

F0. Introduction

F0.1

(F0.1) Give a general description of and introduction to your organization.

Agnico Eagle is a prominent Canadian gold mining company that has been producing precious metals since 1957. Our operational mines are located in various parts of the world including Canada, Australia, Finland, and Mexico. We also have a pipeline of promising exploration and development projects in these regions, as well as the United States. Globally recognized for our leading practices in environmental, social, and governance areas, we have established ourselves as a preferred partner within the mining industry. Our reputation for staying true to our mission, effectively executing our business strategy, and delivering responsible, measured growth is something we truly value. Over the past two years, we have expanded both our operational portfolio and our contributions, impacts, and responsibilities in terms of sustainability. We strive to maintain high standards of reporting, ensuring that our entire operational scope is covered and that our year-over-year performance can be measured effectively. As such, we have updated our historical data from 2019 to 2021 to reflect our current operational boundaries, except where explicitly stated otherwise. We believe this provides a more accurate picture of Agnico Eagle's ongoing commitment to sustainability and growth.

F0.2

(F0.2) State the start and end date of the year for which you are reporting data.

	Start Date	End Date
Reporting year	January 1 2022	December 31 2022

F0.3

(F0.3) Select the currency used for all financial information disclosed throughout your response.

USD

F-MM0.9/F-CO0.9

(F-MM0.9/F-CO0.9) Select the option that best describes the reporting boundary for which biodiversity-related issues are being reported?

Companies, entities or groups over which operational control is exercised

F-MM0.10/F-CO0.10

(F-MM0.10/F-CO0.10) Within your reporting boundary, are there any geographical areas, business units or mining projects excluded from your disclosure?

Yes

F-MM0.10a/F-CO0.10a

(F-MM0.10a/F-CO0.10a) Please report your exclusions and describe their potential for biodiversity-related risk.

Exclusion	Description of exclusion	Potential for biodiversity-related risk	Please explain
Other, please specify (exploration activities an administrative offices)	Canadian Malartic (50% ownership) is not included in this report. Only active mining operations, closed sites and larger exploration projects are included. Exploration activities and administrative offices are excluded.	Potential for biodiversity-related risks evaluated, but not disclosing to CDP	Biodiversity-related risks for all projects are evaluated in accordance with the regulatory requirements of the jurisdiction they are located in. All activities must be conducted in accordance with our sustainability policy which includes commitments to biodiversity conservation.

F9 Current state

F-MM9.1/F-CO9.1

(F-MM9.1/F-CO9.1) Provide details on the mining projects covered by this disclosure, by specifying your project(s) type, location and mining method(s) used.

Mining project ID

Project 1

Name

Meadowbank Complex

Share (%)

100

Country/Area

Canada

Latitude

65.004

Longitude

-96.073

Project stage

Production

Mining method

Open-cut and underground

Raw material(s)

Gold

Silver

Year extraction started/is planned to start

2010

Year of closure

2026

Description of project

The Meadowbank open-pit gold mine in the Kivalliq District of Nunavut — approximately 300 km west of Hudson Bay and 110 km by road north of Baker Lake — was Agnico Eagle's first Low Arctic mine. The discovery and development of the Amaruq satellite deposit 50 km away has extended the life of the Meadowbank Complex by supplying a new source of ore to the existing Meadowbank mill.

Mining project ID

Project 2

Name

Meliadine Mine

Share (%)

100

Country/Area

Canada

Latitude

63.025

Longitude

-92.208

Project stage

Production

Mining method

Open-cut and underground

Raw material(s)

Gold

Silver

Year extraction started/is planned to start

2019

Year of closure

2032

Description of project

The Meliadine mine in the Kivalliq District of Nunavut is Agnico Eagle's second mine in Canada's Low Arctic, opening nine years after the Meadowbank mine.

Mining project ID

Project 3

Name

LaRonde Complex

Share (%)

100

Country/Area

Canada

Latitude

48.251

Longitude

-78.863

Project stage

Production

Mining method

Underground

Raw material(s)

Copper

Gold

Silver

Zinc

Year extraction started/is planned to start

1988

Year of closure

2030

Description of project

The 100% owned LaRonde Complex, located in the Abitibi region of northwestern Quebec, includes the LaRonde mine and the LaRonde Zone 5 mine ("LZ5").

The LaRonde mine is the Company's oldest operating mine and achieved commercial production in 1988. LaRonde's 2.2-km deep Penna Shaft is now the deepest single-lift shaft in the Western Hemisphere. The LaRonde mine extension, the portion of the mine below level 245, achieved commercial production in December 2011 and under current mine plans is expected to be in production through 2030.

In 2003, the Company acquired LZ5, which lies adjacent to and west of the LaRonde mine and was exploited by open pit mining by its previous operator. The LZ5 mine achieved commercial production as an underground operation on June 1, 2018, with ore processed at the LaRonde mine's processing facilities.

Mining project ID

Project 4

Name

Goldex Mine

Share (%)

100

Country/Area

Canada

Latitude

48.093

Longitude

-77.863

Project stage

Production

Mining method

Underground

Raw material(s)

Gold

Year extraction started/is planned to start

2013

Year of closure

2030

Description of project

The Goldex mine is part of the chain of operations and properties that Agnico Eagle owns in the Abitibi region of northwestern Quebec. Underground mining from the M and E satellite zones and processing in the mill started in September 2013. Commercial production was achieved in October 2013. The Deep 1 project declared commercial production in July 2017 and is expected to extend the Goldex mine life through 2030 under current mine plans.

