
Supervision Formula

**Analyst Corner**



GRI 403-2, 403-4, 403-7

Figure 2



# Hazardous Substances and Exposure to Contaminants

Industrial hygiene programs are in place at all our operations. These programs include procedures to safely manage hazardous substances and protect workers from exposures to contaminants. Employees receive training on the storage, handling and use of hazardous products in the workplace. Practices are aligned with the Globally Harmonized System (GHS) of Classification and Labelling of Chemicals. We maintain an inventory of hazardous products, assess hazards associated with new products and comply with applicable jurisdictional inspection requirements.

Industrial hygiene programs include the following elements:

- Recognition of potential health hazards associated with the work environment, internal processes and job tasks, including chemical and physical hazards.
- 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 exposure to hazardous substances.
- Verification of the effectiveness of control measures.
- Implementation of corrective actions to control measures.
- Management of monitoring data and reporting.
- Information and training for employees and contractors on contaminants inherent to their work environment.
- Establishment of medical surveillance requirements, where applicable.

## Strengthening Safety and Hygiene Knowledge at La India

In 2025, the Health and Safety team at La India worked to strengthen the knowledge of the Safety and Hygiene Committee, as required under Mexican regulations. To support more effective workplace inspections, the team delivered introductory industrial hygiene training focused on three stages: recognition of potential hazards, evaluation of exposure levels and risks, and control through mitigation measures. Applying these principles supports the prevention of exposure related to chemical, physical and biological agents, reduces workplace risks and helps maintain compliance with applicable safety standards. This initiative contributes to a safer work environment and reinforces Agnico Eagle's focus on employee health and well-being.



## Cyanide Management

Agnico Eagle is a signatory to the *International Cyanide Management Code* (ICMC). Through this commitment, we support the safe and environmentally responsible management of cyanide across its lifecycle, including production, transportation, storage and handling, as well as the operation and decommissioning of cyanide-related facilities at our sites. These practices are intended to manage and mitigate risks to worker health and safety, the environment and surrounding communities. With the support of our RMMS, we work to implement and continuously improve our cyanide management practices.

During the year, we managed and investigated nine non-significant incidents involving cyanide (defined as small

amounts released in contained areas that did not result in adverse health or environmental effects). All incidents are investigated, and lessons learned are shared across the Company as part of our risk management and continual improvement process. Agnico Eagle also participates in the ICMC Advisory Group, contributing technical input and sharing expertise in cyanide management with the rest of the industry.

Pinos Altos, La India, Kittilä and Meadowbank achieved ICMC re-certification in 2025. Additional certification audits are scheduled to continue in 2026.

# 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 teams to confirm that appropriate resources are in place to respond effectively. Each site selects and maintains emergency response equipment appropriate to its risk profile.

All operations maintain Emergency Response Plans to help ensure first responders and personnel are trained to respond safely to foreseeable emergencies. These site-specific plans, together with the Corporate Crisis Management Plan, are designed to support effective emergency management and clear communication and coordination between site and corporate teams. The plans also

facilitate transparent communication with employees and external stakeholders regarding how emergency situations are managed and resolved. The operations conduct simulation exercises on a regular basis to test preparedness and provide training for personnel. A corporate level workshop and simulation exercise was completed in 2025.

In 2025, Agnico Eagle became a full member of the International Mine Rescue Body (IMRB) to remain informed of the latest advances in mine rescue techniques and technology. As part of continual improvement, the Company also purchased a robotic firefighting unit in 2025 (see story below).

## Introducing a Rescue Robot to Enhance Emergency Response Safety

Agnico Eagle implemented a rescue robot project at our Quebec operations – Odyssey, Goldex, and LaRonde – to support the safety of mine rescue teams during emergency situations. The initiative began with a risk analysis comparing traditional rescue tasks with the use of robotic technology. The assessment identified potential safety benefits to mine rescue personnel, particularly in fire response scenarios where exposure to hazards and contaminants may be elevated.

Following the assessment, the team consulted equipment suppliers and experienced users in France to review technical capabilities and operational practices. The selected robot is battery-powered, weighs approximately 500 kilograms and can transport loads up to 800 kilograms. It has an operating range of about 12 kilometres, is equipped with a thermal camera and has adjustable water jets that can be remotely operated. The system operates on LTE networks at all three sites and has the capacity to establish its own network using an antenna system.

The robot will be housed in a dedicated trailer at Odyssey and equipped with firefighting tools such as hoses, pumps and specialized agents for battery fires. This technology is intended to strengthen emergency response capacity, reduces potential risks to personnel and supports Agnico Eagle's commitment to health, safety, and operational resilience.



# Infectious Disease Response

Preventing and managing the spread of infectious diseases supports worker health and operational continuity. Our health and safety teams are trained in outbreak management, and site-level protocols are in place to prevent and manage the spread of illness.

Respiratory illnesses, such as influenza and the common cold, can occur year-round but tend to increase during colder months. One of the most effective measures to reduce the risk of influenza is through vaccination. To support prevention, we provide information on the importance of flu vaccination, and some of our sites offer workplace flu shot clinics. Educational campaigns promote

workplace hygiene practices, including regular handwashing and proper cough etiquette. Our facilities are regularly cleaned and sanitized, with special attention to high-touch areas. Personal protective equipment and sanitary supplies, such as masks and hand sanitizer, are made available to our workforce.

## Improving Access to Life-Saving Equipment

Fosterville supported the upgrade of a publicly accessible Automated External Defibrillator (AED) at the Axedale Police Station. This initiative improves community access to life-saving equipment on a twenty-four-hour-basis.



# Health, Safety and Security Initiatives and Training

Health and safety training programs are in place at all our operations. We harness interactive technology to deliver online training modules, assess employee training needs and maintain training records.

In 2025, we continued efforts to standardize incident investigation practices across the organization. ICAM was systematically applied to investigate and analyze incidents, with a focus on identifying causes and contributing factors. ICAM is widely used across industries, including aviation, construction and mining, to help improve safety and prevent future incidents. Critical controls were a major focus of our training initiatives throughout 2025.



Health and safety training at Meliadine (Nunavut, Canada).

## 2025 Key Health and Safety Activities

- Undertook third-party quality reviews of internal ICAM investigations to support consistency and effectiveness.
- Reviewed ICAM outcomes with participation from General Managers, Regional Vice Presidents and Chief Operating Officers to discuss findings and share learnings across the organization.
- Provided training at all sites in major hazard risk assessments and the Bowtie methodology, including identification of critical controls.
- Delivered crisis management and emergency preparedness training to the Corporate Crisis Management Team and all operations, including simulation exercises for scenarios such as underground fires, cyanide incidents, motor vehicle accidents and exploration-related events.
- Completed Bowtie risk assessments for shaft and hoist operating practices, helicopter operations, mobile equipment, electricity, explosives and cranes and lifting activities.
- Conducted contract aircraft risk assessments against Basic Aviation Risk Standard (BARS) requirements. Developed an internal Standard for Aviation Safety.
- Developed a mobile equipment interaction verification tool based on materials from the Earth Moving Equipment Safety Roundtable to verify operating practices; implementation is planned for 2026.
- Launched multiple initiatives to reduce hand injuries, with rollout of enhanced prevention strategies ongoing across operations.
- Implemented recommendations from shaft and hoist operating practices analysis, including establishing a community of practice.
- La India Health and Safety team and brigade members completed Prehospital Trauma Life Support training and certification.

**2025 Key Health and Safety Challenges**

**Emergency Preparedness**

Reviewed and where appropriate, revised Refuge Chamber Standard to address chamber spacing and location, as well as requirements for food, water and emergency supplies.

**Battery Technology**

Participated in an industry research group focused on the safe management of battery electric vehicles, contributing to shared

learning and the development of best practices.

**Hand Injuries**

Hand injuries were the highest exposure to injury in 2025. Several operations have undertaken independent reviews to understand the best type of hand protection for the tasks being undertaken. This focus will continue into 2026.

**Analyst Corner**

GRI 403-5, 403-6

CST

**New Industrial Fire Brigade Model at Kittilä**

In 2025, Kittilä implemented a new industrial fire brigade model for mine rescue. The brigade's primary role is to safeguard personnel and support operational continuity in coordination with the broader mine team.

Agnico Eagle entered into an agreement with the Rescue Department of Lapland. Under this arrangement, Kittilä brigade members perform duties comparable to those of full-time firefighters for nearby communities, including firefighting, rescue operations, accident prevention and serving as a reserve during emergencies.

Given its remote location, Kittilä relies on this collaboration to support timely emergency response. The brigade has already participated in several rescue operations in the surrounding area, continuing a long-standing partnership with the Lapland Rescue Department.



# Health and Wellness

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

Employees are encouraged to lead active and healthy lifestyles as part of our commitment to creating safe and supportive workplaces. Across our operations and offices, we offer a range of initiatives and programs, designed to promote well-being and prevention. These may include on-site gyms, nutritional awareness activities, access to health professionals such as physiotherapists and group exercise programs.

By providing these resources, we aim to help employees develop preventive habits that contribute to long-term physical and mental health, reduce risks, and foster a culture of wellness across the organization.



Dig Deep is an employee-led initiative developed at Detour Lake to promote open dialogue, trust and proactive support related to mental health in the workplace. Led by a team of dedicated employee volunteers, the initiative focuses on mental health awareness, training and peer support for team members.

## Analyst Corner

CST

GRI 403-6

### 2025 Key Health and Wellness Activities

- Reviewed and standardized the pre-employment medical process across Canadian operations to improve efficiency and align with best practices.
- Reviewed and updated Alcohol, Drugs and Medications policies in Canada to align with best practices and applicable legal requirements.
- Delivered mental health first aid and mental health awareness training for supervisors at most sites to help improve awareness and response capabilities while reducing stigma.
- Delivered well-being campaigns across operations and offices, such as wellness challenges and e-campaigns at Head Office, and the Move-It Challenge in Quebec, to encourage active living.
- Implemented peer-support programs, including Dig Deeper (Detour Lake), Mates in Mining (Australia), Sentinelles (Goldex), and other initiatives that encourage peers-helping-peers engagement.
- Deployed mental health professionals at select operations to support employees, offer recommendations and implement mental health and well-being initiatives.
- Promoted employee assistance programs and telemedicine services at each site and supported employees in booking appointments.
- Established Psychological Health Committees and Health & Well-being Committees at most sites.
- Conducted monthly health promotion activities focused on topics such as flu season, vaccination campaigns, mental health and healthy habits.
- Implemented the Resilience Project at Fosterville to support conversations about well-being and build awareness of positive mental health strategies.

### 2025 Key Health and Wellness Challenges

#### Standardization of health initiatives

Identified opportunities to assess the effectiveness of site-level health, mental health and well-being initiatives and to further standardize select initiatives.

# Global Health and Safety Performance

Table 1  
**Work-Related Fatal Injuries**

	2021	2022	2023	2024	2025
Fatalities	1	1	0	0	1

In December 2025, we experienced the tragic loss of a contractor at Fosterville. The cablebolt operator was found unresponsive at his drilling rig. Investigation to determine the cause of the event is ongoing.

During 2025, 99 people experienced a workplace injury which prevented them from performing their regular duties or returning to work the following day, and an additional 83 required medical aid (see Figure 3). All operations and projects continued to implement detailed action plans to support safe work environments, with the goal of mitigating risks and preventing workplace incidents.

Agnico Eagle's Global Combined<sup>1</sup> Injury Frequency Rate (GCIFR) (per 1M hours worked) was 2.65 in 2025, an increase from 2.47 in 2024, and did not meet the objective of a 5% reduction. However, the Total Recordable Injury Frequency Rate (TRIFR) (per 1M hours worked) for our global workforce decreased to 4.83 in 2025, a decrease from 5.14 in 2024 (see Figure 4). Half of our sites outperformed their GCIFR objectives, and 44% outperformed their TRIFR objectives.<sup>2</sup>

In 2025, a five-year Health and Safety Roadmap was developed, which outlines key target areas for injury reduction across the business. The roadmap includes strategies to enhance our risk

management practices, revamp incident reporting and investigation processes, implement initiatives addressing psychosocial safety and review approaches to worker health monitoring.

All incidents are classified using a likelihood/consequence matrix. Events classified as significant are investigated and corrective actions aimed at eliminating the likelihood of recurrence are identified. 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. These may include events such as fires, material or equipment damage, or near-misses. In 2025, 105 significant potential incidents were reported across our organization, compared to 121 reported in 2024.

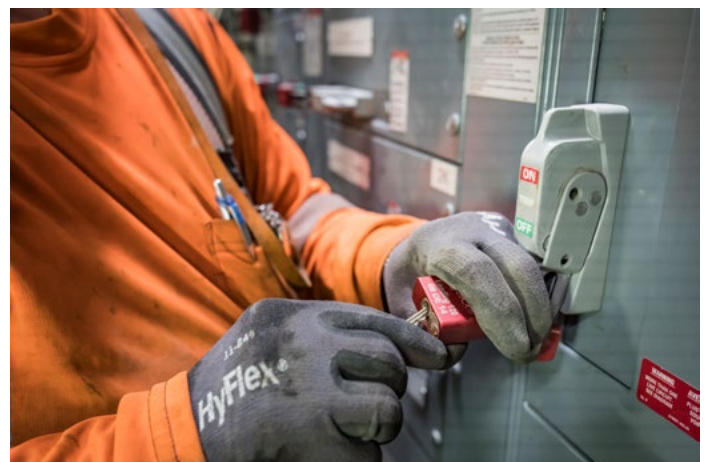
We continue to encourage and emphasize the importance of reporting significant potential events. Reporting and investigating significant potential events support early identification of health and safety-related issues and helps prevent injuries, equipment damage, fires or environmental spills.

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

**Analyst Corner**

CST

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



Lockout procedure – Goldex (Quebec, Canada).

1. Includes restricted work and lost time injuries.

2. Includes corporate administration, global exploration, Northern Territory, Upper Beaver, La India and Hope Bay in addition to our operating mines.

Figure 3

**2025 Total Injuries by Type<sup>1</sup>**

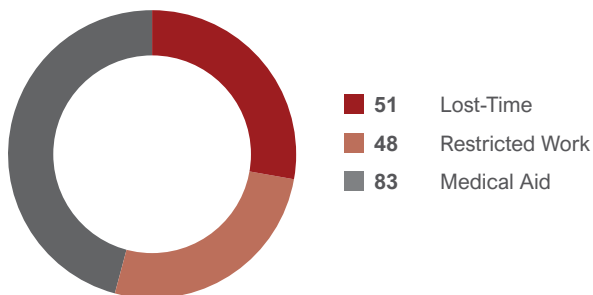
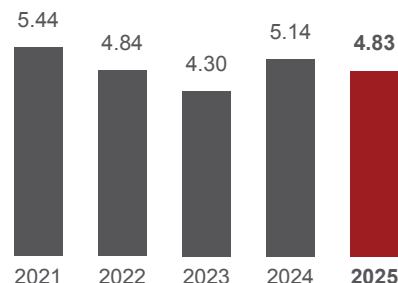


Figure 4

**Total Recordable Injury Frequency Rate<sup>1</sup>**

(per 1M person hours worked)



**Detour Lake ERT Achieves Pro Board Certification**

The Detour Lake Emergency Response Team (ERT) completed the National Fire Protection Association (NFPA) 1001 course, earning Pro Board certification – an internationally recognized standard for emergency responders. This marks Agnico Eagle’s first Pro Board-certified ERT. The team completed both theoretical and practical training delivered by experienced fire service professionals, covering areas such as structural firefighting and hazardous materials handling. This certification strengthens Detour Lake’s emergency response capability and aligns with Agnico Eagle’s approach to maintaining a safe work environment.



1. Safety statistics include both employees and contractors at all our locations. Total Recordable Frequency includes lost-time injuries, restricted 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 restricted 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



Water monitoring at Hope Bay (Nunavut, Canada).

## In this section

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# 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.



Fosterville (Victoria, Australia) installed habitat for native Australian marsupials, including local species such as the Sugar Glider, Brush-tailed phascogale and the Yellow-footed antechinus.

Table 2

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

### Governance

The Board's [HSESD Committee](#) is responsible for overseeing environmental risks and ensuring the Company's compliance with applicable legal and regulatory requirements related to environment matters. These matters include topics such as climate change, water stewardship, tailings and waste management, air quality, biodiversity, closure and rehabilitation.

The Corporate Environmental Management team is responsible for managing environmental risks through the development and oversight of effective controls, systems and standards. The team provides support and guidance to the operating sites to meet our environmental commitments, optimize costs and identify opportunities through innovation, continuous improvement and best practices. The team also oversees closure planning and implementation, as well as legacy site management. Governance related to tailings and critical infrastructure management is described in our [2025 Tailings Summary Report](#).

In alignment with TSM's [Biodiversity Conservation Management Protocol](#) and TSM's [Water Stewardship Protocol](#), our operations engage with Communities of Interest (COI), including Indigenous Peoples, on water and biodiversity (see pages 50 and 64). Our [Water Management Policy](#) includes a commitment to proactively engage with COI on water management practices, while our [Indigenous Peoples Engagement Policy](#) outlines requirements to inform and consult with Indigenous communities during social and environmental impact assessments (SEIA) for new projects.

**Strategy**

Agnico Eagle's business model, strategy and financial planning are influenced by nature-related dependencies and impacts. For example:

- Water is an important input to mining operations, and challenges related to water supply, management and availability could impact operations over the short, medium and long term. Plans and processes are in place to manage water-related risks (see [page 50](#)).
- Mine closure, reclamation and remediation costs can be significant and may change over time. The Company plans for potential closure-related costs and liabilities and has processes in place to optimize mine reclamation and remediation activities (see [page 61](#)). Financial details related to reclamation provisions, asset retirement obligations and environmental remediation liabilities, can be found in our [Annual Report](#).
- 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, minerals and energy resources and water. We also purchase products and supplies containing higher-impact commodities essential to operations, including cement, copper, steel and petroleum. We purchase from local suppliers to support economic development in the communities in which we operate and reduce our environmental footprint. Our [Supplier Code of Conduct](#) includes climate and environment-related requirements, and we continue to develop more thorough supplier engagement programs focused on sustainability matters (see [page 100](#)).

**Risk and Impact Management**

Our existing RMMS risk assessment matrix includes criteria related to potential consequences on ecosystems, land use, water, cost of remediation, legal and other requirements. As part of this process, operating sites regularly assess risks associated with their activities and implement communication and action plans as appropriate.

Risk evaluation methodology and risk ratings for tailings facilities are disclosed in our [2025 Tailings Summary Report](#). 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 51](#)). We have also completed a climate risk assessment for our operations (see [page 44](#)).

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](#).

**Metrics and Targets**

Metrics disclosed in our [2025 Sustainability Report](#) and [2025 Sustainability Performance Workbook](#) provide information on nature-related impacts, dependencies, risks and opportunities. These metrics include GHG emissions ([page 45](#)), freshwater use ([page 53](#)), amounts of hazardous waste generated ([page 56](#)), water withdrawals from areas of water stress and areas disturbed (Sustainability Performance Workbook).

Each year, Agnico Eagle sets a target of zero significant environmental incidents and there were no significant environmental incidents in 2025. 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 (major and above) (see [page 14](#)).

# Energy and Climate Change

At Agnico Eagle, addressing climate change is both an environmental priority and a business priority. Guided by the goals of the Paris Agreement, the Company has set an ambition to achieve net-zero Scope 1 and 2 emissions by 2050, with an interim target to reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 30% by 2030 from 2021 levels. We aim to achieve this through investments in energy efficiency initiatives, energy resilience of clean and reliable sources and technology. These targets reflect our focus on decarbonizing operations while maintaining reliable and efficient energy use across our sites.

While we remain committed to these targets, the pathway to delivery will depend on a range of factors both within and outside of our control, including the pace of technological advancement, the availability of low-carbon energy and infrastructure and broader energy system transitions in the jurisdictions where we operate.

Transparency and accountability are integral to our approach.

Since 2021, Agnico Eagle has aligned its disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and continues to integrate these principles as global reporting standards evolve under the IFRS Foundation. This approach supports clear, consistent disclosure of how climate-related risks and opportunities are identified, assessed and managed, and how these efforts contribute to operational continuity and long-term value creation.

## Analyst Corner

CST

GRI 201-2, 302-1, 305-1, 305-2, 305-3, 305-4

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

## Governance

Agnico Eagle's climate-related governance structure establishes clear lines of accountability, supports timely responses to emerging issues, and facilitates the integration of sustainable practices across the business. Accountability for energy and climate-related matters is embedded at multiple levels of the organization, as outlined below:

### Board level:

The HSESD Committee oversees climate-related risks and opportunities and their integration into strategic decision-making, while the Technical Committee is responsible for material technical matters related to mine and project development and production, including energy.

