



AGNICO EAGLE

Annual Report on the Implementation of the Responsible Gold Mining Principles 2025

This annual report is intended to reflect on the activities performed by Agnico Eagle Mines Limited ("Agnico Eagle") for the calendar year 2025 regarding the implementation of the World Gold Council's (the "WGC") Responsible Gold Mining Principles (the "RGMPs" or the "Principles").

Commitment to the RGMPs

As a member of the WGC, Agnico Eagle is committed to producing gold in a responsible manner. To underscore this commitment, Agnico Eagle fully endorses the RGMPs. Accordingly, we:

- develop and implement policies, systems, processes and controls that conform with the Principles;
- disclose information to support external stakeholders understanding of how we achieve conformance with the Principles;
- secure annual independent assurance review to strengthen credibility and stakeholders' confidence in our processes and conclusions; and
- disclose instances or events that have given rise to a situation of non-conformance with the Principles and the steps taken to remedy the situation.

Boundary for RGMP Implementation

The boundary for implementing the RGMPs at Agnico Eagle includes all active mining and processing operations in our portfolio over which the Company has direct control. This is largely consistent with the reporting boundaries that we publicly disclose in our Sustainability Report.

Agnico Eagle's Description of Conformance with the Principles

Agnico Eagle's gold mining operations completed an RGMP self-assessment in 2025 using the Towards Sustainable Mining ("TSM") Responsible Sourcing Alignment Supplement. An independent assurance review was performed by WSP based on the assurance requirements set out in the Assurance Framework for the RGMPs (available [here](#)). The four (4) operations¹ subject to TSM external verification in 2025 were included in the assurance process, using a sampling-based approach. The Independent Assurance Letter is provided in Appendix 1.

Agnico Eagle understands 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 shaped by many voices, guided by shared priorities, and grounded in mutual trust. In 2025, we continued our commitment to working side-by-side to advance

¹ Detour Lake, Macassa, Fosterville and Meliadine

innovation, minimize our impact on the environment, support resilient communities, and ensure that the benefits of mining are shared by all.

Sustainability and ESG-related highlights, including our strategy, practices, and risk management approaches are summarized annually in our Sustainability Report, which can be found on our website (www.agnicoeagle.com).

Moving forward

For 2026, we plan to continue reinforcing our processes by closely following the development of new external standards and making adjustments to our practices where necessary. We will complete the integrated audit process for the sites undergoing external audits, including the RGMP compliance using the TSM Supplement. We will hold ourselves accountable for improved performance over time, ensuring rigorous and progressive oversight of high-performance standards in health, safety, environment and community relations.

Carol Plummer



Executive Vice President
Sustainability, People & Culture

Mohammed Ali



Vice President
Sustainability & Regulatory Affairs

Appendix 1

WSP

Independent assurance letter – Responsible Gold Mining Principles

March 2026



INDEPENDENT ASSURANCE LETTER – RESPONSIBLE GOLD MINING PRINCIPLES (RGMP) (2025)

Client: Agnico Eagle Mines Limited (Agnico Eagle)

Project: Independent Assurance Letter – RGMP (2025) **WSP Ref.:** CA0017482.7300_039_R_Rev0_R
GMP_Assurance_letter_AE_ENG

Subject: Assessment of Agnico Eagle Mines Limited sites to Responsible Gold Mining Principles (RGMP) -2025 **Date:** April 6, 2026

To the Directors of Agnico Eagle Mines Limited,

WSP Canada Inc (WSP) was mandated by Agnico Eagle Mines Limited (Agnico Eagle) to provide limited assurance regarding its compliance to the Responsible Gold Mining Principles (RGMP) for the year ended December 31, 2025. Agnico Eagle published its *Annual Report on the implementation of the RGMP 2025* on its website page: [Sustainable Development: Our Approach and Commitments](#).

1 Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention to indicate that Agnico Eagle’s conformance with RGMP as described in their *2025 RGMP Statement* is not fairly stated, in all material respects. This conclusion is to be read in the context of the remainder of our report.