### Executive level:

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 energy resilience and decarbonization is implemented.

### Corporate working team(s):

Climate Management Corporate Working team(s) develop strategies to manage climate-related risks, advance decarbonization initiatives and evaluate low-carbon technologies.

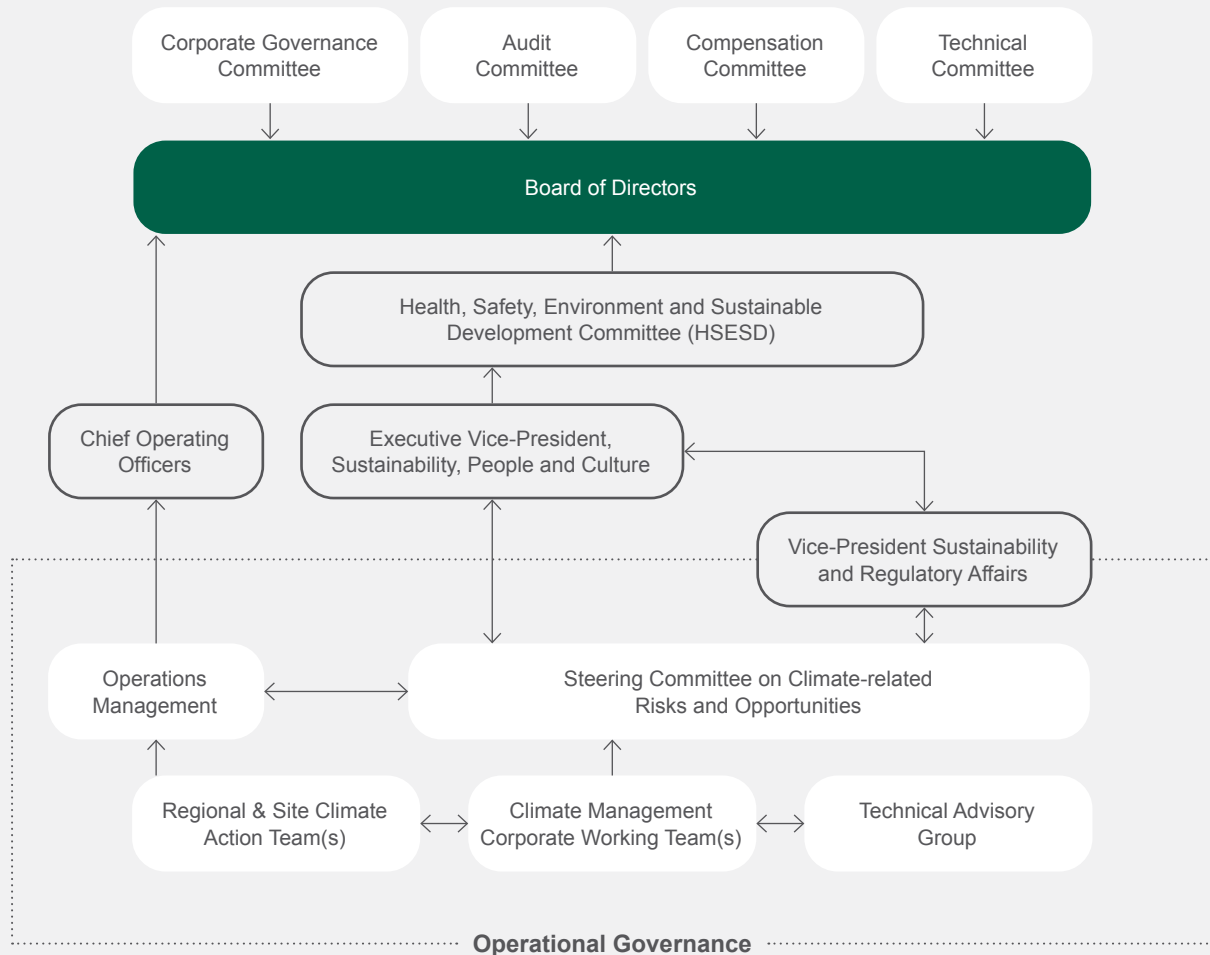
### Site action teams:

Climate Action Teams focus on site-level energy efficiency projects, the implementation of emissions reduction initiatives, and the management of site-specific risks and opportunities.

This governance approach recognizes the relationship between Agnico Eagle's impacts on the climate and the effects of climate change on our operations. By integrating climate-related roles and responsibilities across the organization, climate considerations are incorporated into operational decision-making at multiple levels. This approach is further detailed in the Climate Action Corporate Standard, which guides the Company's management of climate-related initiatives.

Figure 5

**Climate-related Governance Structure**



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



Environment team at Meadowbank (Nunavut, Canada) heading out for sampling.

# Strategy

We have an ambition to achieve net-zero emissions globally by 2050. To support this ambition, we have established an interim goal to reduce absolute Scope 1 and Scope 2 GHG emissions by 30% by 2030, using 2021<sup>1</sup> as our baseline.

We are pursuing a range of decarbonization initiatives to support progress toward our targets, while recognizing that outcomes will depend on factors both within and outside of our control, including the availability of clean electricity, regional grid capacity and broader energy system transitions in the jurisdictions where we operate. In key regions such as Ontario and Quebec, infrastructure constraints, rising electricity demand and the timing and carbon intensity of new supply will be important considerations, while the transition to low-emissions mining equipment will depend on technology readiness, original equipment manufacturer (OEM) timelines, operational requirements and supporting infrastructure.

Market conditions may also introduce complexity, as a sustained high-gold-price environment can increase pressure to expand production and advance development projects, potentially increasing energy use and emissions and creating trade-offs with emissions reduction timelines. While our primary focus remains on reducing emissions within our current and new operations, achieving our targets may require a combination of internal reductions and external mechanisms, including the potential use of high-quality carbon credits to address remaining (or residual) emissions, if needed.

Progress toward these targets is guided by our strategy, which is underpinned by three core pillars: Performance, Pipeline and People – and supported by a range of decarbonization initiatives.

## Performance

- Maintain our position among the lowest GHG-emitting senior gold producers<sup>2</sup>, supported by strong technical expertise to advance sustainable energy efficiency improvements and to manage large, complex projects.
- Optimize energy use at our operations through the deployment of clean energy solutions and an increased shift to renewable energy sources.

## Pipeline

- Maintain our reputation as a transparent operator by applying a regional platform model to project development.
- Build and advance our project pipeline in a manner that aligns with our Climate Strategy.

## People

- Leverage the skills and experience of our employees to support progress toward our climate objectives.
- Build and maintain relationships with governments, industry peers and local communities to support clean power initiatives and energy transition projects.
- Seek strategic partnerships across the value chain to explore and develop initiatives that deliver benefits beyond our operations.



Illustration: Agnico Eagle – Mina Pinos Altos. Mtra. Cecilia Pando 2025

1. 2021 was rebaselined to include Canadian Malartic.

2. Based on most recently available company disclosures as of January 1, 2026 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; and Newmont Corporation.

# Decarbonization Approach

In support of our net-zero ambition, we have identified three primary areas of focus: improving energy efficiency, transitioning to advanced technologies and increasing the use of renewable energy solutions developed by Agnico Eagle and the broader shift toward increased availability of renewable and clean energy within public and private electricity supplies.

Diesel fuel consumption for mobile equipment and on-site electricity generation represents our largest source of Scope 1 GHG emissions. The majority of our Scope 2 emissions are associated with purchased electricity in Mexico and Australia, where a significant portion of the energy on the public grid is generated from non-renewable sources.

In 2025, 58% of our electricity consumption was sourced from renewable energy (see Figure 9). We expect to increase this proportion over time, where feasible.

We continue to advance supplier engagement focused on prioritizing decarbonization partnerships, reducing Scope 3 emissions and improving data availability to support informed decision-making.

## Energy Efficiency

As the majority of our direct GHG emissions arise from diesel and fuel combustion used for vehicles and on-site electricity generation, our decarbonization pathway prioritizes technologies that improve energy efficiency while supporting the decarbonization of transportation and energy supply. We conduct internal energy audits to identify opportunities to improve energy performance.

Energy efficiency initiatives that are under development or have been implemented include enhanced heat recovery systems, ventilation-on-demand systems, and advanced asset management strategies and analytics to predict and reduce energy consumption. We are also evaluating more advanced processes such as mechanical cutting, advanced fragmentation, bulk sorting and in-pit crushing and conveying.

Agnico Eagle's digital transformation initiatives also help identify energy efficiency and climate action opportunities across our operations. Our Monitoring Operation Centre (MOC) in Quebec demonstrates how increased data availability can enhance decision-making and support energy efficiency improvements and knowledge sharing across sites and regions.

## Technology Transition

Our technology transition projects primarily focus on decarbonizing transportation and material handling, including the electrification of equipment and sustainable fuel alternatives.

Agnico Eagle operates a fleet of battery electric vehicles (BEVs) at LaRonde, Canadian Malartic, Macassa, Kittilä and Detour Lake. Compared with conventional diesel equipment, BEVs generate lower GHG emissions and reduce heat, noise and vibration, contributing to improved working conditions for miners. At Goldex, an electrically powered and automated Rail-veyor<sup>®</sup> system transports ore underground, replacing conventional diesel haul trucks. We are also trialling renewable diesel at select operations to reduce fossil fuel consumption.

## Increased Renewable Energy

The adoption of cleaner energy solutions represents one of the most significant opportunities to reduce emissions across our operations. Our approach is collaborative and includes working with governments and communities to identify and advance clean energy projects, as well as to better understand the conditions required to implement renewable energy solutions at or near our sites. Current initiatives include the purchase of non-carbon emitting electricity, the assessment of renewable energy potential such as solar or wind, and support for policies and initiatives that contribute to the development of a long-term, low-carbon public electricity grid. For example, Pinos Altos uses power purchase agreements (PPAs) to procure solar-generated electricity, while, since 2023, Kittilä has obtained commercial assurances that 100% of its grid electricity is sourced from zero-emission generation.

As we continue to advance our decarbonization efforts, we will pursue technological innovation opportunities across our portfolio, including fleet electrification, increased use of renewable energy and more efficient material handling.

# Risk Management

Our goal is to manage operational risks effectively and support portfolio performance. To do so, we identify, assess and manage risks through our RMMS (see page 11), which applies two primary methods to address the challenges associated with the transition to a lower-carbon economy: climate risk assessment and climate scenario analysis and planning.

The climate risk assessment is divided into two key components: physical risk and transition risk. Findings are compiled at a

corporate level, which is used to categorize and monitor identified risks. Each risk is evaluated against defined criteria, including indicators, potential consequences, probability of occurrence and overall risk level.

The examples below illustrate selected topics assessed through this process.

## 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 due to climate policies
- Implementation of Industrial 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:*

- Energy security concerns due to increased cost or decreased availability
- 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 also incorporates scenario analysis and planning as tools to support climate resilience within the Company's business strategy and decision-making processes. It aligns with global climate frameworks, including the Paris Agreement, and focuses on adapting to an evolving climate landscape while aligning operational practices accordingly.

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

## A Major Milestone in Clean Energy at Hope Bay

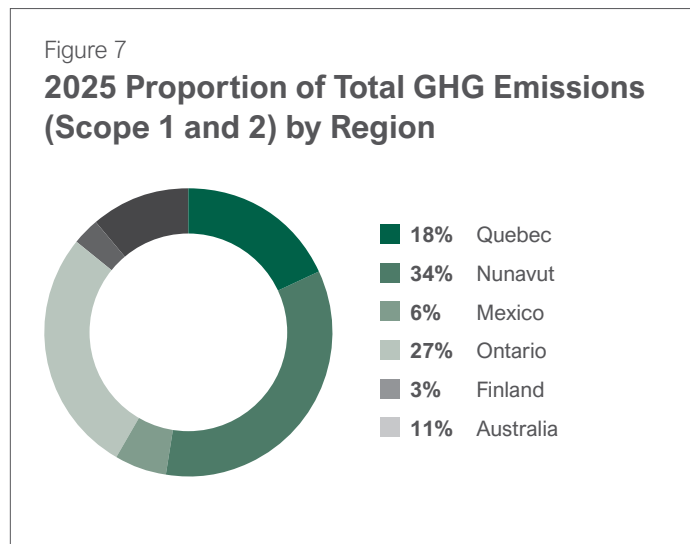
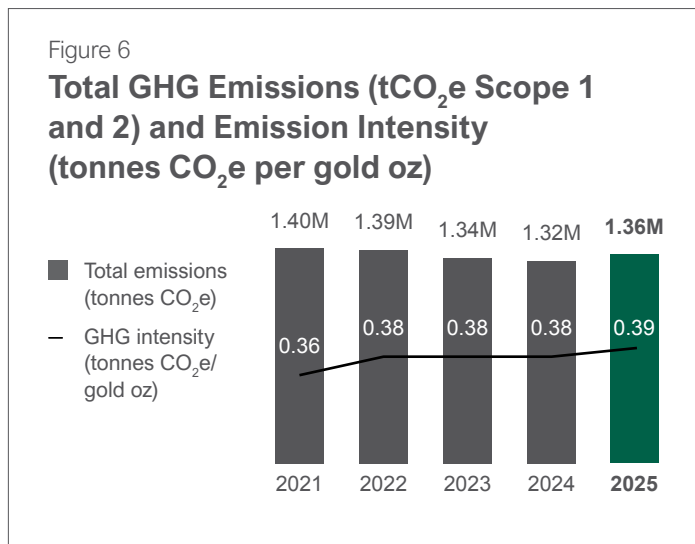
Agnico Eagle reached a milestone in advancing clean energy at Hope Bay with the signing of a Power Purchase Agreement (PPA) with Kitikmeot Tugliq Limited Partnership (KTLP), an Inuit-owned and operated company. The agreement marks the official launch of the first wind energy project at the site and represents an initial step toward reducing diesel fuel reliance and advancing decarbonization in Nunavut. This initiative reflects our shared commitment to sustainable development and supports the transition to a cleaner energy future for the North.



# Metrics & Targets

Metrics and targets guide the execution of our climate strategy and support our operations as we progress toward our net-zero ambition. These targets are informed by climate-related risks and opportunities and contribute to shaping the long-term resilience of our business.

To manage climate-related risks and opportunities, our primary metrics include GHG intensity per ounce of gold produced; total Scope 1, 2 and 3 GHG emissions; and energy consumption and composition, including the proportion of energy derived from non-carbon-emitting sources.



**Climate Ambitions**

**30%**

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

**Net Zero**

We have an ambition to achieve net-zero Scope 1 and 2 GHG emissions by 2050.



Tree planting for progressive rehabilitation at Fosterville (Victoria, Australia).

## GHG Emissions and Intensity Performance

For direct (Scope 1) and indirect (Scope 2) GHG emissions, we measure performance internally on a monthly basis and report externally on an annual basis. Performance is reported using both absolute tonnes of GHG emissions (CO<sub>2</sub>e) and GHG emissions production intensity.

GHG emissions are calculated in accordance with GHG Protocol standards across the Company. Scope 1 GHG emissions for Nunavut, Quebec and Ontario are reported to regulatory authorities under applicable carbon pricing programs and are subject to independent third-party verification. Scope 3 emissions are reported annually as an estimate, using incurred expenses and average activity data. Country-specific industry-average emission factors are applied for calculations.

In 2025, absolute Scope 1 and 2 (market-based) GHG emissions and emissions intensity remained relatively unchanged from previous years (see Figure 6). This stable year-over-year performance reflects energy efficiency improvements and optimization initiatives implemented across most of our sites, alongside organic growth that supported increased production. Australia and Mexico experienced increases in emissions intensity, primarily due to lower production levels and declining grades.

As shown in Figure 8, direct (Scope 1) and indirect (Scope 2) GHG emissions in 2025 totalled 1.36M tonnes of CO<sub>2</sub>e. Average GHG emissions intensity in 2025 was 0.39 tonnes of CO<sub>2</sub>e per ounce of gold produced globally.

Diesel fuel consumption for mobile equipment and electricity generation represents the largest source of Scope 1 GHG emissions. Scope 2 emissions primarily result from purchased electricity in Mexico and Australia, where a significant portion of the grid is powered by non-renewable sources.

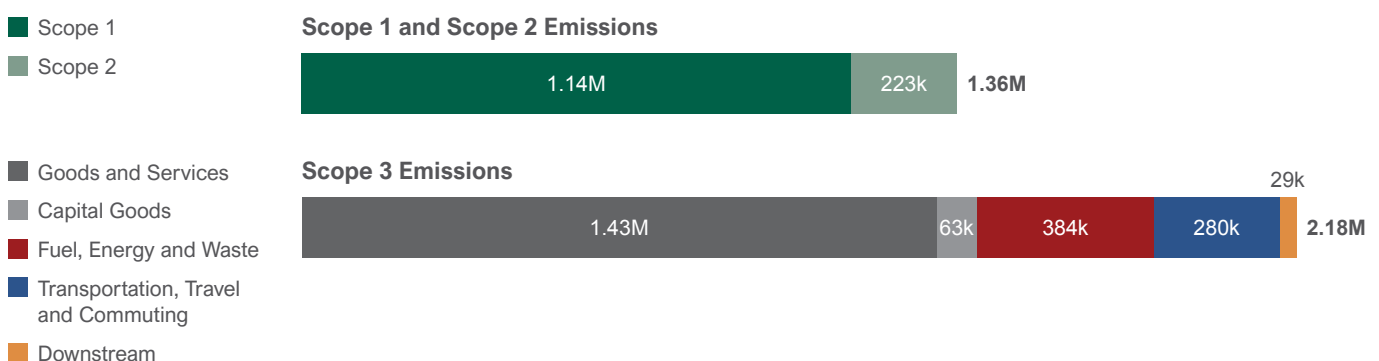
Total Scope 3 GHG emissions for 2025 are estimated at approximately 2.18M tonnes of CO<sub>2</sub>e. The majority of these emissions (64%) are attributable to the purchase of goods and services from carbon-intensive industries, including chemicals, mining services and construction. In 2025, supplier classification continued to be based on industry definitions from the Exiobase EEIO (v3.8.2) model, which aligns with the International Standard Industrial Classification (ISIC Revision 3.1) system.



Mobile equipment at the Detour Lake open pit mine (Ontario, Canada).

Figure 8

### 2025 Proportion of Direct and Indirect GHG Emissions (tCO<sub>2</sub>e)



# Energy Consumption

Agnico Eagle uses a range of energy sources to power our operations, including electricity, diesel, gasoline, propane and natural gas. Purchased electricity and diesel are the primary energy sources. The majority of purchased electricity is sourced from renewable and low-carbon generation, although the energy mix varies by location. Our remote sites, Meadowbank, Meliadine and Hope Bay, rely on on-site diesel generators, while operations in Quebec and Ontario have access to low-emission

public electricity grids. In Quebec, the grid is predominantly supplied by hydroelectricity, while in Ontario it consists primarily of hydroelectricity and nuclear generation. Beginning in 2023, the Company obtained commercial assurances through Certificates of Origin that 100% of grid electricity consumed at Kittilä in Finland is sourced from nuclear energy. In Australia, 40% of grid electricity is generated from renewable sources.

Figure 9

## 2025 Electricity Consumption by Type

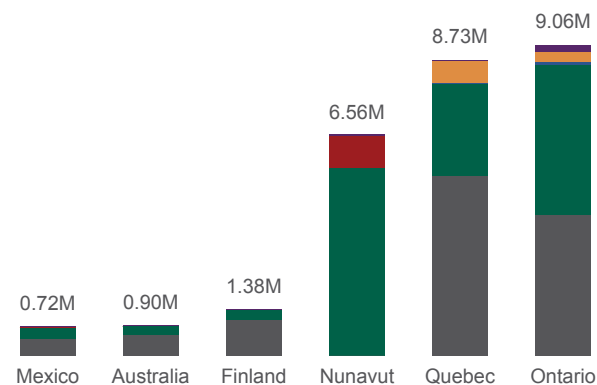
- **58%** Renewable electricity purchased from grid
- **19%** Non-renewable low carbon electricity purchased from grid
- **15%** Non-renewable electricity purchased from grid
- **8%** Non-renewable electricity generated on-site



Figure 10

## 2025 Energy Consumption by Type (GJ)

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



Hope Bay project (Nunavut, Canada).