2 Assurance Scope

The scope of the assurance consisted of a review of the disclosures made by Agnico Eagle for their RGMP progress in their *2025 RGMP Statement*. The sites verified as part of this assurance are:

- Meliadine
- Macassa
- Detour Lake
- Fosterville



The criteria Agnico Eagle used for their conformance with RGMP are those in the *Guidance on Implementing and Assuring the RGMP: Supplement to the Assurance Framework*

3 Respective Responsibilities of Agnico Eagle and WSP

Agnico Eagle was responsible for ensuring that the company designs, implements, operates, and monitors activities, processes, and controls to ensure compliance with policies and procedures that conform with the RGMP. It was also responsible for the preparation and presentation of the statement on its conformance with the RGMP.

Agnico Eagle also provided WSP with a self-assessment via the *TSM Responsible Sourcing Alignment supplement* for each site. This was completed prior to this assurance. As part of the TSM initiative, an external verification process has been put in place to ensure that company reporting on TSM performance indicators is consistent, accurate and transparent. Every three years, a trained and accredited verifier critically examines a company's self-assessments to determine whether there is sufficient evidence to support the reported performance. Verifiers are experienced independent auditors and technical experts. If necessary, verifiers can modify company assessments to ensure that they accurately reflect management practices and mine site performance.

WSP's role consisted in providing an independent opinion to Agnico Eagle to validate their 2024 *RGMP conformity statement* and its self-assessment via the *TSM Responsible Sourcing Alignment supplement* for each site for 2024. Our responsibilities were to carry out a limited assurance engagement with respect to the RGMP and express a conclusion based on the work performed. We conducted our attestation engagement in accordance with the *TSM External Verification Guide* and the guidelines set out in the *Assurance Framework for the Responsible Gold Mining Principles* and the *Guidance on Implementing and assuring the RGMPs: Supplement to the Assurance Framework*.

The extent of evidence-gathering procedures performed in a limited attestation engagement is less significant than for a high certification level and, consequently, a lower level of certification is provided.

4 Assurance Methodology

4.1 Preparation of the Audit

The preparatory activities carried out were as follows:

- Coordination meeting with Agnico Eagle representatives to plan the on-site visit.
- Transmission of the audit plan to the sites and the Mining Association of Canada (MAC).
- Gathering of information (auto-evaluation and documentation support, internal audit report, etc.) from sites.
- Review of available data related to activities, self-assessment and documentation provided by the sites.

4.2 Audit Activities

4.2.1 Corporate and Regional Audit

The RGMP criteria have been sorted according to site and corporate. An audit was then carried out at corporate.

4.2.2 On-site Auditing Activities

For the on-site audit, the auditors conducted:



- An opening meeting.
- Meetings with employees on each subject of the protocols, including subjects in *Guidance on Implementing and Assuring the RGMP: Supplement to the Assurance Framework*.
- Random interviews on the floor.
- A closing meeting.
- Additional interviews after the site visit to complete certain missing elements.

4.3 Sampling

A risk-based approach has been used to gather and analyze information systematically on a site's performance against the applicable Performance Areas to optimize efficiency and reduce the assurance burden for sites. Data sampling was based to be drawn from the previous 3 years of operations.

All performance areas (protocols and indicators including subjects in *Guidance on Implementing and Assuring the RGMP: Supplement to the Assurance Framework*) were audited based on site-specific risks.

- The results of the review of mediatized information (“media scan”) carried out by MAC were taken into consideration.

5 Inherent limitations

Non-financial information, such as Agnico Eagle's conformance with RGMP, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the subject matter and the methods used for determining conformance. The absence of a significant body of established practice on which to draw to evaluate and measure nonfinancial information allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

6 Statement of independence and competence

WSP ensured that its employees remained independent during the performance of its independent assessments. No members of the assurance team were involved in establishing or maintaining the policies, procedures, and internal controls that Agnico Eagle has in place to conform with the RGMP. The team members confirm that they are independent.

The evaluation of Agnico Eagle's statement was carried out by a team of experienced auditors holding recognized professional certifications and experienced in the applicable subject matter. The evaluation was conducted in compliance with the code of ethics of these certifications.