# Mitigation and Adaptation

We recognize the importance of mitigating potential risks associated with climate change and extreme weather events across our operating sites. Our strategy focuses on enhancing resilience and safeguarding operations, while identifying opportunities associated with changing climate conditions. Through the implementation of site-specific measures, we prioritize the safety of our workforce, minimize disruptions, safeguard infrastructure and assets and support business continuity. Site-specific Climate Action Plans apply established guidelines to identify vulnerabilities, assess climate-related risks and opportunities and develop tailored adaptation strategies.

Guided by these principles, we prioritize adaptation measures based on the severity and likelihood of climate-related risks,

as well as the resilience of our infrastructure. We assess the adaptive capacity of each site by evaluating key factors such as transportation systems, water management and emergency response capabilities. Based on these assessments, we develop targeted adaptation measures that integrate climate-related risks into operational planning and management. These measures range from fire management plans to nature-based solutions and are designed to address gradual temperature increases, biodiversity variations and changes in precipitation patterns. Following implementation, monitoring systems are established to assess effectiveness and support ongoing improvement through adaptive management principles.

We prioritize our emissions reduction investments in the following hierarchy:

**Decarbonize:** Identify and implement solutions to reduce carbon emissions at our locations, balancing climate ambitions with financial considerations.

**Includes:** Electrification, operational efficiency.

**Innovate:** Invest in scalable and innovative solutions to reduce emissions over time and support a reduced reliance on offsets.

**Includes:** Renewable fuels, grid transitions, emerging technologies.

**Offset:** Address remaining (or residual) emissions, if required, through the use of high-quality carbon credits, prioritizing high-integrity projects and community co-benefits. The Company is developing internal processes to evaluate potential credit opportunities.

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

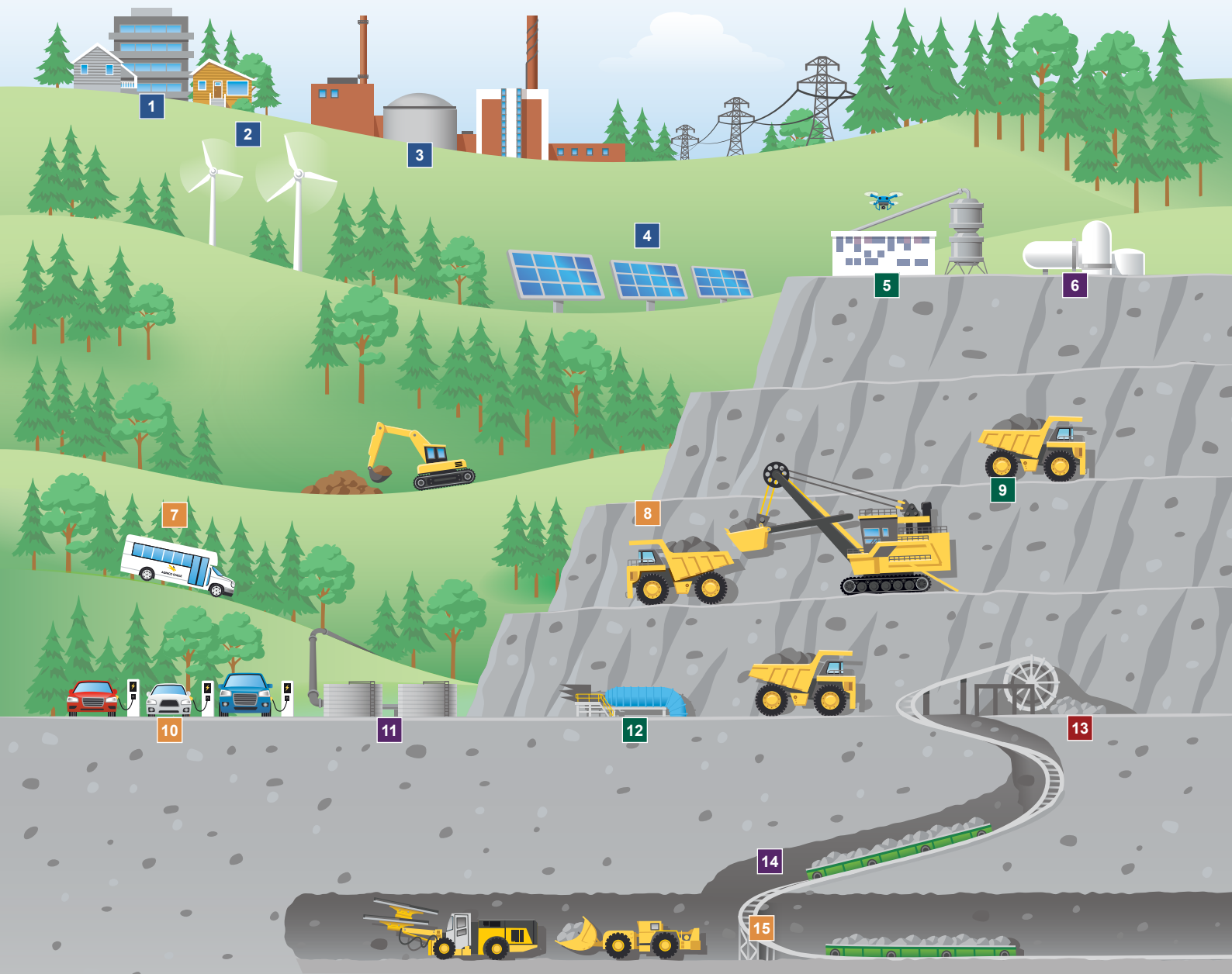


Battery electric bolter at Odyssey (Quebec, Canada).

Figure 11

### 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**

- 55 vehicles – Current BEV fleet size
- Canadian Malartic
- Odyssey
- Macassa
- Kittilä
- Detour Lake
- LaRonde

**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 the efficient use of water, maintaining water quality, and engagement with communities to collaboratively manage shared water resources throughout the mining life cycle. Water is an important interface between our operations and stakeholders, including regulatory agencies, surrounding communities, environmental protection organizations and the broader public. Through these interactions, we aim to demonstrate how we effectively manage resources by committing to responsible water use and the protection of water quality.

monitor and mitigate impacts on freshwater sources, including the development of site-specific water management strategies that prioritize freshwater conservation through the reduction, reuse and recycling of water. The Standard is applied across the organization to all sites with active water management.

We developed an Operational Water Management Framework (OWMF) as a risk-based approach designed to standardize expectations and drive continuous improvement across diverse sites. The OWMF integrates 27 criteria into a structured scoring matrix, enabling sites to self-assess operational water management systems against defined minimum standards. This approach identifies gaps in core water management practices, maps site-specific and company-wide risks, supports structured development of risk-based action plans, and provides a roadmap for continuous improvement. Through targeted action plans and quantitative scoring, the framework advances sites beyond compliance-driven water management practices to proactive risk reduction and performance optimization.

## Management Approach

Access to safe water is a fundamental human right, and responsible water management is an important aspect of responsible mining. We consider water quality and water quantity as indicators of performance and recognize that water management strategies must be tailored to manage potential impacts, risks, opportunities and efficiencies at each operation. Monitoring and treatment requirements vary by site, reflecting differences in location, climate, operational 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 commitment includes proactive water management to reduce socio-economic impacts, engagement with communities of interest, and the assessment of catchment-level water-related risks and opportunities.

Our Corporate Standard for Water Management provides guidance and a framework that aligns with TSM's [Water Stewardship Protocol](#) and supports water management practices related to governance, modelling, infrastructure design and construction, and monitoring. The Standard includes provisions to ensure our operations

## Water Quality

Operations have water treatment installations designed to meet applicable regulatory requirements. Treatment processes vary across our operations and include measures such as biological treatment, metal removal, cyanide destruction and filtration/ sedimentation technologies. Measures are 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.

### Analyst Corner



GRI 303-1, 303-2, 303-3, 303-4, SASB EM-MM-140a.1

Figure 12

### Operational Water Management Framework (OMFW)



## Water Availability and Use

Natural water inflows and surface water accumulated through precipitation and runoff at our operations in Canada and Finland account for more than 90% of the water managed by the Company. In contrast, water availability is more constrained in the regions where we operate in Mexico and Australia, requiring targeted water conservation measures to support local water resources and community needs. According to the WRI Water Risk Aqueduct Tool, Pinos Altos (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.

At Pinos Altos, 100% of greywater is treated and recycled on-site to reduce freshwater consumption.

At Fosterville, the water management approach focuses on containing, storing, reusing and managing all water generated on-site. A mine water treatment plant currently treats approximately two million litres of mine water per day for re-use, significantly reducing the site's reliance on fresh water.

## Stakeholder Engagement on Water

We are committed to engaging proactively with communities of interest (COI) on water management matters to address concerns and identify opportunities for collaboration 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.

In 2025, Kittilä organized an open fish day for everyone, with the purpose of discussing fish populations in the water bodies within the mine's area of influence. The event included expert presentations on the mine's fish monitoring as well as various restoration methods employed. Goldex participates in the Survol Benthos program, which aims to assess the health of small streams using benthic macroinvertebrates as biological indicators. Since 2019, the Goldex environmental team has also participated in the Watershed Organization of Abitibi-Jamésie (OBVAJ) working group, which focuses on regional water issues, plans and management strategies.



Water treatment plant at Kittilä (Lapland, Finland).

### 2025 Key Water Stewardship Activities

- Completed the second year of Operational Water Management Framework (OWMF) application across all operating sites, driving continuous improvement of water management practices through the identification and completion of risk-based action plans. All sites developed, updated or advanced efforts towards reducing risk by improving their site-wide operational water balance models.
- Developed risk-based water management KPIs at all sites to improve tracking and visibility on water management metrics critical to operational, compliance, and/or sustainability performance.
- Developed or identified actions to advance Trigger Action Response Plans (TARPs) for key water management facilities at all operating sites.
- Updated water management plans at Meadowbank, Meliadine, Detour and Fosterville, with a focus on improving practices and reducing water-related risks.
- Completed water management risk assessments at Detour and Pinos Altos.
- Progressed in-pit passive water treatment activities at Meadowbank to proactively mitigate water quality risks at closure.
- Commissioned and piloted a small scale Moving Bed Biofilm Reactor (MBBR) water treatment plant at Macassa to support regulatory compliance and sustainable water management.
- Fosterville continued to operate as a zero-discharge site through use of mine water evaporation efforts. Additional active evaporation efforts are currently being commissioned to further support sustainable operations.
- Undertook a regional phosphorus study at Detour Lake in collaboration with Moose Cree First Nation.
- Expanded and improved hydrological and water quality monitoring stations at La India to inform closure planning.

### 2025 Key Water Stewardship Challenges

- Developing robust water management systems capable of adapting to changing climate trends and extremes is challenging. Our Operational Water Management Framework assisted in managing this challenge by providing a standard for water balance and water quality models, including long-term predictions under climate change scenarios.
- Following recent acquisitions, we have a variety of water management infrastructure designs across the organization. In 2025, we continued to identify and address gaps for standardization and build upon opportunities.
- Regulatory and permitting timelines introduce challenges with implementing water stewardship initiatives in a timely manner. Anticipating and planning for changing regulatory requirements and expectations can create misalignments with mine water management requirements (e.g., designing, permitting and commissioning water treatment plants).



Water sampling near Meadowbank (Nunavut, Canada).

# Performance and Metrics

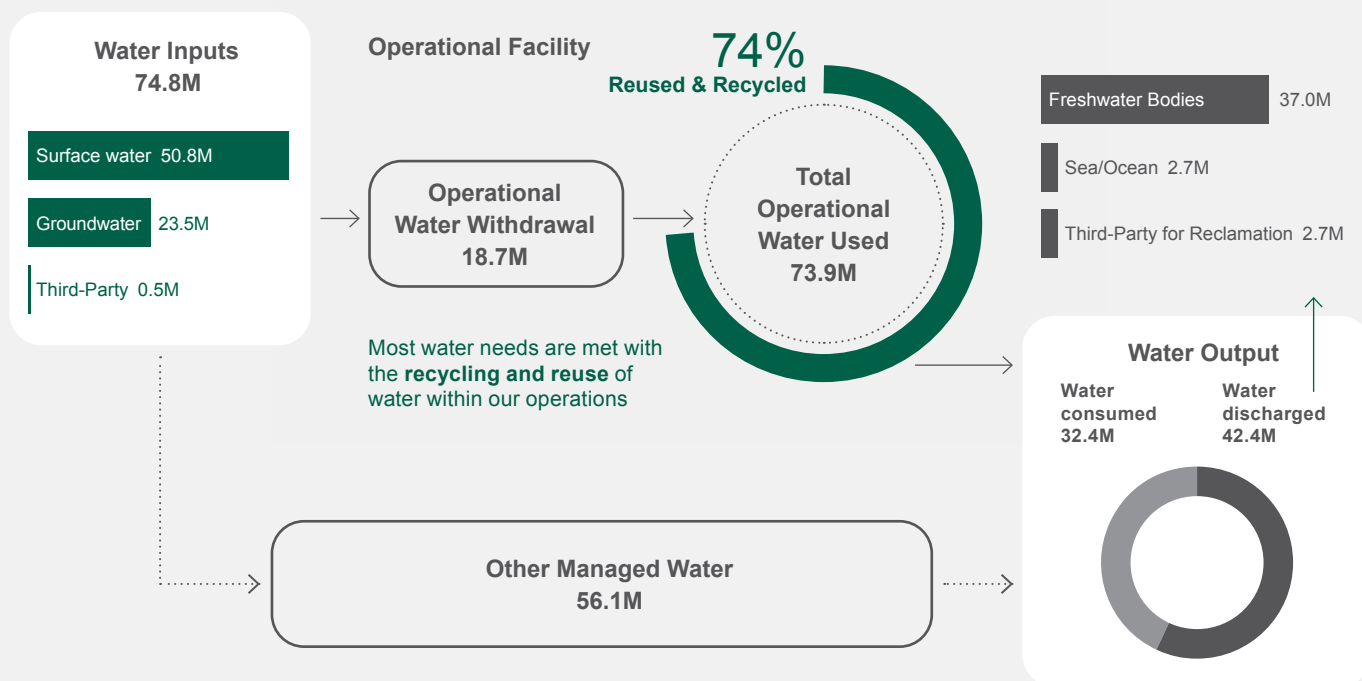
Water metrics are tracked across all our operational sites. The company-level water balance, presented in Figure 13, compiles site-level water metrics and reflects the different sources of water used and managed at our facilities. This overall balance is influenced by factors such as changes in rainfall and snowmelt, regional climates and geographic conditions, and the design of mining operations.

Agnico Eagle. Water consumption intensity varies year over year, as water storage and discharge requirements do not follow a consistent annual cycle. Water consumption per ounce of gold continues to increase as average gold grade declines and we increase production from open pit facilities at a lower mined grade. Facility-level results are provided in our [Sustainability Performance Workbook](#).

Figures 14, 15 and 16 present water withdrawn for operational demands, water recycled and water consumption intensity for

Figure 13

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



Biological water treatment plant at LaRonde (Quebec, Canada).

1. For definitions of all water metrics, see our Sustainability Performance Workbook.

Figure 14

**Total Operational Water Withdrawn (m<sup>3</sup>)**

- High Socio-Economic Value<sup>1</sup>
- Low Socio-Economic Value<sup>2</sup>

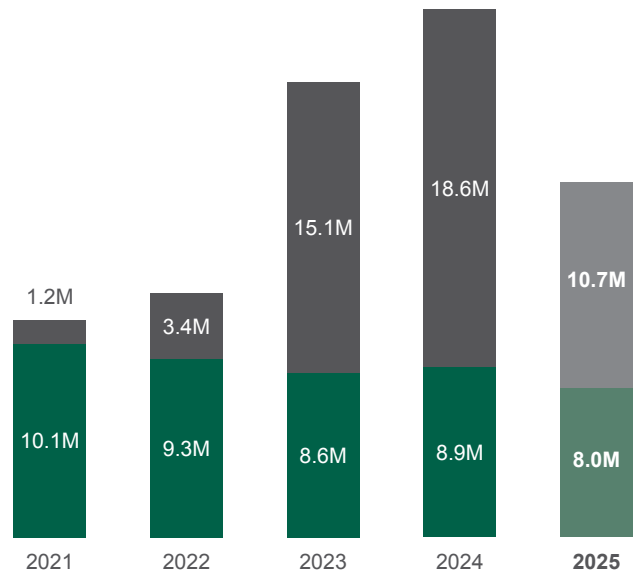


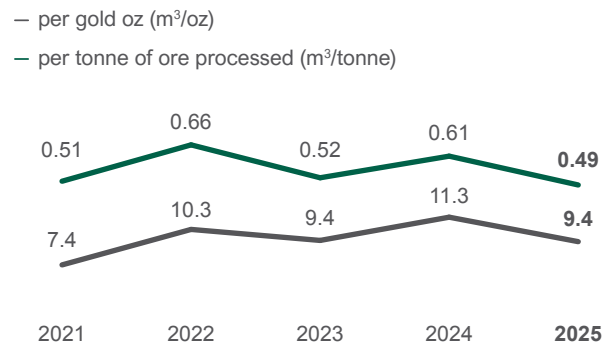
Figure 15

**Water Reused and Recycled (%)**



Figure 16

**Water Consumption Intensity**



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.

# Tailings and Waste Management

The health and safety of our people, the 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 across all stages of the mine life cycle, including design, construction, operation, closure and post-closure. Gold mining inherently generates large volumes of waste rock and tailings, which require careful management throughout the life of an operation, and after closure.

Waste segregation and waste rock use are monitored across operations, and opportunities to optimize use are pursued while meeting environmental protection requirements.

## Analyst Corner

CST

GRI 306-2, SASB EM-M-150a.10, EM-MM-540a.2

## Tailings Management Approach

Agnico Eagle maintains governance structures for the management of Tailings Storage Facilities (TSFs) to meet or exceed applicable regulatory requirements at operating and closed sites.

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, including those that are self-built or acquired. Our Accountable Executive Officer (AEO) reports annually to the Board of Directors on TSF compliance with regulatory requirements and applicable 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, qualified and experienced tailings management professionals, are in place for all Agnico Eagle operations. A Responsible Person (RP) and Engineer of Record (EoR) are assigned to each operating and legacy site.

We recognize the important role of both our internal and external experts and the competence they bring to this critical work.

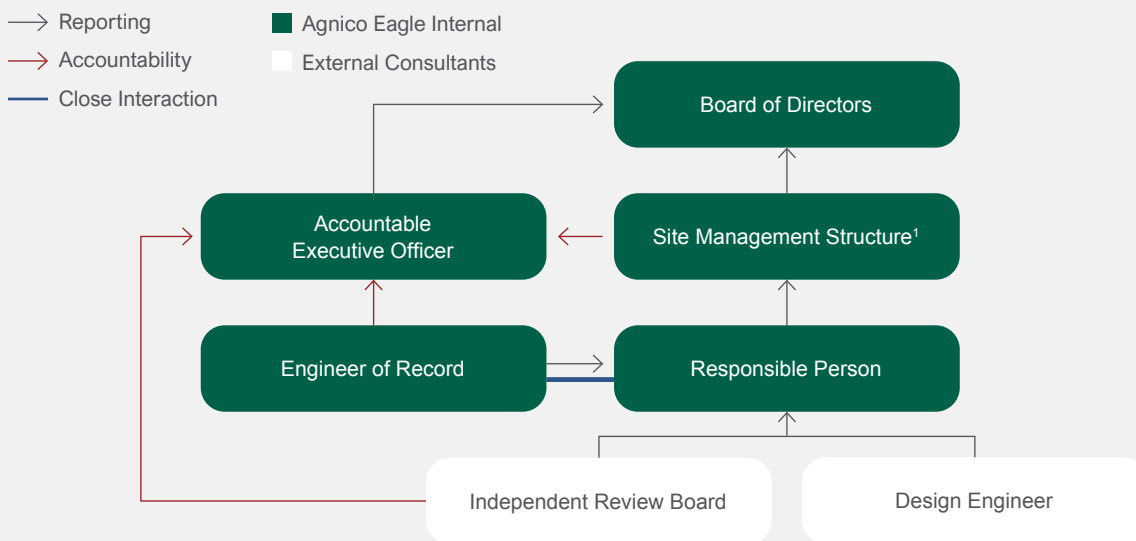
Our [2025 Tailings Summary Report](#) includes an updated quantitative risk assessment of our infrastructures at Agnico Eagle properties as of January 1st, 2025.



Tailings storage facilities at Canadian Malartic (Quebec, Canada).

Figure 17

**Governance Structure for Critical Infrastructure at Agnico Eagle**



## Waste and Materials Management Approach

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 comply with applicable local regulations.