We confirm that we satisfy the criteria for assurance providers as set out in the *Assurance Framework for the Responsible Gold Mining Principles and the Guidance on Implementing and Assuring the RGMPs: supplement to the Assurance Framework* issued by the World Gold Council.



PREPARED BY

Stephanie Davidovsky, P. Eng., CEA™

6 avril 2026

Date

REVIEWED BY

Katia Santini, P. Eng., CEA™

6 avril 2026

Date



APPENDIX A

Results of external verification (RGMP) for each site audited in 2025



Results- Meliadine

Indicators	Self-assessment level	External verification level
Corporate Governance and Ethical Conduct		
1. Legal Compliance	Yes	Yes
2. Code of Conduct	Yes	Yes
3. Combating Bribery and Corruption	Yes	Yes
4. Political Contributions	N/A	N/A
5. Transparency of Taxes, Ownership and Transfer Pricing	Yes	Yes (SUPP5a and 5b) N/A (SUPP5c)
6. Accountabilities and Reporting	Yes	Yes
7. Engagement with Corporate Communities of Interest	Yes	Yes
Integration of Sustainable Development into Corporate Strategy and Decision-Making		
8. Corporate Sustainable Development Strategy	N/A	N/A
9. Supply Chain	Yes	Yes
Respect for Human Rights and Labour Rights		
10. UN Guiding Principles on Business and Human Rights	Yes	Yes
11. Conflict-Affected and High-Risk Area Due Diligence	Yes	Yes
12. Resettlement	Yes	N/A
13. Security and Human Rights	Yes	Yes
14. Labour Rights	Yes	Yes
15. Compensation for Work Related Injury, Illness & Fatality	N/A	N/A
16. Employee Remuneration	Yes	Yes
17. Diversity and Women in Mining	Yes	Yes
Environmental Stewardship		
18. Environmental Risk Management	Yes	Yes
19. Closure	Yes	Yes
20. Pollution Prevention and Waste Management	Yes	Yes
21. Noise and Vibration	N/A	N/A
22. Emissions to Air	N/A	N/A
23. Spills and Leakage	N/A	N/A
24. Hazardous Substances	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)
<i>No criterion 25 (Error in protocol)</i>		
26. Land Use and Deforestation	Yes	Yes
27. Circular Economy	N/A	N/A
Social, Economic, and Institutional Development		
28. Local Procurement	Yes	Yes
29. Cultural Heritage	Yes	Yes
30. Artisanal and Small-Scale Mining	N/A	N/A



Results- Macassa

Indicators	Self-assessment level	External verification level
Corporate Governance and Ethical Conduct		
1. Legal Compliance	Yes	Yes
2. Code of Conduct	Yes	Yes
3. Combating Bribery and Corruption	Yes	Yes
4. Political Contributions	N/A	N/A
5. Transparency of Taxes, Ownership and Transfer Pricing	Yes	Yes (SUPP5a and 5b) N/A (SUPP5c)
6. Accountabilities and Reporting	Yes	Yes
7. Engagement with Corporate Communities of Interest	Yes	Yes
Integration of Sustainable Development into Corporate Strategy and Decision-Making		
8. Corporate Sustainable Development Strategy	N/A	N/A
9. Supply Chain	Yes	Yes
Respect for Human Rights and Labour Rights		
10. UN Guiding Principles on Business and Human Rights	Yes	Yes
11. Conflict-Affected and High-Risk Area Due Diligence	Yes	Yes
12. Resettlement	Yes	N/A
13. Security and Human Rights	Yes	Yes
14. Labour Rights	Yes	Yes
15. Compensation for Work Related Injury, Illness & Fatality	N/A	N/A
16. Employee Remuneration	Yes	Yes
17. Diversity and Women in Mining	Yes	Yes
Environmental Stewardship		
18. Environmental Risk Management	Yes	Yes
19. Closure	Yes	Yes
20. Pollution Prevention and Waste Management	Yes	Yes
21. Noise and Vibration	N/A	N/A
22. Emissions to Air	N/A	N/A
23. Spills and Leakage	N/A	N/A
24. Hazardous Substances	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)
<i>No criterion 25 (Error in protocol)</i>		
26. Land Use and Deforestation	Yes	Yes
27. Circular Economy	N/A	N/A
Social, Economic, and Institutional Development		
28. Local Procurement	Yes	Yes
29. Cultural Heritage	Yes	Yes
30. Artisanal and Small-Scale Mining	N/A	N/A