Many sites have implemented initiatives to reduce waste generation and increase on-site recycling and composting. In Kittilä, training sessions were conducted on waste recycling and on raising awareness about the proper handling of hazardous waste. At La India, the collection of fruit and vegetable waste was initiated for the production of vermicompost, and Meadowbank introduced a composter at the Whale Tail camp. Pinos Altos donated plastic, cardboard, aluminum and wood to a local company.

Figure 18

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

- 5% Domestic waste incinerated
- 47% Domestic waste sent to landfill
- 36% Domestic waste recycled
- 12% Hazardous waste



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

Detailed information on waste and tailings metrics is available on our [website](#) in our Sustainability Performance Workbook.

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

# Circular Economy

A circular economy approach to mining can offer environmental and economic benefits by reducing waste, extending the life of resources, and creating opportunities to reuse equipment and materials. Over time, many of our operations have integrated these practices into day-to-day activities, and opportunities for the reuse of materials and equipment are considered throughout the mine life and as part of closure planning processes.

## Examples of circularity at our operations:

### Re-using Waste

Across our operations, opportunities are identified to reuse waste rock mined by using it in construction or as backfill underground or in pits. For example, Pinos Altos uses close to 30% of filtered tailings to create a high-resistance paste for backfilling underground cavities, supporting mine stability and safety.

At its Paul Penna Camp, home to more than 400 employees, all the wastewater is reused and treated for irrigation of green areas thanks to two specialized treatment plants.

### Increasing Equipment Longevity

At Detour Lake, we partnered with Kal Tire to repair tires on site rather than purchasing new ones. In 2025, through the repair of 112 tires, they avoided 2,150 tonnes of carbon dioxide emissions and reduced the use of oil by about 49,000 litres.

### Re-using and Repurposing Equipment

At Kittila, the geology team reuses core sample boxes four to five times before disposal. At La India, the band that is used in the crushing circuit can be used to make water troughs for livestock. The rolls of band were donated to the Livestock Association of the Sahuaripa community and personnel from the communities of Tarachi and Matarachi.



Haul truck repair at Detour Lake (Ontario, Canada).

# Environmental Research and Development

Agnico Eagle works with universities and research organizations in the regions where we operate to support the development of environmentally responsible, innovative and practical solutions across the mine life cycle. 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 collaborations between operating sites and external research centres, helping to align research activities with priorities related to responsible resource extraction. Current projects include:

- A partnership with the Research Institute on Mines and Environment (RIME) UQAT Polytechnique.
- Research focused on the reclamation of critical infrastructure in northern climates.

- In 2025, Canadian Malartic and Polytechnique Montreal initiated a passive geophysics project using seismic interferometry to investigate the behaviour of TSFs.
- Partnering in the NSERC-UQAT Industrial Research Chair on Northern Biodiversity in a Mining Context.
- Partnership with the University of Guelph on a long-term field trial aimed at assessing soil amendments to enhance vegetation establishment, improve soil chemistry, and promote biodiversity.
- An Industrial Research Chair with the University of Toronto focused on mine water treatment using freezing technology.
- A collaboration with Charles Darwin University, the Australasian Bat Society and the Northern Territory Government to study the social and spatial ecology of ghost bats.

## Key Research Areas

**Mine reclamation and ecosystem restoration**

**Tailings and critical infrastructure monitoring (northern climates)**

**Mine water treatment technology**

**Soil amendments and vegetation establishment**

**Wildlife ecology and biodiversity in mining contexts**

### Mining BAT Reference Group Visits Kittilä

In May, a Mining BAT (Best Available Technologies) reference group visited Kittilä as part of the development of a European-wide BAT reference document. The process supports the identification of best practices for ore extraction and on-site treatment across the mining sector.



The delegation included environmental authorities from several European Union countries, along with representatives from the Finnish Mining Association, Euromines, and the European Bureau for Research on Industrial Transformation and Emissions. Their visit to northern Finland and Sweden focused on gaining insight into underground and open pit mining operations, processing methods and approaches to water and waste management.

Kittilä was selected as a high-performing site, making it a key stop on the tour. During the visit, the site team shared information on operational practices, environmental management systems and selected performance indicators. Participants toured key facilities, including water management infrastructure, and engaged in technical discussions with site personnel.

Taking part in the Mining BAT process allows us to share practical experience and contribute to guidance that supports responsible mining practices across Europe.

# Environmental Management & Compliance

Environmental impacts are managed through our RMMS. Activities with the potential to result in environmental impacts are identified and assessed, and appropriate control measures are implemented, maintained and verified. Emergency response plans are developed and tested, and environmental incidents are reported in accordance with established procedures.

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. spills or dust exceedances) and evaluated using a five-by-five consequence and probability matrix (see Figure 19). Consequences, ranging from negligible to extreme/critical, are defined by assessing the severity of impacts

on the ecosystem, communities, land use and water, as well as evaluating the cost of remediation and legal aspects. Agnico Eagle considers any incident with a consequence rating of four or higher as significant. Based on our incident consequence criteria, there were zero (0) significant environmental incidents at our operations in 2025.

Across the organization, 14 incidents of regulatory non-compliances<sup>1</sup> were recorded. The majority related to water management, with one incident associated with air quality and another associated with land tenure. All incidents were investigated, and corrective actions were implemented to reduce the likelihood of reoccurrence. None resulted in significant adverse environmental effects, penalties or fines.

Figure 19

## Consequence and Probability Matrix

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

Low
  Medium
  High
  Very High

1. A failure to follow the laws or regulations set by external governing or regulatory bodies, such as the government. Non-compliance can lead to legal penalties, fines, or punishments, as well as damage to reputation or loss of confidence.

# Nuisances (Air Quality, Noise and Vibration)

Management of air quality, noise and vibration is an important component of mitigating potential impacts on communities and the environment. As part of our environmental management system, our sites are equipped, where necessary, with monitoring devices to measure dust, noise and vibration in accordance with applicable regulatory requirements.

We work to incorporate mitigation measures and consider air quality, noise and vibration impacts in our design and expansion

activities. Activities are monitored 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 and, where possible, reduce impacts.

## 2025 Key Nuisances (Air Quality, Noise and Vibration) Activities

- Fosterville commissioned an in-pit refueling bay within its Ellesmere Pit. This enables heavy equipment to refuel without leaving the trucking circuit meaning reduced noise generated from heavy equipment on the surface. This initiative will lead to a reduction of approximately 2.4 kilometres of travel for refueling, roughly equivalent to 26 hours of travel time per week, and eliminates the requirement to drive out of the pit which requires more energy when going up hill. Current modelling predicts this change will contribute to a 10-20 dB reduction in noise at the nearest sensitive receptors.
- Fosterville installed 25 new ground vibration monitors as a part of the surface ground vibration monitoring expansion project.
- LaRonde completed the engineering work and procured the equipment for a new windbreak wall at the filtered tailings conveyor discharge point and tailings cone area. Installation is planned for 2026.
- Pinos Altos performed progressive restoration on an area of 15 hectares, in which over 23.2 k species of pines, oaks and native grasses were reforested. This work will prevent erosion of the site by rain and/or wind, directly improving air conditions and contributing to carbon sequestration. The site also installed stationary monitoring stations and continues to conduct studies on air quality, noise and vibration.
- Meliadine's Air Quality Monitoring Plan was updated to include an additional dustfall station to address pump area activities.

## 2025 Key Nuisances (Air Quality, Noise and Vibration) Challenges

- Dust management from filtered tailings facilities remains a challenge and has required increased monitoring and abatement measures.
- For underground mining operations located near neighbouring communities, seismicity associated with mining activities is an ongoing challenge, particularly at LaRonde, Goldex and Fosterville.



Noise monitoring at Fosterville (Victoria, Australia).

# Integrated Closure

Closure and reclamation are integral to our business as ore bodies are finite and are depleted over time. When effectively planned and managed, mine closure can reduce direct and indirect impacts on ecosystems and communities, including environmental contamination, health and safety risks, and potential effects on the well-being and economy of local communities. We are deeply rooted in the regions where we operate and are committed to delivering safe and responsible closure, in consultation with stakeholders and Indigenous Peoples, supporting land use transitions that seek to deliver lasting outcomes.

Early planning, supported by regular updates throughout the mine life, is key to successful closure and transition. Closure plans are developed during the early phases of a project or following acquisition of a legacy site and are updated at key stages to include improvements in knowledge over time. This approach supports the identification and implementation of progressive reclamation opportunities, with the objective of reducing impacts and maximizing post-mining benefits where practicable.

## Management Approach

Our producing operations and our closed, and legacy sites have closure plans aligned with regulatory requirements and site-specific needs. Financial assurance is maintained where required by applicable laws. The Corporate Environment team supports closure planning and implementation, provides input to risk management processes, and monitors environmental and social performance related to closure activities.

A global Closure Framework and a Corporate Standard are being developed to establish a consistent approach to closure planning, execution and governance. The framework will be risk-based and aligned with industry good practice and lessons learned from participation including the North American Mine Closure Working Group and the International Network on Acid Prevention. The Closure Framework aims to:

- Protect public health and safety.
- Minimize social and environmental impacts.
- Aim for chemical and physical stability, where possible.
- Integrate feedback from neighbours, municipalities and Indigenous Peoples into closure plans.

- Plan for social and workforce transition.
- Set site-specific objectives to achieve agreed post-closure land uses.
- Incorporate climate change considerations.
- Incorporate innovation and leverage university and research partnerships.
- Support closure with robust financial planning.
- Define transparent minimum expectations.
- Provide guidance to support closure planning, implementation and cost estimation.

The Closure Framework and Corporate Standard will apply to all Agnico Eagle sites and all stages of the mine life, including exploration, project evaluation, facility design, permitting, production, closure and post-closure. Examples of current closure activities at different stages of the mine life are shown in the figure on the following page.



Early stage of revegetation area at La India (Sonora, Mexico).

Figure 20

## Examples of Closure Across the Mine Life at Agnico Eagle



**Site:** Detour Lake, Ontario

**All stages:** Engagement for closure

**What's happening:** Although closure at Detour Lake is not anticipated for more than 25 years, Agnico Eagle provides regular updates to Indigenous partners on progressive reclamation and closure planning, using community input to inform operations, reduce environmental impacts, and support long-term environmental sustainability.

**Site:** Upper Beaver, Ontario

**Mine stage:** Advanced Exploration (impact assessment planned 2027)

**What's happening:** Advancing closure studies and engagement during advanced exploration and design to gain knowledge as early as possible, including material handling trials, revegetation trials, and water quality monitoring.



**Site:** Fosterville, Australia

**Mine stage:** In production since 1980's

**What's happening:** Multiple backfilled pits and McCormicks Waste Rock have been rehabilitated with local seed aligned with post-mining and community needs. This progressive reclamation is aiding continual knowledge improvement while reducing liabilities.



**Site:** Lapa, Quebec

**Mine stage:** Post-closure (production 2014–2018)

**What's happening:** In 2023, the settling ponds were revegetated with a biodiverse seed and sapling mix. The aim is to restore near-natural ecosystems, that are slower growing but improve future habitat use. In 2025, site water monitoring was conducted to support closure design.



**Site:** Meadowbank, Nunavut

**Mine stage:** In production since 2010

**What's happening:** Advancing active closure execution strategies, and trials to optimize postclosure water management. Mine plan integration is prioritizing progressive reclamation for efficient execution. Also, advancing social closure planning.



**Site:** La India, Mexico

**Mine stage:** Final production and active closure execution (mining ended in 2024)

**What's happening:** Ongoing closure execution has reprofiled about 190 hectares slopes to manage erosion and improve stream quality. Site knowledge and equipment is improving efficiency.



Develop a vision for the future of the asset at all stages

**2025 Key Integrated Closure Activities**

- Advanced targeted reclamation activities within the Cobalt and Coleman area, which includes over 900 historical mining features.
- Continued progressive closure at Canadian Malartic by installing a non-potentially acid generating (NPAG) waste rock cap on inactive tailings cells.
- Continued progressive reclamation and restoration research at Detour Lake for rock storage facility areas and developed practical cover design options for tailings management areas.
- Reviewed closure concepts and opportunities for progressive closure at Meadowbank to support planning and cost optimization. Organized focus group meetings with Baker Lake community to identify priorities in a post-mining future.
- Conducted risk assessments at legacy sites to support prioritization and closure planning.

**2025 Key Integrated Challenges**

- Integration of additional legacy properties in the Abitibi region following the O3 acquisition. Further investigation and risk-based prioritization is progressing.
- Leveraging opportunities during operations to support efficient and effective closure.
- Integration of closure considerations into operations planning across sites at different stages of the mine life.

**Mine Closure and Reclamation at Agnico Eagle Mexico**

At Agnico Eagle, mine closure and reclamation are an important part of how we approach environmental stewardship. Across our operations in Mexico, site teams are applying practical and innovative approaches to support ecosystem recovery and biodiversity.

At Pinos Altos, wildlife monitoring plays a central role in evaluating the effectiveness of progressive closure activities. Cameras installed at strategic locations have captured images of wildlife returning to the area, including white-tailed deer and two other species. These observations help inform action plans and support the conservation and reintegration of native species, providing early indications of ecosystem recovery.

At La India, the team has focused on practical solutions to support revegetation and soil stability. A key initiative has been the installation of a gravity-fed drip irrigation system across 8,800 square metres of test areas, where over 1,100 pine trees have been planted. The system delivers water directly to tree roots, reducing water loss, supporting growth and eliminating the need for additional energy. Recycled materials were used in the construction, further reducing environmental impacts.

This work is complemented by the reuse of oak logs felled and stored more than a decade ago. These logs were repurposed to construct approximately 18,500 metres of wooden trenches across revegetation areas. The trenches slow runoff to reduce erosion, retain surface moisture to support seed germination and help stabilize soils. Built from locally sourced biodegradable materials, they provide a low-carbon alternative to conventional erosion control methods.

Together, these initiatives reflect a practical and integrated approach to mine closure in Mexico – one that emphasizes environmental integrity, resource efficiency and long-term land recovery. By combining monitoring, reuse of materials and site-specific solutions, teams are helping create conditions that support ecosystems well beyond the mine life.



# Biodiversity

Agnico Eagle operates across a wide range of ecosystems, from the Arctic tundra in Nunavut and the boreal forests in Finland, Ontario and Quebec, to the arid and semi-arid environments in Australia and Mexico. Biodiversity management approaches are adapted to the unique circumstances of each region. We recognize that our biodiversity footprint can extend beyond property boundaries.

Agnico Eagle's biodiversity approach is aligned with TSM's *Biodiversity Conservation Management Protocol*. In the coming years, we plan to review our biodiversity approach to support 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 upon our knowledge base to inform biodiversity efforts and management plans. This can support positive ecosystem outcomes for the region.

We work to gather information on the ecosystems in which we operate and the species that utilize these habitats and call them home. We consult with Indigenous Peoples and knowledge holders to integrate Indigenous knowledge in our biodiversity management plans.

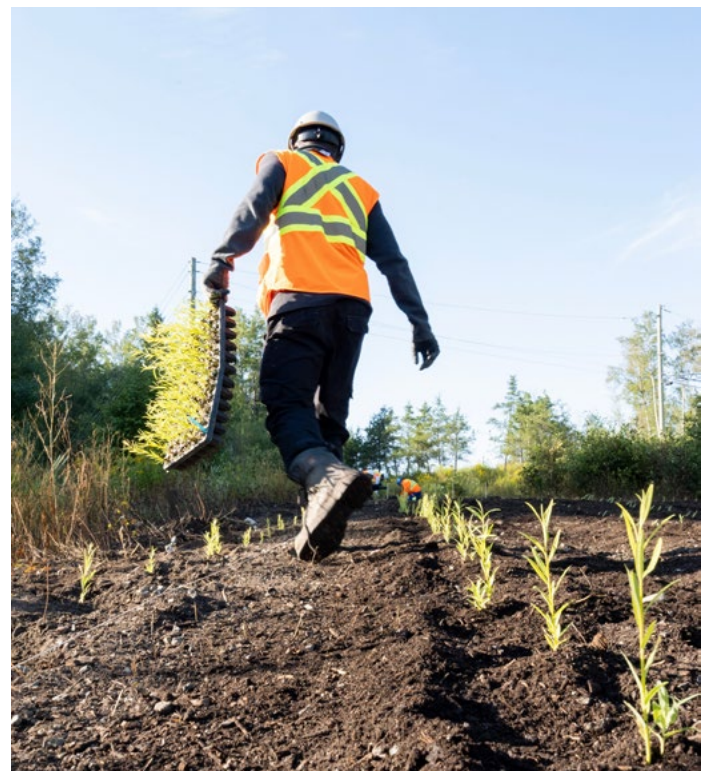
### Monitoring and Reporting

The International Union for Conservation of Nature (IUCN) Red List of Threatened Species™ is a comprehensive source of information on the extinction risk of animals, fungi and plants. We report IUCN-listed species present in the geographic areas of our operations in our [Sustainability Performance Workbook](#). All our operations have been assessed for biodiversity and have biodiversity conservation plans or management systems in place. Many of our operations engage in multi-stakeholder-based monitoring programs that support our routine biodiversity assessments.

### Research and Development

Research and development (R&D) opportunities allow technical review of information, consider data in a broader scale and provide 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.



Willow planting at Goldex (Quebec, Canada).

# Mitigation

In line with our [Sustainability Policy](#), we work to mitigate the environmental impacts of our activities and support ecosystem viability and diversity. The application of the mitigation hierarchy supports our efforts by first seeking to avoid or minimize impacts to biodiversity and then acting to rehabilitate or offset unavoidable impacts.

		Examples
<b>Avoid</b>	Avoid creating negative impacts on biodiversity from the outset of the project	Meliadine's Terrestrial Environment Management and Monitoring Plan (TEMMP) specifies 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 300 metres of the road. A similar protocol applies to muskoxen, requiring suspension of traffic when 10 or more are within 100 metres of the road, although this scenario is rarely encountered at the mine.
<b>Minimize</b>	Minimize negative impacts on biodiversity	In Finland, reindeer health is considered when planning mining activities. To mitigate disturbance to their movement, bridges are built across ditches in collaboration with the local herders. Tracking collars are funded to study reindeer movement in the area.
<b>Rehabilitate</b>	Rehabilitate or restore negatively impacted ecosystems	Goldex planted more than 34,000 willows across four designated areas, covering a total of 1.5 hectares, as part of efforts to permanently decommission and close certain operational zones.
<b>Offset</b>	If an ecosystem cannot be restored, offset impacts by restoring other degraded habitats	In Australia, loss of natural tree hollows is a major concern for the protection of hollow dependent wildlife. Nest boxes have been proposed as a solution where natural hollows have been depleted. The Environment Effects Statement includes a mitigation measure to undertake a replacement hollow program and long term monitoring.

## Regional Initiatives

### Quebec

Across Quebec, operations have initiatives in place to support pollinators. At Canadian Malartic, pollinator-friendly flower seeds were distributed to employees and members of the local community. LaRonde planted pollinator-attracting vegetation on site. In 2025, Goldex distributed milkweed seed bombs to all employees to support monarch butterflies and initiated a competition "My Dandelions, My Bees" to raise awareness about not mowing lawns before mid-June to protect pollinating insects (spring flowers are very important for survival).

### Finland

In 2025, Kittilä organized a fish evening for the community. The event aimed to present the results of Kittilä's fish monitoring program in an easy-to-understand manner, recruit more local fishermen for fishery record-keeping, gather ideas from residents for ecological restoration projects and engage stakeholders in planning the measures. The event included expert presentations on the mine's fisheries monitoring as well as experiences with various restoration methods. The event was a success, with about 40 residents attending, some even from outside Kittilä.

## Mexico

In early 2025, marking World Wetlands Day, La India signed an agreement with the Commission for Ecology and Sustainable Development of the State of Sonora, reinforcing its longstanding commitment to the preservation of bald eagles. The site has supported this initiative since 2017. During the year, La India's community relations and construction teams worked with 50 local ranchers to create multiple watering ponds for cattle. These ponds provide a reliable water source for livestock during the dry season.

At Creston Mascota more than 146 hectares are in the process of restoration – representing 56% of the total footprint – just three years after the end of operations. Over 359,000 trees have been planted with a survival rate above 90%, and there was documented evidence of wildlife returning to the area.

In 2025, the team continued practices aimed at environmental restoration, incorporating regenerative biotechnologies such as biochar, hydroseeding, seed capsules, biological controls, vermicompost, and beneficial microorganisms developed in an in-house laboratory. They also designed compost briquettes and clusters of native seeds, evaluating their effectiveness in real high-mountain scenarios. The use of agricultural drones was implemented to minimize risks in hard-to-access areas.

## Nunavut

At Meliadine and Meadowbank, TEMMPs identify potential effects of mining activities on wildlife and wildlife habitat and outline mitigation measures. The Terrestrial Advisory Group (TAG) is a collaborative forum to discuss the integration of Inuit Qaujimagajatuqangit (IQ), Traditional Knowledge (TK) and western science applications for mitigation and monitoring programs related to the protection of terrestrial wildlife and wildlife habitat.

In 2025, Meliadine's Caribou Work Suspension protocol was updated based on TAG recommendations. The access road closure threshold was revised to 50 or more caribou within 300 metres of the road, compared to 100 metres in the previous version. Additionally, a new category was introduced to address potential calving near the site. It applies during the calving season and includes stricter mitigation measures to protect caribou if calving occurs within 5 kilometres of the site.

## Ontario

In early 2025, a Caribou Collaring Program was carried out as part of planned expansion activities at Detour Lake. The program is designed to strengthen understanding of boreal caribou movement patterns, population health and habitat use in areas surrounding Detour Lake.

Detour Lake has been monitoring boreal caribou since 2008 through annual systematic aerial surveys that track distribution and demographics. Ahead of collaring activities in 2025, survey crews observed 13 groups, representing approximately 86 caribou.

Following the surveys, capture and collar deployment were completed successfully, with 30 adult female boreal caribou fitted with GPS collars, five of which were equipped with cameras. Biological samples were collected to support health and stress assessments, and no injuries, mortalities or complications were reported. The program will provide valuable data to support ongoing monitoring and research.

All activities were conducted in accordance with animal care protocols and federal wildlife handling guidelines. The program supports continued conservation efforts for boreal caribou in northern Ontario, while helping inform responsible project planning at Detour Lake.



Boreal caribou monitoring near Detour Lake (Ontario, Canada).

## Australia

Environmental rehabilitation is a focus at Fosterville, guiding how land is managed during and after mining. Over the past two decades, the original McCormicks Waste Rock Dump – established in the late 2000s – was transformed into a forested landscape that blends into the nearby Sugarloaf Range and is often mistaken for a natural landform.

Building on this success, progressive rehabilitation is underway at an extension to the McCormicks Waste Rock Dump. Planting on the lower lift began in August 2025, and approximately 60% of the planned 4,000 native plants have been established to date, along with two kilograms of seeds from local plants. Species include grey box, yellow gum and red box, complemented by a diverse understory of wattles, she-oaks, melaleuca and hakeas. All plants are grown from seeds collected locally at Fosterville.

Revegetation and monitoring will continue in the coming years to support the development of a self-sustaining landscape that reflects the region's natural ecology and thrives well beyond the mine life.



Tree planting for progressive rehabilitation at Fosterville (Victoria, Australia).

### Analyst Corner

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# Social



Rankin Inlet (Nunavut, Canada).

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# Security and Human Rights

We are committed to upholding fundamental human rights as defined in the United Nations Universal Declaration of Human Rights (UDHR), and we also endorse the United Nations Guiding Principles on Business and Human Rights (UNGPs). Our approach seeks to provide assurance that our operations will not support, benefit from 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 enhance benefits and mitigate negative impacts.
- Maintaining effective grievance mechanisms.
- Providing human rights training to relevant personnel.
- Promoting our expectations of suppliers through the [Supplier Code of Conduct](#).

Human rights risks can impact our operations, supply chain, communities and interactions with society and governments in the regions where we operate. Key issues relevant to our industry include labour practices (see [page 77](#)), health, safety and security (see [page 32](#)), discrimination (see [page 72](#)), environmental impacts (see [page 59](#)) and the rights of Indigenous Peoples and other communities (see [page 82](#)).

The Executive Vice-President, Sustainability, People & Culture is the executive responsible for human rights due diligence. The senior management team (see [page 18](#)) oversees the application of human rights due diligence within their respective areas of responsibility. 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.

Our policy commitments to human rights are included in Agnico Eagle's [Sustainability Policy](#). Our [Code of Business Conduct and Ethics](#) requires 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), TSM protocols and the Voluntary Principles on Security and Human Rights (VPSHR).

We evaluate the effectiveness of our human rights policies and commitments through annual reporting across all active mining operations. Regular security and human rights assessments are conducted at each operation to identify and manage risks relevant to our business.

The Company provides several channels through which any person can report concerns with potential human rights implications, including a confidential ethics hotline (see [page 97](#)), employee grievance mechanisms (see [page 77](#)) and community grievance mechanisms (see [page 88](#)).

As a Company, we report on the implementation of human rights-related 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 publish a [Modern Slavery Report](#) that outlines the actions undertaken to mitigate modern slavery risks in our operations and supply chains and to support transparency.



Colleagues at Pinos Altos (Chihuahua, Mexico).

**In 2025, key human rights-related highlights included:**

- Updated security and human rights risk assessments.
- Completed external third-party assurance of alignment with the VPSHR for sites subject to external integrated audit in 2025.
- Continued implementing Modern Slavery awareness and training modules for our operations.
- Extended mandatory VPSHRs training, including Modern Slavery awareness continued in 2025.

**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 this 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 the Company’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 providers, particularly at sites in Mexico.

**Artisanal Mining**

In 2025, none of Agnico Eagle’s mining operations were impacted by artisanal or small-scale miners (ASM). We recognize that ASM is a material issue for the gold industry in certain regions, we continued work to finalize ASM guidelines. These guidelines are intended to support an appropriate response should ASM activity impact our operations in the future, including encouraging access to legitimate markets for ASM participants 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**



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Colleagues of the Meliadine Human Resources department (Nunavut, Canada).

# Our Workforce<sup>1</sup>

**Nunavut**

Total: 3,487  
 Contractors: 46%  
 Female: 11%  
 Local<sup>2</sup>: 9%

**Quebec**

Total: 5,968  
 Contractors: 37%  
 Female: 17%  
 Non-binary and other genders: 0.03%  
 Local: 91%

**Mexico**

Total: 1,858  
 Contractors: 23%  
 Female: 15%  
 Local: 60%

**Finland**

Total: 979  
 Contractors: 53%  
 Female: 16%  
 Local: 92%

**Ontario**

Total: 4,713  
 Contractors: 27%  
 Female: 16%  
 Local: 88%

**United States**

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

**Sweden**

Total: 7  
 Contractors: 14%  
 Female: 17%  
 Local: 100%

**Australia**

Total: 870  
 Contractors: 17%  
 Female: 15%  
 Local: 86%

**Exploration Canada**

Total: 361  
 Contractors: 66%  
 Female: 35%  
 Local: 58%



<p><b>18,255</b></p> <p>Total Workforce</p>	<p><b>15%</b></p> <p>Female Employment</p>	<p><b>683</b></p> <p>Indigenous Employees</p>
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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 do not include employees working for the Nunavut Service Groups as their administrative offices are located in Quebec.



Colleagues from the Pinos Altos-Creston Mascota Environment team (Chihuahua, Mexico).

Figure 21

**Workforce by Employment Type**

- 35% Contractor
- 62% Permanent
- 2% Temporary, Student and On-call

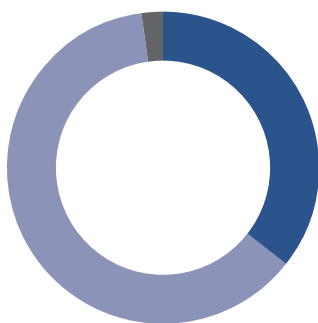
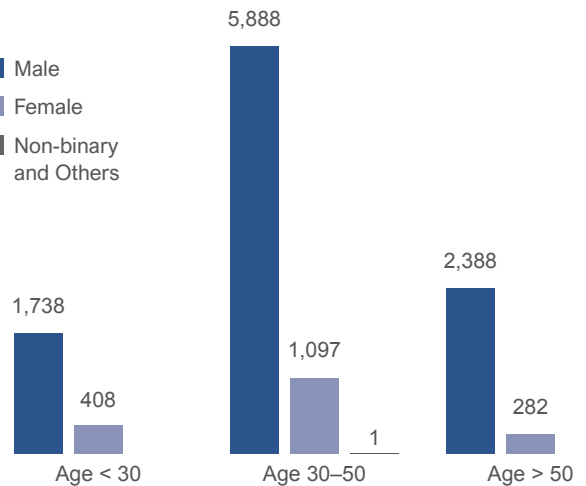


Figure 22

**Agnico Eagle Employees by Age and Gender**

- Male
- Female
- Non-binary and Others



**Analyst Corner**

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# Inclusion

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 [Inclusive Workplace Policy](#) outlines our approach and responsibilities, including fair and consistent treatment for employees, with equitable access to opportunities, resources and rewards, where systemic barriers are removed or mitigated.

Our work is supported by executive sponsors and a steering committee who provides oversight of the implementation and ongoing monitoring of the [Inclusive Workplace Policy](#).

Our long-term strategy is informed by employee surveys, available data and other formal and informal feedback mechanisms and is structured around three key pillars:

## Pillars

### Equitable and Inclusive Workplace Practices

- Launched our community of practice globally, providing a structured approach to inclusion with oversight and implementation at all levels, supporting compliance with the TSM *Equity, Diversity and Inclusion Protocol* and continuous improvement at the local level.
- Executed action plans in 2025 to address gaps identified through internal assessments and further align with TSM.

### Develop Inclusive Leadership

Launched a comprehensive training program in Canada to foster a diverse, inclusive and collaborative workplace.

### Attract, Retain and Advance Diverse People

- Advanced the current cohorts in the Dr. Leanne Baker Scholarship and Development Program and selected participants to begin the program in 2026.
- Continued participation in the International Women in Resources Mentoring Program (IWRMP) through internal mentors and mentees.

We continued to collect baseline information to support the reporting of more meaningful metrics. In 2025, 82% of employees participated in the Great Place to Work (GPTW) Survey.

Through voluntary self-identification, employees reported that 2% identify as LGBTQ2+, 5% as Indigenous, 10% as visible minorities and 5% as persons living with a disability. Survey responses also indicated that employees are aware of how to report incidents of discrimination or harassment and perceive that such behaviours are not tolerated in our organization.

As we advance this work, we will do so thoughtfully, respectfully and with the continued support and input from our employees.

#### Analyst Corner

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#### Did You Know?

### Agnico Eagle has been a sponsor of the IWRMP since 2018.

IWRMP seeks to promote and empower women in the resources sector to advance their careers, overcome professional challenges and build confidence for achievement and industry leadership. The program emphasizes diversity and inclusion, aiming to reduce cross-cultural barriers by creating partnerships between talented, driven mentees and senior industry leaders committed to the promotion of women in mining.

In 2025, six Agnico Eagle senior leaders participated as mentors and six employees took part as mentees, representing our sites and offices around the world.

## Female & Indigenous Representation

The Board of Directors recognizes that diversity supports the Board’s ability to collectively bring the qualities, attributes, experience and skills needed to effectively oversee the Company’s strategic direction and management. As of the date of this report, women represent 36% of directors, and the HSESD and Compensation Committees are chaired by women. At the leadership level, 25% of executives<sup>1</sup> and 21% of senior management<sup>2</sup> are women. One director identifies as Indigenous (9%) and one director identifies as a visible minority (9%). At the executive level, two executives (25%) identify as visible minorities. Gender representation in decision-making roles is measured to track progress in the advancement of women, who currently represent 21% of employees in leadership positions.

Overall, female representation for Agnico Eagle has remained steady (see Figure 23).

Table 3  
**2025 Employee Female Representation by Employment Category**

Category	Female	Male	Non-Binary and Others	% Female
Total Employees	1,787	10,014	1	15%
Permanent	1,659	9,704	1	15%
Temporary	76	195	0	28%
Student	39	89	0	30%
On-Call	13	26	0	33%

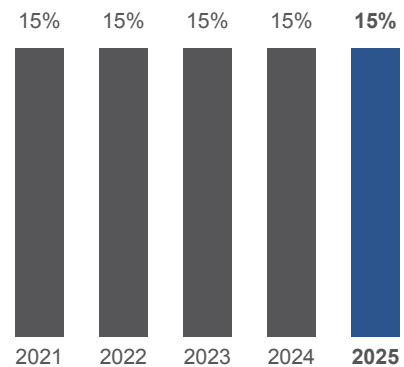
We remain focused on creating sustainable, high-quality jobs and careers in mining wherever we operate. At Detour Lake, more than 16% of the workforce self-identifies as Indigenous.

In 2025, we employed 259 Inuit across our Nunavut mine sites and through the 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, providing training opportunities in the trade of their choice. The *Sanajiksanut* program, launched in 2022, was implemented to support inclusive hiring by streamlining the hiring process and providing tailored training and career development opportunities for Inuit workers. Meadowbank and Meliadine also offer trainee programs in several operational areas, including underground operations, haul truck operations and process plant roles.

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

Figure 23  
**Female Employee Representation**



Four Inuit employees from Meliadine completed specialized training programs across our surface operations, underground mine and training departments. Their achievements reflect the strength and potential within our local workforce.



1. The definition of executives includes CEO & President and Executive Vice-Presidents.  
2. Senior management is defined by compensation band, which is determined by job responsibilities.

## Gender Pay Analysis

Agnico Eagle's core values include Equity and Respect, and we are committed to equal pay for equal work, experience and responsibility. Compensation reviews are conducted regularly at the regional level to support fair and competitive salaries throughout the organization.

We recognize that understanding our Company's overall gender pay gap is important in addressing 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 vary across the organization (see Figure 24). The size of the gap is influenced 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 assessments, we will further incorporate the factors that influence these outcomes in our analysis.

In 2023, we initiated a detailed gender-based pay equity assessment for head office employees to confirm that gender is not a factor in compensation for employees working in the same location and performing work of equal value. Building on this work, in 2024, we reassessed differences between the average salaries of women and men by job levels and pay grade for all salaried employees.<sup>1</sup> In 2025, the analysis indicated a 3% gap for senior management positions, a 16% gap for non-management positions and 4% gap for management positions (see Table 4). In 2025, we also confirmed that there was no gender-based pay gaps among all hourly employees in Canada. The higher gap in non-management positions reflects a higher proportion of women in entry- and junior-level roles. Particularly, in 2025, more women were hired into entry level roles compared to 2024. As we continue to support women through our leadership programs, this gap is expected to narrow. We plan to continue refining this assessment by incorporating additional factors that influence wages such as experience and job type.

Existing programs that support the reduction of gender pay gaps include the Dr. Leanne Baker scholarship and development programs, which aim to support and prepare women for more senior leadership roles. As our analyses become more detailed, they will better inform and support the targeting of future initiatives.

Table 4  
**2025 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	34	120	0.97
Management	128	544	0.96
Non-Management	939	2,501	0.84
Hourly Employees (Canada)	314	4,815	1

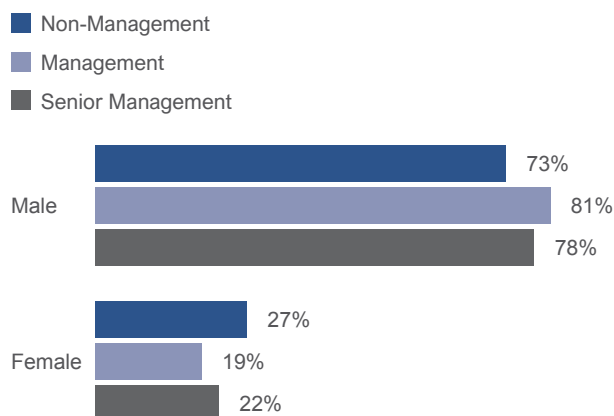
Figure 24

### Gender Pay Gap for Full-Time Salaried Employees (Average female/male salary)



Figure 25

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



1. Per regulatory requirements, Australia reports gender pay gaps 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 or country in which each of our operations is located. In 2025, local regional employment at Agnico Eagle was 73% for all employees and 76% for senior management.

Our Kittilä, Goldex, LaRonde, Macassa and Canadian Malartic operations are each more than 90% staffed by employees living locally or within in the region, while the Fosterville operation is 88% staffed by local employees. At Kittilä, employees are primarily from Finnish Lapland. Employees at Goldex, LaRonde and Canadian Malartic are mainly from the Abitibi region of Quebec, Canada; employees at Macassa are primarily from Northern Ontario; and employees at Fosterville are mainly from the Bendigo regional area.

At Pinos Altos in Mexico, 100% of the workforce is from Mexico, 62% hired locally and the majority residing in Chihuahua. We continue to focus on recruiting and retaining employees from smaller communities located near our mine sites.

Due to the remote nature of Detour Lake and the 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 rotations. We remain focused on hiring from nearby communities.

At Detour Lake, 84% of employees are from Northern Ontario, and 10% of employees at the Nunavut operations are from the Kivalliq or Kitikmeot regions.

**Analyst Corner**

CST

GRI 202-2

2025 Key Highlights

683

Indigenous employees

73%

Local employment

76%

Senior management positions filled by locals



Colleague at the Pinos Altos processing plant (Chihuahua, Mexico).

## Macassa Underground Mining School: Building Skills for a Sustainable Future

In 2025, Agnico Eagle launched the Macassa Underground Mining School to address a critical need: training and developing skilled employees to support our long-term workforce strategy. The initiative reflects our approach to sustainability by investing in people and creating pathways to stable, rewarding careers in mining.

The school offers a three-month, paid training program that provides hands-on experience in a real underground environment. Students learn essential safety protocols, equipment operation and modern mining techniques, all within a safe, supportive setting and at no cost to participants. Upon successful completion of the program, graduates are offered full-time employment with Agnico Eagle, supporting a seamless transition from training to employment.

The first session, held from September to December 2025, enrolled eight participants. The 2026 cohorts are already underway, with the first-quarter participants approaching graduation and recruitment for the second-quarter cohort now being finalized. Together, these milestones demonstrate how the Macassa Underground Mining School continues to showcase Agnico Eagle's commitment to developing talent, supporting communities, and investing in the future of mining.



A cohort of the Macassa Underground Mining School.

# Engaging Our People

We measure employee engagement across our operating regions and take action to support and improve engagement levels.

We engage with employees through multiple channels, including a company-wide newsletter that celebrates our people and highlights key events and initiatives. We recognize that communication is two-way, and we provide online programs, available in all our operating languages, that allow employees to ask questions, share feedback or submit ideas. Feedback is directed to the appropriate managers for response and follow-up.

Hourly employees at our sites are represented by collaboration committees. These committees are composed of employees who are selected by their peers from different departments and different work schedules. They meet with management on a regular basis to address concerns. This open and cooperative approach promotes engagement and collaboration.

We are committed to providing a safe, healthy and respectful work environment and do not tolerate discriminatory conduct in the workplace. All 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 gather employee feedback on opportunities to engage and build a better workplace. In 2025, the GPTW survey participation rate was 82% representing a 7% increase from 2024. Overall results were positive, with 83% of respondents indicating strong agreement that Agnico Eagle is a great place to work.

In 2025, our Canadian sites received GPTW certification for the first time ever and Mexico was certified once again. Sites develop and implement local action plans annually to address identified focus areas.

## Ontario's Skills Development Fund Helps Address Workforce Needs

Agnico Eagle has implemented training initiatives supported by Ontario's Skills Development Fund (SDF) to help address labour shortages in Northern Ontario's mining sector. The program responds to workforce challenges related to retirements, growing demand for critical minerals and the difficulty of attracting workers to remote communities.

The training model is based on a "mine-as-the-classroom" approach. Participants are hired as permanent, full-time employees at the start of the program and complete training on site using the same equipment and processes used in daily operations. This structure ensures that training is practical, job-embedded and aligned with operational requirements. It also enables participants to earn wages during training, accelerates skill development and reinforces workplace safety.

Results from recent program demonstrate measurable impact:

### In Round 4 (2024-2025):

- 218 participants trained, exceeding the original target of 154.
- 100% of participants hired into permanent, full-time roles at the outset.
- 95% retention rate among the original cohort.
- 47 apprenticeships in high-demand trades such as welding, electrical and millwrighting.
- 140 participants from underrepresented groups, including 20 Indigenous participants.

### In Round 5 (2025-2026):

- 102 participants currently enrolled, all in permanent full-time roles.
- 38 apprenticeships initiated in the first six months.
- 100% retention to date.

Support from the Skills Development Fund has enabled Agnico Eagle to align workforce development with labour market needs, establish apprenticeships and improve retention. Continued investment is expected to support expanded participation among Indigenous Peoples, women and newcomers, while contributing to economic development in Northern Ontario and strengthening Ontario's position in the global mining sector.