Results- Detour Lake

Indicators	Self-assessment level	External verification level
Corporate Governance and Ethical Conduct		
1. Legal Compliance	Yes	Yes
2. Code of Conduct	Yes	Yes
3. Combating Bribery and Corruption	Yes	Yes
4. Political Contributions	N/A	N/A
5. Transparency of Taxes, Ownership and Transfer Pricing	Yes	Yes (SUPP5a and 5b) N/A (SUPP5c)
6. Accountabilities and Reporting	Yes	Yes
7. Engagement with Corporate Communities of Interest	Yes	Yes
Integration of Sustainable Development into Corporate Strategy and Decision-Making		
8. Corporate Sustainable Development Strategy	N/A	N/A
9. Supply Chain	Yes	Yes
Respect for Human Rights and Labour Rights		
10. UN Guiding Principles on Business and Human Rights	Yes	Yes
11. Conflict-Affected and High-Risk Area Due Diligence	Yes	Yes
12. Resettlement	Yes	N/A
13. Security and Human Rights	Yes	Yes
14. Labour Rights	Yes	Yes
15. Compensation for Work Related Injury, Illness & Fatality	N/A	N/A
16. Employee Remuneration	Yes	Yes
17. Diversity and Women in Mining	Yes	Yes
Environmental Stewardship		
18. Environmental Risk Management	Yes	Yes
19. Closure	Yes	Yes
20. Pollution Prevention and Waste Management	Yes	Yes
21. Noise and Vibration	N/A	N/A
22. Emissions to Air	N/A	N/A
23. Spills and Leakage	N/A	N/A
24. Hazardous Substances	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)
<i>No criterion 25 (Error in protocol)</i>		
26. Land Use and Deforestation	Yes	Yes
27. Circular Economy	N/A	N/A
Social, Economic, and Institutional Development		
28. Local Procurement	Yes	Yes
29. Cultural Heritage	Yes	Yes
30. Artisanal and Small-Scale Mining	N/A	N/A



Results- Fosterville

Indicators	Self-assessment level	External verification level
Corporate Governance and Ethical Conduct		
1. Legal Compliance	Yes	Yes
2. Code of Conduct	Yes	Yes
3. Combating Bribery and Corruption	Yes	Yes
4. Political Contributions	N/A	N/A
5. Transparency of Taxes, Ownership and Transfer Pricing	Yes	Yes (SUPP5a and 5b) N/A (SUPP5c)
6. Accountabilities and Reporting	Yes	Yes
7. Engagement with Corporate Communities of Interest	Yes	Yes
Integration of Sustainable Development into Corporate Strategy and Decision-Making		
8. Corporate Sustainable Development Strategy	N/A	N/A
9. Supply Chain	Yes	Yes
Respect for Human Rights and Labour Rights		
10. UN Guiding Principles on Business and Human Rights	Yes	Yes
11. Conflict-Affected and High-Risk Area Due Diligence	Yes	Yes
12. Resettlement	Yes	N/A
13. Security and Human Rights	Yes	Yes
14. Labour Rights	Yes	Yes
15. Compensation for Work Related Injury, Illness & Fatality	N/A	N/A
16. Employee Remuneration	Yes	Yes
17. Diversity and Women in Mining	Yes	Yes
Environmental Stewardship		
18. Environmental Risk Management	Yes	Yes
19. Closure	Yes	Yes
20. Pollution Prevention and Waste Management	Yes	Yes
21. Noise and Vibration	N/A	N/A
22. Emissions to Air	N/A	N/A
23. Spills and Leakage	N/A	N/A
24. Hazardous Substances	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)
<i>No criterion 25 (Error in protocol)</i>		
26. Land Use and Deforestation	Yes	Yes
27. Circular Economy	N/A	N/A
Social, Economic, and Institutional Development		
28. Local Procurement	Yes	Yes
29. Cultural Heritage	Yes	Yes
30. Artisanal and Small-Scale Mining	N/A	N/A