## Labour Relations

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

In 2025, 1,882 (16%) of Agnico Eagle employees were covered by an industrial union agreement and 3,715 (32%) 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 raise issues, share concerns and discuss potential solutions with management.

Remuneration frameworks are regularly reviewed across operating regions to support fair and competitive compensation that provides a decent standard of living for workers and their families.

Work schedules vary considerably depending on an individual's role and location, including office-based jobs, hybrid work-from-home models, evening shifts to fly-in-fly-out rotations. We recognize that balancing work and personal responsibilities is important for the overall well-being of our employees and their families. Human resource teams work with employees and management to support this balance through initiatives such as hybrid work-from-home options, flexible scheduling,<sup>2</sup> compressed work weeks and personal days.

Due to the nature of different mining jobs, workplace accommodations are adapted to reflect 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.

### Analyst Corner

CST

GRI 2-30

## Human Capital & People Development

We support employees by providing the tools and skills they need to perform their roles safely and effectively and to achieve their full potential. We place a particular emphasis on health and safety training to reinforce the application of Agnico Eagle's workplace health and safety standards. Training is also provided through our 'people development' process to support employees' personal and career development opportunities.

Our approach to people development and training includes both company-wide and site-specific initiatives. At a minimum, employee performance is evaluated annually. This approach supports the attraction and development of talented people to maintain operational continuity across all phases of our projects.

At our mine sites, training initiatives focus on developing the skills of the local workforce and preparing employees for future operational needs. In 2025, we delivered 590 thousand hours of training across Agnico Eagle operations.



Employee training at Meliadine (Nunavut, Canada).

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.
2. Flexible scheduling refers to modified hours in a day and the distributions of hours within a work week.

## Goldex: Skills Recognition and Development

In 2025, the Goldex maintenance department implemented the Attestation of Vocational Studies (AVS) and Recognition of Acquired Competencies (RAC) programs to formally recognize employee skills and provide targeted refresher training. The initiative was delivered in collaboration with the Goldex training team and the CFP Lac Abitibi Vocational Training Centre.

Nine mobile mechanics, representing approximately 20% of the department, chose to participate in programs designed to validate their existing skills and highlight areas for further development, supporting career growth and continuous learning. As participants advanced through the modular requirements, two mechanics completed the 13 modules for the AVS and one completed the 23 modules for the RAC, while the others have finished over 60% of their modules and continue progressing toward completion. The AVS and RAC programs provide a structured framework for recognizing prior experience and supporting the maintenance of up-to-date technical skills. This initiative contributes to workforce development at Goldex by aligning employee qualifications with operational needs and supporting long-term capability within the maintenance team.



**2025 Key Human Capital and People Development Activities**

- Strategic Workforce Planning Workshop brought together key external stakeholders and a cross-section of internal leaders from every Canadian division. They collaborated on the importance of expanding organizational focus from traditional headcount planning to a more holistic approach – strategic workforce planning. The session focused on the importance of a strong strategic workforce plan to support our five-year growth strategy and address ever-growing market labour shortages. We shared best practices and set clear, high-level priorities to ensure our go-forward approach is comprehensive and future-ready.
- Strengthened our leadership and change management capability by certifying a new cohort of Leading Meaningful Change Champions and delivering three sessions across Canada. Building on this success, the program reached a global milestone with Australia delivering its first sessions, while Mexico prepared to launch training in 2026.

**2025 Key Human Capital and People Development Challenges**

- Workforce availability is an ongoing challenge, driven by skills shortages associated with declining enrollment in mining engineering and other mining-related fields, as well as evolving work preferences.<sup>1</sup> We continue to work with educational institutions to attract new talent and developed internal training programs to upskill our workforce.
- Addressing barriers to increasing Indigenous employment in the mining sector, including access to education, working conditions and awareness of available opportunities. We continue to engage with local Indigenous Peoples, study local workforce barriers<sup>2</sup>, and implement initiatives, such as the *Sanajiksanut* program, to improve access to employment and increase career opportunities and growth.

590K

hours of training received at Agnico Eagle operations in 2025

51

average training hours received per employee in 2025

Executive management visited the Ontario Region for town halls and site tours, sharing project updates and long-term plans while engaging directly with employees through questions and feedback.



1. Canadian Mining Journal Staff. (2025). Labour gaps risk slowing mining sector's rise, industry council says. Canadian Mining Journal.  
 2. Agnico Eagle. (December 2023). Inuit Workforce Barriers Study.

# Employee Turnover

Retaining a diverse and skilled workforce is important for maintaining our operational excellence and competitive advantage. To better understand workforce dynamics, we track permanent employee turnover, which includes employee exits resulting from retirements, resignation, dismissal or company reorganization.

Operations monitor the drivers of permanent employee turnover and adjust recruitment and retention strategies accordingly. In 2025, the total turnover rate for permanent Agnico Eagle employees remained constant at 7%. Reasons for turnover vary across the organization – we work closely with employees to identify redeployment opportunities where feasible.

Table 5  
**2025 Employee Turnover**

Job Level	Female	Male	Total
Total permanent employee turnover (%)	8%	7%	7%

## Engaging Youth Through Mine Site Visits

In 2025, Agnico Eagle Ontario hosted Grade 12 students from First Nation partner communities for a two-day visit to Detour Lake. The visit provided students with an opportunity to learn about mining operations and explore potential career paths.

Students toured key areas of the site, observed operational processes and experienced camp life at Sagimeo Lodge. They also met with teams across several departments – including mining, maintenance, environmental stewardship and camp services – gaining insight into the range of roles available in the mining sector.

These visits are part of ongoing efforts to share information about mining and support career awareness among youth in partner communities.



# Community Engagement

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

Early in the project development phase, we engage and partner with local stakeholders and rightsholders – including neighbours, municipalities and Indigenous communities – to understand the sentiments towards mining activities and to assess potential project-related impacts within host communities. These engagement efforts are intended to mitigate potential negative impacts and identify opportunities for collaboration, thus reducing the potential for conflict and building community relationships on a foundation of trust and transparency. Land acquisition through negotiated purchases or long-term leases may take place as required within our activities. Agnico Eagle has not engaged

in any mass resettlements. We recognize that land acquisition is a complex process that requires thoughtful consideration and management, undertaken in consultation with affected communities, landowners and rightsholders. Discussions regarding potential project footprints and land acquisition processes begin early in the project planning phase. If a future project were to require mass resettlement, actions to address both physical and economic displacement would be studied in accordance with recognized global standards and applicable local regulations.

Figure 26 outlines examples of how we engage with key stakeholders and rightsholders throughout the life cycle of our mining projects. We adapt our approaches to address site-specific circumstances, including remote locations and community communication preferences; and to align any agreements with local, regional and/or national jurisdiction requirements. As of 2025, we have 23 active agreements with Indigenous communities.

## Fact Friday: Sharing Accurate Information

To support informed dialogue about mining, Kittilä's Communications and Community Relations team launched *Fact Friday*, a social media initiative that shares fact-based information about the mine's operations. Posts cover topics such as economic contributions, taxes paid, procurement from Finland, and employment and collaboration with local communities.

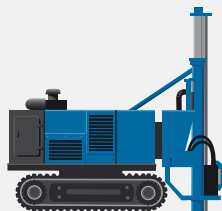
Providing accurate and transparent information, *Fact Friday* is intended to help proactively address questions and concerns from stakeholders and the public, fostering discussions based on shared information.



A member of the Canadian Malartic Community Relations team meeting with neighbours at the Canadian Malartic community relations office (Quebec, Canada).

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

Figure 26

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

- Assign personnel responsible for community relations
- Implement a communications strategy
- Identify and communicate with key stakeholders and Indigenous groups
- Elaborate engagement plans specific and adapted to stakeholders, rightsholders and Indigenous groups
- Engage with rightsholders
- Collect socio-economic baseline data

**Project Development**

- Perform social impact assessments
- Implement engagement plan including but not limited to public information and consultation sessions
- Negotiate project benefit agreements with Indigenous Peoples
- Open community offices
- Grow Community Relations Team
- Establish local or project specific community grievance process

**Operations**

- Implement engagement plan including but not limited to community information and consultation sessions
- Establish community collaboration committees
- Ensure a regional website/ social media presence
- Hold regular on-site events
- Perform socio-economic impact monitoring
- Implement project benefit agreements

**Closure and Reclamation**

- Implement environmental social closure plan and monitor impacts
- Adapt the communication strategy

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

- Obtain the social licence to operate and free, prior and informed consent (FPIC) from Indigenous Peoples for 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 and rightsholders 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.

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.

## Social Closure Engagement at Meadowbank

In 2024, Agnico Eagle began a structured engagement process to support communities in preparing for the anticipated closure of Meadowbank following depletion of the orebodies. The engagement was intended to provide clear information and facilitate dialogue on the environmental and social aspects of closure.

The first phase, launched in June 2024, introduced the concept of mine closure within the broader mining life cycle through *Mining 101* sessions. These sessions outlined typical closure timelines and stages, described Meadowbank’s position within the life cycle and shared information on the human resources transition plan. A *Mining 101* video, featuring Inuktitut subtitles to ensure accessibility, was used to support accessibility. To reinforce key messages, segments of the video were shared through a social media campaign in July and August.

In September 2024, the second phase focused on-site visits and conceptual closure planning. Four visits were held to discuss high-level restoration plans for tailings storage facilities, open pits and waste rock areas. Visual tools, including an informational pamphlet and conceptual design images, were used to support these discussions.

Engagement activities continued in 2025 through 15 closure-related sessions, including seven workshops held in Baker Lake. These sessions gathered input from diverse groups including youth, Elders, hunters, businesses and non-profits, on identifying priorities for life after Meadowbank. Using visual facilitation and ranking exercises, participants identified key themes such as food security, education, community wellness, infrastructure and cultural knowledge. These identified priorities now form the basis of a community-driven approach to planning for the period beyond mine closure.



**2025 Key Community Engagement Activities**

- Launched a perception survey among local populations in Canada and Australia.
- Engaged communities through an integrated approach to better understand concerns and priorities prior to the mine closure phase at Meadowbank. At La India, collaboration with communities also supported preparation for the mine closure phase.
- Hosted several community booths at LaRonde, covering topics of interest to local residents.
- Met in person with more than 150 local residents during a community tour at Goldex focused on dialogue and coexistence.
- Implemented a voluntary property acquisition program to support potential advanced exploration, and work began to co-develop a Good Neighbour Guide at Wasamac.
- Co-developed and launched a Good Neighbour Guide at Fosterville and enhanced community-based vibration monitoring systems.
- Maintained the Good Neighbour Guide at LaRonde which is reviewed every two years and addressed vibration-related concerns.
- Organized a site tour at Canadian Malartic for Elders from the communities of Malartic, Rivière-Héva and Algonquin communities.
- Hosted a joint Open House at Kittilä in collaboration with the Municipality of Kittilä, attracting approximately 600 visitors.
- Held several community events at Meliadine, including an Open House in Whale Cove and a Family Day BBQ, providing opportunities for community members to meet Agnico Eagle representatives.
- Delivered a storytelling program at Pinos Altos across six communities, comprising nine sessions with total attendance of 860 people, promoting reading, creativity and intergenerational engagement.
- Planned and advanced engagement activities supporting the expansion of Detour Lake in collaboration with Indigenous Nations.

**2025 Key Community Engagement Challenges**

- Received community complaints primarily related to vibrations from blasting activities and seismicity.
- Experienced several seismic events at LaRonde and Fosterville, which accounted for the majority of vibration-related complaints.

**Analyst Corner**

CST

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



Colleagues from Goldex and members of Lac Simon First Nation played a friendly game of broomball at Lac Simon's new arena (Quebec, Canada).

## Bringing Engagement Closer to Communities

Agnico Eagle's commitment to transparent and accessible dialogue with local communities has taken a new form through the introduction of Community Mobile Kiosks. From LaRonde to Fosterville and now being piloted in Ontario, these kiosks are designed to bring information and engagement directly into the heart of communities impacted by our operations.



### A Flexible Approach to Engagement

The initiative emerged from a need to improve accessibility and proximity, helping ensure that all communities had equal access. By creating a mobile platform, Agnico Eagle can meet residents where they are, fostering proactive engagement and strengthening relationships. The kiosks complement existing channels, including workshops, site visits and direct calls, reinforcing transparency and supporting long-term social acceptability.

### How It Works

Mobile kiosks are deployed regularly, often between scheduled workshops or in response to specific events. Locations are selected based on visibility and accessibility, typically in sectors closest to operations or in neighbouring communities. Each kiosk provides expert-led information sessions on topics such as seismicity, geology and environmental practices, alongside opportunities for direct questions and answers. Community members can also learn about available engagement tools and the role of Agnico Eagle's Community Relations team.

### Positive Impact and Lessons Learned

Feedback from Quebec residents has been positive, with participants citing the kiosks' accessibility and direct, personal approach. The mobile kiosk have been deployed following seismic events in Quebec and Australia and, they serve as

a rapid-response tool, enabling direct dialogue with citizens and helping address concerns. Similarly, the kiosks support engagement during revisions to the Good Neighbour Guides, contributing to continued dialogue and participation.

Ontario operations are building on this experience through the 2026 Good Neighbour Campaign, which will use mobile kiosks to enhance visibility and transparency in nearby communities. A regional stakeholder mapping exercise has identified priority locations for pop-up events. Strong turnout demonstrated community interest and validated the concept.

### Looking Ahead

Mobile kiosks represent a flexible, visible and informal engagement method that complements more traditional methods. They also support Agnico Eagle's commitment to the TSM protocols by facilitating dialogue and supporting the management of community impacts and benefits. Future work will focus on exploring additional uses, such as recruitment outreach, and evaluating effectiveness through participation metrics and community feedback.

By continuing to meet communities where they are, Agnico Eagle aims to strengthen relationships and uphold our commitment to transparency and trust.

# Tracking Community Engagement Feedback and Issues

Agnico Eagle works to continuously improve social acceptability through our community relations efforts. These efforts focus on gathering community feedback on current or proposed activities, as well as identifying and resolving issues as they arise. Issues may be identified through a range of engagement channels, including

in-person discussions, phone calls, emails, public or community liaison meetings, community-specific hotlines, including the whistleblower hotline, and the Company’s websites and social media channels. Offering multiple feedback channels allows stakeholders to communicate with us via their preferred method.

## Perception Survey Results

A key component of Agnico Eagle’s vision is to be a, “trusted and welcomed member of the community” by operating sustainably, respecting human rights, and engaging in local development. Although we have always put effort towards achieving this goal, we did not have a measurable indicator of trust and acceptance.

In 2025, we carried out a perception survey with communities where Agnico Eagle operates in Canada and Australia. The results give us a clear picture of the level of trust communities have in our operations, as well as their overall acceptance of our presence regionally in Quebec, Ontario, Nunavut, and Australia.

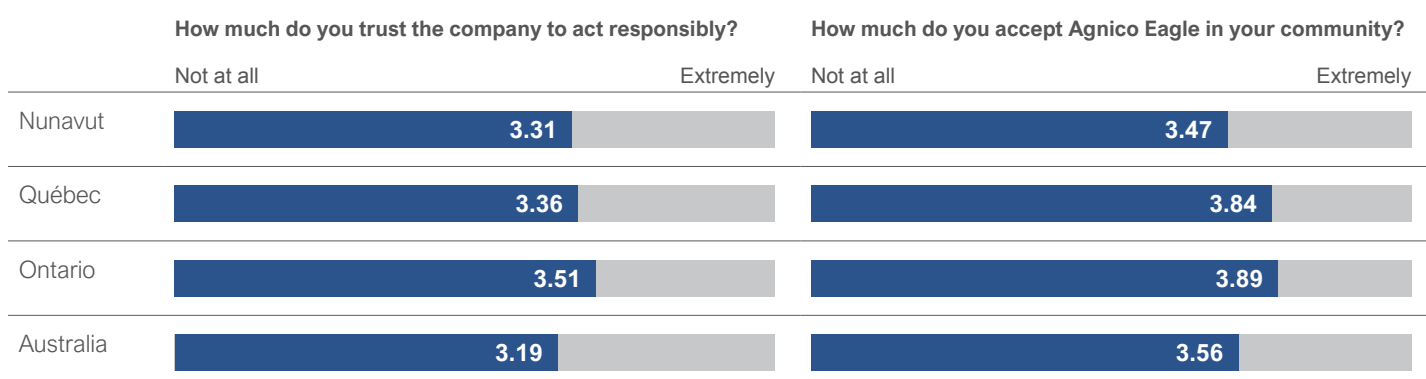
This initiative was carried out by a third party, Voconiq, a company specializing in social performance measurement. Working with Voconiq’s Local Voices program and in close collaboration with local communities, we strengthened our ability to understand their perspectives on key issues, challenges, and benefits related to our operations. By looking at the quality of our relationship,

we identified the factors that matter most in building trust and acceptance. This gives us a practical roadmap to deepen our relationships and strengthen the foundations of our social license to operate.

The survey explored several aspects of our relationship with communities, including the quality and frequency of our interactions, confidence in our environmental management, trust in both regulatory frameworks and our internal policies, how well we listen and respond to community input, and the positive and negative impacts of our activities in each region.

With this work, we now have a measurable baseline for our social license to operate. It allows us to clearly identify the key drivers of strong relationships and areas that need attention. Moving forward, we can track how things evolve over time and focus our efforts more effectively on what matters most to local communities.

Figure 27 **Perception Survey Results**



Scale: 1 = Not at all, 5 = Extremely

The global average observed across other Voconiq Local Voices programs in the mining industry for Trust and Acceptability is 3.20. More details are available on the Local Voices [website](#).

# Significant Disputes

Significant disputes are defined as sustained conflicts between Agnico Eagle and local communities and/or Indigenous Peoples that cannot be resolved by the parties involved and require legal or other third-party intervention, or that result in site shutdowns or project delays. In 2025, Agnico Eagle continued to experience one significant dispute at Fosterville that began in 2020 with a community member alleging harm to human health as a result of low frequency noise emissions from the mine.

# Grievances

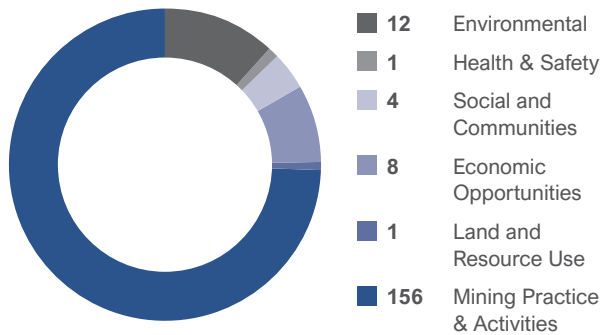
A grievance is defined as a real or perceived wrong causing resentment or a feeling of injustice from being treated unfairly and considered as a reason for complaint in anticipation of some form of redress or compensation. All grievances are managed in accordance with each operation’s local community grievance process. All grievances received are acknowledged, assessed and responded to, with outcomes communicated to the complainant. We work to respond to and resolve grievances in a timely manner, including implementing action plans to address underlying causes.

In 2025, a total of 182 grievances were received. Most grievances related to nuisance of mining activities, including seismicity, and vibrations. Our Community Relations teams worked diligently to resolve grievances with the majority (96%) closed by year end, and 100% were addressed within 30 days.

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

Figure 28

## 2025 Grievances Received by Category



Fosterville partnered with Bendigo Northern District Community Enterprise to support the Huntly Family Fun Day, where participants learned about mining activities and tried their hand at gold panning.



### Analyst Corner



GRI 2-25, GRI 413-1 SASB EM-MM 210a.3, SASB EM-MM-210b.1 & 2

**182**  
Grievances received in total for all operations

**46**  
Individuals who filed grievances

**96%**  
Grievances closed by year end

**156**  
Grievances related to nuisance of mining activities

**100%**  
of received grievances acknowledged and assessed within 30 days

# Indigenous Relations

Fostering positive and collaborative relationships with local Indigenous Peoples is essential for building the foundation for successful projects and 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](#). This approach focuses on establishing mutually beneficial, cooperative and productive relationships.

As a global mining company, we engage with Indigenous Peoples and communities that have distinct histories, languages, cultural practices and spiritual beliefs. We work to reduce barriers to meaningful participation by adapting our engagement activities to local contexts and Indigenous-led processes in the areas where we have activities. This includes 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 2025, we continued to build respectful relationships through early and meaningful engagement. We work to engage with Indigenous Peoples and strive to achieve their free, prior and informed consent (FPIC), when proposing new or substantially modified projects. We continued to engage and collaborate with local Indigenous communities whose rights are impacted or potentially impacted by projects.

## Reconciliation Action Plan with Indigenous Peoples Implementation Update

We have made significant progress in advancing reconciliation through meaningful action. Our comprehensive Reconciliation Action Plan, developed through extensive engagement with Indigenous Peoples, employees, organizations, and academia across our operating regions, translates our commitment into 40 concrete actions across seven pillars - Leadership & Governance, Education, Employment, Community, Economic Engagement, Environment, and Wellness, Health & Safety - ensuring Indigenous perspectives guide our approach to building respectful, mutually beneficial relationships with the Indigenous Peoples in the regions where we operate.

In December 2025, we reached a milestone with the inaugural meeting of our Indigenous Advisory Committee in Toronto. This Committee comprises seven Indigenous leaders from across our operating regions who bring diverse expertise in community relations, environmental stewardship, governance, and economic development. The Committee provides independent guidance on our Reconciliation Action Plan implementation, ensuring our commitments remain grounded in Indigenous perspectives and responsive to community needs. Through regular engagement with the Committee, we are building a framework for accountability that keeps Indigenous voices central to our reconciliation journey.

Our implementation efforts demonstrate how reconciliation is becoming more deeply embedded across our organization. In 2025, we delivered over 5,300 hours of Indigenous Cultural Awareness Training to employees and conducted 279 Indigenous Cultural Awareness Activities across the Company, deepening understanding of Indigenous histories, perspectives, and traditions. Economic partnerships continued to grow, with more than CAD 1.6 billion in annual contract value provided to Indigenous businesses globally – up from CAD 1.4 billion in 2024. Beyond these metrics, we are working collaboratively with Indigenous partners to implement community-specific approaches that respect diverse governance structures, cultural protocols, and priorities.

We understand that true reconciliation requires accountability, transparency, and a willingness to measure ourselves against the commitments we have made. Our first comprehensive Progress Report, scheduled for mid-2026, will share our results – highlighting where we are making meaningful advances and acknowledging where more work is needed. We recognize that reconciliation is not a straight path but a continuous journey that requires humility and, understand that real progress comes from listening, learning, and working alongside Indigenous communities to create long-term, meaningful change. Our commitment remains clear: to turn accountability into action, to report transparently on our progress, and to keep strengthening the foundations of trust, respect, and partnership with Indigenous Peoples.

President & CEO, Ammar Al-Joundi, along with several members of our leadership team, were honoured to join Moose Cree First Nation (MCFN) for the inaugural Employee and Business Recognition Gala in Moose Factory, celebrating MCFN team members at Detour Lake, as well as local partners who are making an impact.



### Analyst Corner

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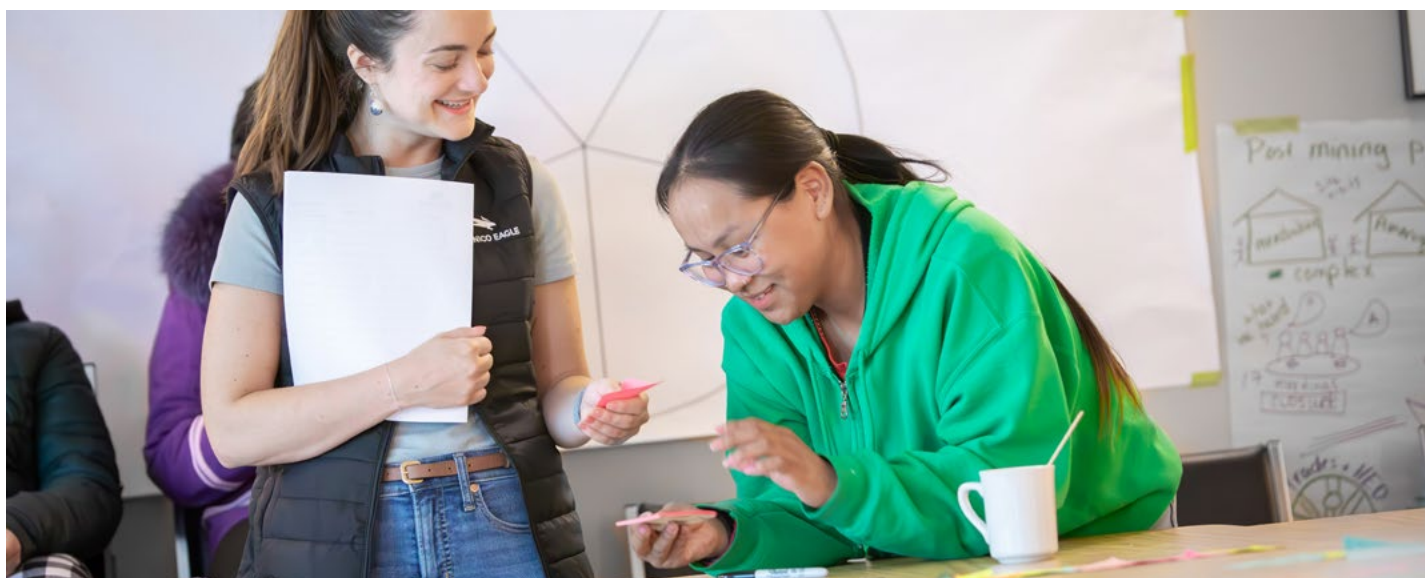
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**2025 Indigenous Relations Key Activities**

- Signed a Collaboration Agreement with Matachewan First Nation for Upper Beaver.
- Signed a Memorandum of Understanding with the Government of Nunavut-Community Services for a framework which addresses caribou protection measures, Inuit employment and training initiatives, and increasing mining awareness.
- Recruited members and implemented Agnico Eagle's first external Indigenous Advisory Committee.
- Supported a collaborative engagement among the Algonquin Nations of Quebec.
- Signed a Collaboration Agreement with Lac Simon and Kitcisakik First Nations for Akasaba West.
- Continued discussions toward an agreement with Long Point, Abitibiwinni Lac Simon and Kitcisakik First Nations related to the corridor Canadian Malartic, Odyssey and Goldex.
- Continued discussions to complete a strategic review of the Framework Agreement between Agnico Eagle and the Kitikmeot Inuit Association.
- Continued consultations and discussions with Indigenous communities on permitting for Upper Beaver, including collaboration on socio-economic studies, Traditional Knowledge studies and development of Impact Benefit Agreements.
- Supported five projects through Agnico Eagle's Nangminiaqqtunik Ikajuutiit Business Mentorship Program.
- Delivered over 5,000 hours of Indigenous cultural awareness training to employees.
- Launched new awareness training initiatives across operations, including an Indigenous Awareness Training program for Macassa employees, developed in partnership with Mino M'shki-ki Indigenous Health Team (Keepers of the Circle) and mandatory FPIC training for the executive team and employees working with Indigenous Peoples.
- Organized and/or participated in 279 activities aimed at enhancing Indigenous Cultural Awareness.

**2025 Indigenous Relations Key Challenges**

- Engagement with Indigenous Nations remains an important focus in an evolving context. Expectations continue to evolve and can be complex, influencing consultation and partnership processes.
- This environment underscores the need for clear, respectful approaches and sustained efforts to foster trust, creating opportunities for meaningful and long-term relationships.



Community consultation event (Baker Lake, Nunavut, Canada).

## The Arctic Edge Podcast – Exploring Canada’s North

In 2024, Agnico Eagle partnered with Global Public Affairs to launch a podcast series titled *The Arctic Edge: Stories from Canada’s Frontier*. The series was developed to share information and perspectives on the social, economic and environmental opportunities and challenges in Nunavut and the broader Canadian North.



### About the Series

Hosted by award-winning Canadian journalist and broadcaster Hannah Thibedeau, the podcast features interviews and discussions on various topics. The series provides a platform for dialogue on issues shaping the future of the Arctic region, including its strategic importance to Canada and its role in global contexts.

### Season One Overview

The first season of 10 episodes recorded over 31,000 downloads, reflecting strong engagement for a new podcast focused on specialized subject matter. Episodes explored themes related to economic development, cultural heritage and the importance of collaboration in advancing a comprehensive Arctic vision and strategy.

### Season 2 – Coming in 2026

A second season of *The Arctic Edge* is planned for 2026. Season Two will dive deeper into matters of importance to Northern communities as Nunavut and the Arctic region grow in national and global significance. The format will be expanding to include video and striking visuals to reach a broader audience and provide additional context for discussions. Both seasons are available through [thearcticedge.ca](http://thearcticedge.ca)

## Cultural Heritage

Protecting Indigenous and historical cultural heritage is an important element of Agnico Eagle’s sustainability commitment. We conduct archaeological assessments to help protect cultural and heritage rights. We consult with Indigenous communities to identify and preserve cultural heritage sites and to incorporate Indigenous Knowledge studies, where appropriate.

In Canada, we have several formal agreements with Indigenous communities that outline our mutual commitments and responsibilities related to engagement and consultation on cultural resource surveys, the identification of culturally sensitive sites and other environmental provisions. These agreements provide structured avenues for Indigenous communities to raise environmental and cultural heritage matters from the earliest

stages of a project to closure and reclamation. While some agreements include confidentiality clauses, they do not prevent Indigenous communities from engaging directly with government regulators on issues of concern, nor do they restrict Indigenous communities from publicly opposing Company activities that may impact cultural heritage sites.

In 2025, Agnico Eagle developed a corporate standard applicable to all projects and operations to underscore the importance of identifying and protecting previously unknown heritage and cultural resources that may be encountered during exploration, construction or other mining activities. The standard outlines required actions in the event of a chance find and specifies that such resources are not to be disturbed until appropriate assessments are conducted by required authorities, Indigenous representatives and/or archaeological specialists.

# 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 with communities to assess 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 internationally, including taxes and royalties, in accordance with the Canadian *Extractive Sector Transparency Measures Act* (ESTMA). ESTMA reports are available on the Company's [website](#). For more detailed information on financial performance, refer to our [2025 Annual Report](#).

Table 6

## 2025 Economic Value Distributed (000s USD)

	Revenues	Other Operating Costs	Employee Wages and Benefits	Payments to Providers of Capital	Income and Resource Taxes	Community Investments	Economic Value Retained
<b>Agnico Eagle</b>	\$11,907,851	\$4,778,317	\$1,543,982	\$1,408,919	\$1,177,927	\$10,545	\$2,988,161
Australia	\$537,795	\$235,446	\$79,813	\$0	\$74,905	–	\$146,133
Canada	\$10,287,227	\$4,084,476	\$1,301,778	\$1,408,919	\$1,008,896	–	\$2,474,722
Finland	\$748,635	\$267,652	\$65,266	\$0	\$90,870	–	\$324,643
Mexico	\$334,194	\$188,391	\$94,773	\$0	\$3,110	–	\$47,514
Others <sup>1</sup>	\$0	\$2,352	\$2,351	\$0	\$147	–	\$(4,851)

## Employee Wages and Benefits

In 2025, Agnico Eagle provided approximately \$1.54 billion in wages and benefits. While we do not measure the direct and indirect economic impacts 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, particularly given that the workforce is primarily local.

### Analyst Corner

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

CST

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

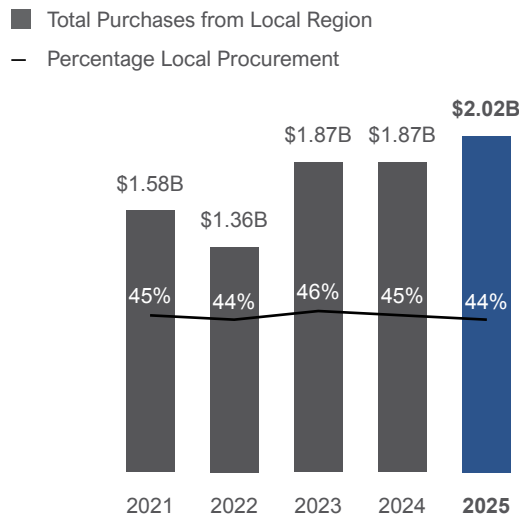
# Buying from Local and Indigenous Suppliers

Across our projects, Agnico Eagle seeks, where feasible, to buy goods and services from locally based suppliers, as a way of supporting community economic activity and reducing environmental impacts associated with 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 the Company. In 2025, Agnico Eagle’s mining operations spent \$2.02 billion on the procurement of local goods and services. This represents approximately 44% of all mining procurement spend for the year.

Globally, we provided more than \$1.2 billion in annual contract value to Indigenous businesses. In Nunavut, Indigenous procurement is a key element of our Inuit Impact Benefit Agreements (IIBAs) and refers to businesses registered with Nunavut Tunngavik Incorporated (NTI). In 2025, approximately 60% (\$740 million) of procurement spending at Meadowbank, Meliadine and Hope Bay was with Indigenous suppliers.

In Ontario, Detour Lake, Macassa and Upper Beaver all incorporate Indigenous procurement commitments within their respective IBAs. In 2025, more than \$470 million 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 29  
**Site Payments to Local Suppliers<sup>1</sup>**



## Kittilä: Socio-economic Contributions

A recent study assessed the socio-economic impacts of Agnico Eagle Finland’s operations at Kittilä. The findings highlight the operation’s contribution to employment and economic activity at both regional and national levels:

- Over 3,400 jobs supported annually, including approximately 500 positions in Kittilä and 1,100 across Lapland.
- Each direct mining role generates additional jobs through indirect and consumption-related effects.
- Annual economic output associated with the operation is estimated at €1.03 billion, including approximately €520 million in Kittilä and €602 million across Lapland.
- Kittilä is ranked first nationally for regional vitality, reflecting the combined support of mining activity and collaboration with the tourism sector.

These findings demonstrate Kittilä’s contribution to local employment, tax revenues and long-term regional development.



The Kittilä mine headframe (Lapland, Finland).

1. Includes all active mining operations and Hope Bay.

# Community Investments

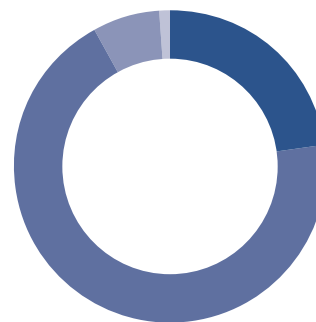
Agnico Eagle contributes to the social, cultural and economic well-being of the communities in which we operate through community investment programs. These programs include donations and in-kind contributions, delivered through financial support, employee volunteer time, technical expertise and the use of equipment/materials. We also support employees who give their time to support a cause close to their hearts.

In 2025, our community investment and contribution programs focused on initiatives intended to support local economic development and community resilience over the long term, even after mining ceases.

During 2025, Agnico Eagle contributed \$11 million to various local organizations and events. Most funds went to social and community funding, and health. Additional contributions were provided through in-kind support, including workforce volunteer efforts, technical expertise and equipment to support community-led projects.

Figure 30  
**2025 Community Investments**

- 71% Social and Community
- 22% Health
- 7% Education and Training
- 1% Environment



## 2025 Community Investment Highlights<sup>1</sup>

### Ontario Operations

Agnico Eagle supported physician recruitment and retention initiatives in the Timmins region through a collaboration with the City of Timmins and the Timmins and District Hospital. In 2025, we contributed \$600,000 to establish 10 start-up grants for physicians, designed to strengthen local healthcare capacity.



### Quebec Operations

Agnico Eagle contributed \$1.5 million to support the development of a regional cancer care accommodation house in Rouyn-Noranda. The project is focused on providing access to safe and welcoming accommodations for patients and families from Abitibi-Témiscamingue and Northern Quebec who are receiving specialized treatment at the Regional Radiation Oncology Centre. Through this investment, Agnico Eagle is supporting efforts to reduce the physical, emotional and financial burden of long-distance travel for cancer patients, while also contributing to improved accessibility of local health services in the communities in which we operate.

1. Investment numbers are provided in local currency.

## Nunavut Operations

Agnico Eagle partnered with the Nunavut Housing Corporation (NHC) to support housing availability in Nunavut. In 2025, the Company shipped 20 modular homes, and provided approximately \$1.75 million to cover the shipment costs to Baker Lake and Rankin Inlet, contributing to near-term housing capacity in these communities.

This initiative supports the Nunavut 3000 Strategy, launched in 2022 by the Government of Nunavut and the NHC to address housing needs through the construction of 3,000 housing units by 2030. With a young and expanding demographic, the territory faces mounting pressure on its housing system.

This collaboration between the public and private sectors supports both immediate housing needs and longer-term community well-being. Through Agnico Eagle's contribution, the initiative supports improved access to safe and stable housing, strengthens social and cultural foundations in Baker Lake and Rankin Inlet, and contributes to broader community resilience for Nunavummiut.



## Australian Operations

Fosterville supported the Wellbeing Program at Axedale Primary School, which focuses on supporting the social and emotional wellbeing of students and families in the local community. The program funds a dedicated Wellbeing Officer who provides individual support, group programs and school-based activities aimed at building resilience, social skills and positive mental health.

Fosterville's support enabled Axedale Primary School to increase the Wellbeing Officer's role to two full days per week, expanding the capacity to provide tailored support for students experiencing anxiety, grief, social challenges or disengagement from education.

The Wellbeing Officer delivers individual sessions, group programs and structured activities during recess, while the program also includes community-based activities, such as breakfast clubs and gatherings for parents and carers, that support connections among students, families and school staff. In a rural setting with limited access to mental health services, this sustained investment contributes to a safe and inclusive school environment and supports student engagement, wellbeing and longer-term positive outcomes for students and their families.

## Finland Operations

Agnico Eagle Finland's liaison committee selected its 2025 joint charitable initiatives through an open proposal and voting process. This was the first time this approach was used, and the aim was to identify together local initiatives that bring tangible benefits to the Kittilä community and align with the company's values and Sustainability Policy.

A wide range of proposals were submitted. The idea that received the most votes was support for low-income families during the holiday season through gift card donations in cooperation with the municipality's social services and the local parish. Donations were also directed to the next most supported initiatives: the purchase of defibrillators for Kittilä's villages and operational support for the association Kittilän Ihmiset ("People of Kittilä"), whose work to promote the well-being of local seniors will benefit directly from the contribution.

## Mexican Operations

In 2025, Pinos Altos invested over 2.3 million pesos in scholarships, socio-emotional well-being, connectivity, infrastructure, and cultural programs. One of the highlights was the distribution of 251 scholarships for students at all levels benefiting children and youth from 24 educational institutions. Twelve neighbouring communities also received supplies, educational materials, and infrastructure improvements. In the five years since the program began, we have generated more than 3,000 opportunities that allow students to continue their education more effectively.

For the 11th consecutive year, La India helped local children in Tarachi prepare for the school year by providing backpacks and school supplies tailored to their academic levels. Seventy students from kindergarten, elementary and middle school benefited from the initiative, while four teachers received additional materials to enhance their classroom activities.

Through these ongoing programs, Agnico Eagle Mexico continues to strengthen educational opportunities, support local families and ensure that students have the tools they need to succeed.



# Governance



A colleague at the Upper Beaver office (Ontario, Canada).

## In this section

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# Business Ethics & Transparency

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

Agnico Eagle has also adopted a Code of Business Ethics for consultants and contractors, as well as a [Supplier Code of Conduct](#). The Audit Committee is responsible for overseeing compliance with these codes. A toll-free whistleblower ethics hotline is available for anonymous reporting of suspected violations of the Code of Business Conduct and Ethics, including concerns related to accounting, internal accounting controls or other auditing matters, Code of Conduct violations, ethical conflicts, environmental issues, harassment or discrimination.

In 2025, Agnico Eagle received approximately 36 reports through the whistleblower hotline, relating to, among other things, Human Resources, Policy Interpretation and Health & Safety and potential Conflicts of Interest. Each of these reports were reviewed and evaluated.

## Analyst Corner

GRI 2-26, SASB EM-MM 510a.1

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# Anti-Corruption

Agnico Eagle conducts its business in accordance with applicable laws, rules and regulations and expects the highest standards of ethical behaviour across its operations. The Company does not tolerate bribery or corruption and is committed to acting professionally, honourably and with integrity in all business dealings and relationships. Operations and business activities are periodically assessed to support compliance with the [Anti-Corruption and Anti-Bribery Policy](#), as well as applicable procedures and guidelines. In 2025, no instances of fraud were reported to Agnico Eagle's Audit Committee, and there were zero legal actions related to anti-competitive behaviour, anti-trust or monopolistic practices against the Company.

# Sustainability Compliance and Assurance

## Audit

The Corporate RMMS audit program includes internal and external auditing activities that support continual improvement in sustainability performance and the maintenance of certifications. Commitments managed through our RMMS are externally audited on a three-year cycle.

Internal audits are conducted by the Company's personnel to assess compliance with internal policies, standards and procedures, evaluate operational controls and make recommendations for improvement.

External audits are conducted by independent third parties, including certified auditors. In the context of the RMMS, external audits are used to provide independent assurance of the accuracy of sustainability statements and performance reports and effectiveness of the sustainability management system.

## Independent Assurance

Agnico Eagle participates in external verification processes associated with our memberships, including MAC's Towards Sustainable Mining (TSM) protocols, the 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 support compliance with requirements associated with 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 across our operations and actively supports the initiative. A table of our 2025 TSM scores is included at the end of this report.

External verification under the TSM initiative is conducted on a three-year cycle, with internal self-assessments completed in the intervening years. Agnico Eagle's external verification cycle for operating facilities began in 2024 and continued in 2025.

In 2025, Meliadine was externally verified and Fosterville, Detour and Macassa were externally verified for the first time.

## 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), to which the Company has been a signatory since 2011. Canadian Malartic, LaRonde, Kittilä, La India, Pinos Altos, Meliadine, Meadowbank and Detour Lake are currently certified as compliant with the ICMC. Fosterville became a signatory in 2023 and is currently in the implementation phase, with initial certification expected to be sought in early 2027.

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

## 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 is not associated with unlawful armed conflict, serious human rights abuses or breaches of international law. To support this commitment, the Company has adopted and implemented the World Gold Council's (WGC) Conflict-Free Gold Standard (CFGs). An annual standard report and an independent assurance report are publicly available on Agnico Eagle's [website](#).

## Responsible Gold Mining Principles

The WGC's Responsible Gold Mining Principles (RGMP) address key environmental, social and governance considerations for the gold mining sector. As a member of the WGC, Agnico Eagle is committed to implementing and upholding the RGMP. Annual assurance reports on RGMP conformance are prepared using independent third-party verifiers. The RGMP require on-site external audits on a three-year cycle, which are conducted in alignment with the TSM external verification cycle using the TSM Supplement developed jointly by TSM and the WGC. Agnico Eagle's RGMP Annual and Independent Assurance Reports are publicly available on the Company's [website](#).

## Voluntary Principles

The Voluntary Principles on Security and Human Rights (VPSHR) provide guidance for companies to manage security risks in a manner that respects human rights and fundamental freedoms. Agnico Eagle began adopting the VPSHR in 2016 and became a formal member in 2017. The Company reports annually on conformance with VPSHR, with external assurance sought as part of the external audit cycle.

All reports are publicly available on our [website](#).

# Disclosure Initiatives

The current sustainability disclosure and reporting landscape is characterized by continuously evolving regulatory frameworks heightened stakeholder expectations, and increasing alignment across global standards. Governments and regulators across major regions are reshaping reporting obligations.

We monitor how these developments impact our operations, disclosures and reporting obligations. The most notable developments relate to the European Union's Corporate Sustainability Report Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS). We are also monitoring the potential future adoption of the International Financial Reporting Standards (IFRS), IFRS S1 and S2 and the Canadian Sustainability Disclosure Standards (CSDS) 1 and 2 by regional regulators.

## CDP

The CDP, formerly known as the Carbon Disclosure Project, seeks to encourage an informed response and coordinated action on climate change, water stewardship and biodiversity by facilitating dialogue between stakeholders and businesses using harmonized, decision-useful data. Agnico Eagle has reported annually to CDP for more than a decade.

## Modern Slavery

In accordance with Australia's *Modern Slavery Act 2018* and Canada's *Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act* and to amend the Customs Tariff, Agnico Eagle publishes an annual [Modern Slavery Report](#). The report outlines actions taken to identify and mitigate modern slavery risks in our operations and supply chains and supports transparency in our approach.

## CSRD

We continue to monitor the evolution of the European Union's Corporate Sustainability Reporting Directive (CSRD) in Europe and are preparing to report in line with applicable requirements when they come into effect for the Company.

## IFRS

We monitor the implementation of the IFRS Sustainability Disclosure Standards, including IFRS S1 *General Requirements for Disclosure of Sustainability-related Financial Information* and IFRS S2 *Climate-related Disclosures*, across the jurisdictions where we operate. In 2026, we plan to issue a report aligned

with the Australian Sustainability Reporting Standards (ASRS) and a report aligned with the Mexican Financial Reporting and Sustainability Standards (CINIF). We continue to monitor related developments in Canada.

## GRI

The Global Reporting Initiative (GRI) provides specific criteria and indicators for organizations to report on economic, environmental and social performance. Certain disclosures in Agnico Eagle's annual sustainability report are prepared in reference to the GRI Standards. A complete list of applicable disclosures is available in our GRI & SASB Index within the [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 the industry. Agnico Eagle began reporting SASB-aligned disclosures and metrics for the 2019 reporting year and continues to report annually. Our 2025 SASB Index and Data Table are available on our [website](#).

## The Task Force on Climate-Related Financial Disclosures

Agnico Eagle recognizes the importance of providing clear, comprehensive, decision-useful information on climate-related risks and opportunities and the impacts of climate change on our business. In 2021, the Company committed to supporting the recommendations of the TCFD and aligned the energy and climate change section of our sustainability report with the TCFD framework (see page 40). We continue to refine our understanding of climate-related financial risks and opportunities and, beginning in 2022, have published periodic Climate Action Reports. We recognize that in October 2023 the TCFD was disbanded and that the TCFD recommendations are integrated into the ISSB sustainability standards. We will continue to report in line with the TCFD until we transition to ISSB S2.

### Analyst Corner

GRI 2-28

CST

# Sustainability Supply Chain Management

We have a responsibility to understand and manage risks within our supply chain and to work with suppliers that share our values and expectations for responsible business conduct.

Our [Supplier Code of Conduct](#) sets the minimum standards expected of suppliers conducting business with or on behalf of Agnico Eagle. Suppliers are required to comply with our contract terms, including adherence to our Supplier Code of Conduct and related policies and standards. These requirements include clauses specific to human rights, health and safety, environmental

protection, discrimination and conflict of interest, confidentiality and business ethics. Failure to comply with the Supplier Code of Conduct may be grounds for terminating the supplier relationship.

Strengthening human rights due diligence across the supply chain supports Agnico Eagle's corporate sustainability commitments. The Company expects suppliers to uphold the highest standards of human rights and treat their workers and contractors with dignity and respect.



Warehouse at LaRonde (Quebec, Canada).

# Public Policy & Government Relations

We partner with local stakeholders, governments and industry groups to engage on public policy initiatives relevant to the sustainability of our industry and the communities in which we operate. We conduct lobbying activities that are publicly disclosed in accordance with applicable laws and regulations in the respective jurisdictions. We also participate in public policy dialogue through our membership in trade associations and our involvement in various committees that represent the interests of the mining industry at large.

Our public policy priorities include community 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 appropriate, explore opportunities for collaboration and partnership on issues of shared interest, including Indigenous economic reconciliation, skilled trades development, infrastructure, economic growth, employment and clean energy.

We collaborate with stakeholders on specific major initiatives, including plans to redevelop Hope Bay, expand and extend operations at Detour Lake and develop an exploration ramp and exploration shaft at the Upper Beaver Project.

## 2025 Key Initiatives

- Informed the Government of Canada and the governments of Nunavut, Ontario and Quebec of the Company's sustainability objectives, Indigenous relations and reconciliation goals, as well as related achievements and initiatives.
- Engaged with the Government of Canada, the Government of Nunavut, Inuit organizations and the Canadian business community to launch different initiatives advocating for enhanced support for employment, training, education, mental health and infrastructure investments in Canada's Arctic.
- Engaged with the Government of Canada and the governments of Quebec and 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 and the governments of Quebec, Ontario and Nunavut, as well as Indigenous communities, on project development activities.
- Collaborated with the Government of Canada and the governments of Ontario, Nunavut and Quebec to advance economic development opportunities and support sustainable growth.
- Engaged with the Government of Canada and the governments of Quebec, Ontario, Nunavut, as well as Inuit organizations, on the need for support for clean energy alternatives and related infrastructure.
- Engaged with a range of stakeholders on collaboration related to monitoring and testing, wildlife protection and land use management.
- Engaged with the Government of Australia and the governments of Victoria and Northern Territory on permitting processes, with a focus on efficiency and legislative considerations.
- Engaged with the Government of Finland, authorities and relevant stakeholders on taxation and the broader operating environment for the mining sector.
- Participated in public-policy dialogue in Finland through industry associations and stakeholder forums, contributing to discussions on sustainable mining, regulatory development and the long-term competitiveness of the sector.
- Engaged with the Government of Mexico and authorities to share best practices and foster opportunities for the development of collaborative solutions.

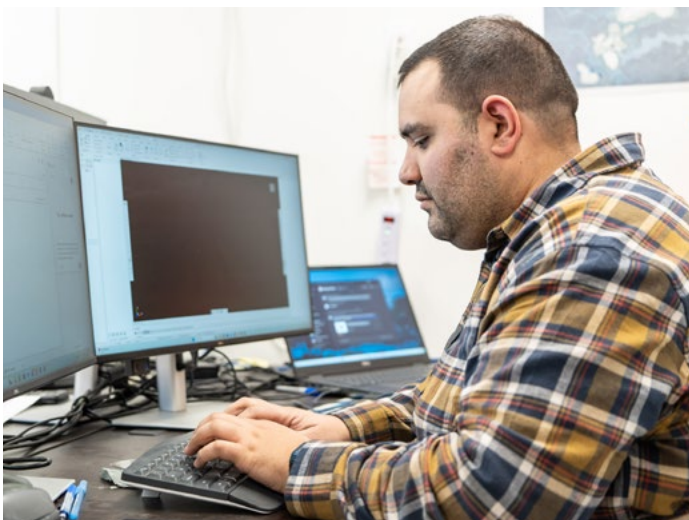
# Cybersecurity & Digital Privacy

We continue to strengthen the Company's cybersecurity program to protect the integrity of our IT systems and manage security risks across the organization. Through ongoing investment in people, processes and technology, we support the secure and effective operation of day-to-day business activities. Internal audits are conducted across our IT infrastructure and information security management systems to support continuous improvement.

Oversight of information technology, including cybersecurity, is the responsibility of Agnico Eagle's Audit Committee. Reports on the Company's IT performance are provided to the Committee on a quarterly basis. The Executive Vice-President Finance & CFO has executive responsibility 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 to support reliable and secure technology use.

We have an internal Information Technology Usage Policy that outlines the appropriate use of the Company's IT systems, services and equipment. This policy includes requirements related to cybersecurity awareness and training, processes for reporting suspicious activity and the management of users' digital privacy. The Company's [Code of Business Conduct and Ethics](#) reinforces expectations for professional, lawful and ethical use of IT resources. 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 cybersecurity risks. A Global Incident Response Plan has been established and communicated to all IT staff, outlining procedures for identifying, managing and mitigating cybersecurity incidents. Breaches or cybersecurity risks are reported to the Audit Committee. Additional information on the management of cyber risks is provided in our [2025 Annual Information Form](#).



A colleague at the Upper Beaver office (Ontario, Canada).

## 0

Material information security breaches in 2025

# Agnico Eagle Global Performance Summary Data

		2025	2024	2023 <sup>1</sup>
<b>OPERATIONS</b>				
	Production			
	Total Ore Processed (tonnes)	<b>65,513,148</b>	64,930,376	64,048,754
	Total Gold (Oz)	<b>3,447,367</b>	3,485,336	3,520,338
<b>HEALTH, SAFETY &amp; WELLNESS</b>				
<b>Global Safety Performance</b>				
SASB EM-MM-320a. 1	Person-Hours Worked	<b>37,677,323</b>	34,822,995	34,624,762
GRI 403-9	Number of Fatalities	<b>1</b>	0	0
	Workforce Total Recordable Injury Frequency Rate (per 1M hours worked)	<b>4.83</b>	5.14	4.30
<b>ENVIRONMENTAL STEWARDSHIP</b>				
<b>Energy &amp; Climate Change</b>				
SASB EM-MM-130a. 1	<b>Energy Consumption</b>			
	Total Electricity (GWh)	<b>3,432</b>	3,363	3,224
	% Renewable Electricity	<b>58%</b>	55%	56%
	Total Energy Consumption (GJ)	<b>27,362,854</b>	26,539,334	26,358,718
GRI 302-3	<b>Energy Intensity</b>			
	Electricity Intensity (per tonne of ore processed) (KWh/t)	<b>52.4</b>	51.8	50.3
	Energy Intensity (per tonne of ore processed) (GJ/t)	<b>0.42</b>	0.41	0.41
SASB EM-MM-110a. 1	Direct (Scope 1) GHG Emissions (tonnes of CO <sub>2</sub> e)	<b>1,135,386</b>	1,119,142	1,150,541
	Indirect (Scope 2) GHG Emissions (tonnes of CO <sub>2</sub> e)	<b>222,531</b>	198,831	186,416
	(Scope 3) GHG Emissions (tonnes of CO <sub>2</sub> e)	<b>2,182,516</b>	1,938,951	2,020,549
	Total (Scope 1 + 2) GHG Emissions (tonnes of CO <sub>2</sub> e)	<b>1,357,917</b>	1,317,973	1,336,957
	GHG Intensity (tonnes of CO <sub>2</sub> e per tonne of ore processed)	<b>0.02</b>	0.02	0.02
	GHG Intensity (tonnes of CO <sub>2</sub> e per gold oz)	<b>0.39</b>	0.38	0.38

		2025	2024	2023 <sup>1</sup>
<b>Water Management</b>				
GRI 303-3	<b>Water Withdrawal</b>			
SASB EM MM 110a.	Total Water Withdrawal (m <sup>3</sup> )	<b>74,797,996</b>	75,304,400	67,157,911
	Total High Value Freshwater Withdrawal for Use (m <sup>3</sup> )	<b>8,019,907</b>	8,919,311	8,615,007
	High Value Freshwater Withdrawn for Use Intensity (m <sup>3</sup> of water per tonne of ore processed)	<b>0.12</b>	0.14	0.13
	High Value Freshwater Withdrawn for Use Intensity (m <sup>3</sup> of water per gold oz)	<b>2.33</b>	2.56	2.45
GRI 303-4	<b>Water Discharged</b>			
	Total Water Discharged (m <sup>3</sup> )	<b>42,391,921</b>	35,863,275	34,001,058
SASB EM-MM-140a. 1	<b>Water Consumption</b>			
	Total Water Consumed (m <sup>3</sup> )	<b>32,406,075</b>	39,441,125	33,156,853
	Total Water Used (m <sup>3</sup> )	<b>73,926,906</b>	84,964,907	81,677,767
	Total Water Reused and Recycled (m <sup>3</sup> )	<b>74%</b>	68%	71%
<b>Tailings &amp; Waste Management</b>				
	<b>Mineral Wastes</b>			
SASB EM-MM-150a. 1	Total Waste Rock Mined (tonnes)	<b>172,870,010</b>	176,586,834	143,564,421
	Total Tailings Produced (tonnes)	<b>65,606,904</b>	64,877,420	60,933,565
	Total Mineral Wastes (tonnes)	<b>238,476,914</b>	241,464,255	204,497,986
	% Tailings Recycled	<b>6%</b>	6%	7%
	<b>Non-Mineral Wastes</b>			
	Total Hazardous Waste (tonnes)	<b>9,883</b>	9,766	21,541
	Total Domestic (non-hazardous waste) (tonnes)	<b>71,498</b>	75,881	57,019
	% Domestic Waste Recycled	<b>41%</b>	44%	32%
	Total (hazardous + domestic) (tonnes)	<b>81,381</b>	85,646	78,560
GRI 306-3	Total Wastes (tonnes)	<b>238,558,295</b>	241,549,901	204,519,527
	<b>Environmental Incidents &amp; Fines</b>			
	Number of significant environmental incidents <sup>2</sup>	<b>0</b>	0	0
	Total number of fines and sanctions	<b>0</b>	0	0
	Monetary value of fines	<b>0</b>	0	0

2025

2024

2023<sup>1</sup>**OUR PEOPLE****Workforce Composition**

SASB EM-MM-000.B	Total Workforce	<b>18,255</b>	16,887	15,828
	Contractors	<b>6,453</b>	5,965	5,313
	Employees	<b>11,802</b>	10,922	10,515
	% Contractors	<b>35%</b>	35%	34%

**Diversity and Inclusion**

GRI 405-1	% Female Employees	<b>15%</b>	15%	15%
	% Female Senior Management	<b>21%</b>	21%	21%
	% Female Executives	<b>25%</b>	25%	25%
	% Female Board of Directors	<b>36%</b>	36%	36%
	% Visible Minorities Executives	<b>25%</b>	25%	25%
	% Visible Minorities Board	<b>9%</b>	9%	18%

**Retaining, Training and Developing Our People**

GRI 401-1	Total Permanent Employee Turnover	<b>808</b>	709	1,014
	Permanent Employee Turnover Rate (%)	<b>7%</b>	7%	10%

**Training**

	Average Hours of training per employee	<b>51</b>	33	42
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SASB EM-MM-310a. 2	Number of Strikes and Lockouts	<b>0</b>	0	0
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**SOCIO-ECONOMIC DEVELOPMENT****Generating Economic Benefits**

GRI 204-1	<b>Proportion of Spending on Local Suppliers</b>			
	% of local spending	<b>44%</b>	45%	46%

## Notes:

1. Data for 2023 includes Canadian Malartic production at 100% for full year to ensure comparable reporting boundaries for sustainability reporting.
2. Any incident with a consequence of 4 or higher per Agnico Eagle's RMMS criteria (see page 59 for details).

# TSM Performance & Scores

## Facility Performance Level

- AAA** Excellence and leadership.
- AA** Systems and process are integrated into management decisions and business functions.
- A** Good practice. Systems and processes are developed and implemented.
- B** Procedures exist but are not fully consistent or documented. Systems and processes are planned and being developed.
- C** No systems are in place. Activities tend to be reactive. Procedures may exist but are not integrated into policies and management systems.

	LaRonde	Goldex	Canadian Malartic	Kittilä	Pinos Altos	Meadowbank	Meliadine	Macassa	Detour Lake	Fosterville	Corporate
<b>Crisis Management and Communications Planning Assessment</b>											
Preparedness	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓
Review	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Training	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Preventing Child and Forced Labour Assessment</b>											
Preventing Forced Labour	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Preventing Child Labour	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Safety and Health Assessment</b>											
Commitments and Accountability	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA
Planning and Implementation	AAA	AAA	A	AAA	AAA	AAA	A	A	A	AAA	
Training, Behaviour and Culture	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA
Monitoring and Reporting	AAA	AAA	A	AA	AAA	AAA	AAA	AA	AAA	AAA	
Performance	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA
<b>Tailings Management Assessment</b>											
Tailings Management Policy and Commitment	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA
Tailings Management System	AAA	AAA	AAA	AAA	AAA	AAA	AAA	A	AAA	AAA	
Assigned Accountability and Responsibility	AAA	AAA	AAA	AAA	AAA	AAA	AAA	A	AAA	AAA	
Annual Tailings Management Review	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	

Overview	Health, Safety and Wellness	Environment	Social	Governance	Global Performance Summary Data							
		LaRonde	Goldex	Canadian Malartic	Kititlia	Pinos Altos	Meadowbank	Meliadine	Macassa	Detour Lake	Fosterville	Corporate
Operation, Maintenance and Surveillance (OMS) Manual		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	
<b>Biodiversity Conservation Management Assessment</b>												
Commitment, Accountability and Communications		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	AAA	AAA	
Conservation Planning and Implementation		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	AAA	AA	
Reporting		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	AA	A	
<b>Water Stewardship Assessment</b>												
Water Governance		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	AAA	AAA	
Operational Water Management		AAA	AA	AAA	AA	AA	AAA	AAA	A	AAA	A	
Watershed-scale Planning		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	AAA	AA	
Water Reporting and Performance		A	A	AA	AA	AA	AAA	AAA	AA	AA	AA	
<b>Indigenous and Community Relationships</b>												
Community of Interest Identification		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	
Effective Community of Interest Engagement and Dialogue		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	
Effective Indigenous Engagement and Dialogue		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	
Community Impact and Benefit Management		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	
Community of Interest Response Mechanism		AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AAA	AA	
<b>Climate Change Protocol Assessment</b>												
Corporate Climate Change Management												AA
Facility Climate Change Management		A	A	AA	A	AA	AA	AA	AA	AAA	AA	
Facility Performance Targets and Reporting		A	A	AA	A	AAA	AA	A	B	A	A	

# Limitations & Forward-Looking Statement

## 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, 2025 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, 2025 ("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 ambition 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.



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