Mining project ID

Project 10

Name

Kittila Mine

Share (%)

100

Country/Area

Finland

Latitude

67.921

Longitude

-25.386

Project stage

Production

Mining method

Underground

Raw material(s)

Gold
Silver

Year extraction started/is planned to start

2009

Year of closure

2034

Description of project

The Kittila mine in northern Finland is the largest primary gold producer in Europe, and it hosts the Company's largest mineral reserves. Kittila achieved commercial production on May 1, 2009, becoming Agnico Eagle's first mine to open outside of Canada. Since open-pit mining was completed in 2012, Kittila has been an underground-only operation.

Mining project ID

Project 9

Name

La India Mine

Share (%)

100

Country/Area

Mexico

Latitude

28.7064

Longitude

-108.873

Project stage

Production

Mining method

Open-cut

Raw material(s)

Gold
Silver

Year extraction started/is planned to start

2014

Year of closure

2023

Description of project

La India achieved commercial production on February 1, 2014. Our Pinos Altos mine is approximately 70 km southeast of La India, providing operating synergy between the two operations.

Mining project ID

Project 8

Name

Pinos Altos Complex

Share (%)

100

Country/Area

Mexico

Latitude

28.271

Longitude

-108.299

Project stage

Production

Mining method

Underground

Raw material(s)

Gold
Silver

Year extraction started/is planned to start

2009

Year of closure

2026

Description of project

Pinos Altos is in the mountainous region of northern Mexico, 220 km west of the city of Chihuahua. It is an underground mining operation containing substantial reserves of gold and silver.

Mining project ID

Project 13

Name

Hammond Reef

Share (%)

100

Country/Area

Canada

Latitude

48.923

Longitude

-91.439

Project stage

Exploration

Mining method

Open-cut

Raw material(s)

Gold

Year extraction started/is planned to start**Year of closure****Description of project**

The Hammond Reef gold exploration project is an open pit project in Northwestern Ontario, Canada.

Mining project ID

Project 14

Name

Kirkland Lake (Upper Beaver)

Share (%)

100

Country/Area

Canada

Latitude

48.142

Longitude

-79.819

Project stage

Exploration

Mining method

Underground

Raw material(s)

Gold

Year extraction started/is planned to start**Year of closure****Description of project**

The Kirkland Lake project covers approximately 27,312 hectares.

Mining project ID

Project 16

Name

Santa Gertrudis

Share (%)

100

Country/Area

Mexico

Latitude

30.633

Longitude

-110.55

Project stage

Exploration

Mining method

Please select

Raw material(s)

Gold

Year extraction started/is planned to start**Year of closure****Description of project**

A historical heap leach operation that produced approximately 565,000 ounces of gold from 1991 to 1994.

Mining project ID

Project 22

Name

Lapa

Share (%)

100

Country/Area

Canada

Latitude

48.22927

Longitude

-78.283624

Project stage

Closure and/or legacy site

Mining method

Underground

Raw material(s)

Gold

Year extraction started/is planned to start

2009

Year of closure

2018

Description of project

Mining activities ceased on December 31, 2018. Closure and rehabilitation activities are underway.

Mining project ID

Project 12

Name

Hope Bay

Share (%)

100

Country/Area

Canada

Latitude

68.056389

Longitude

-106.601667

Project stage

Exploration

Mining method

Underground

Raw material(s)

Gold

Year extraction started/is planned to start

2017

Year of closure**Description of project**

The Hope Bay property is located in the Kitikmeot region of Nunavut, approximately 685 km northeast of Yellowknife and 125 km southwest of Cambridge Bay. It has over 90 regional exploration targets across an 80 km greenstone belt. Production at the mine was suspended in October 2021 and the focus in 2022 was on exploration and expanding the property.

Mining project ID

Project 24

Name

Cobalt

Share (%)

100

Country/Area

Canada

Latitude

47.399

Longitude

-79.694

Project stage

Closure and/or legacy site

Mining method

Open-cut and underground

Raw material(s)

Other minerals, please specify (Ore/waste rock)

Year extraction started/is planned to start

1957

Year of closure

1991

Description of project

Multiple silver mines across the camp. Agnico Eagle also operated mills and a refinery in Cobalt, and reprocessed old tailings in the 60s. Many rehabilitation work done over the years, including revegetation and studies partnerships. Still ongoing.

Mining project ID

Project 7

Name

Macassa

Share (%)

100

Country/Area

Canada

Latitude

48.13019

Longitude

-80.08744

Project stage

Production

Mining method

Underground

Raw material(s)

Gold

Year extraction started/is planned to start

1933

Year of closure

2029

Description of project

The Macassa mine is located in Kirkland Lake, Ontario, an area with robust infrastructure including a provincial highway, railway system, and private airport. Its on-site mill processes the extracted ore. This project was acquired through a merger completed in 2022. Exploration of the Macassa property began in 1931, leading to a gold discovery and operation commencement in 1933. The mine operated continuously until 1999 when activities were suspended due to falling gold prices. Operations resumed in 2002, and with the discovery of the high-grade South Mine Complex (SMC), production levels rose significantly, making Macassa one of the world's highest-grade gold mines. Ongoing successful exploration continues to extend the SMC mineralization, enhancing the mine's reserves and resources, and contributing to an extended mine life.

Mining project ID

Project 6

Name

Detour Lake

Share (%)

100

Country/Area

Canada

Latitude

49.06044

Longitude

-81.030251

Project stage

Production

Mining method

Open-cut

Raw material(s)

Gold

Year extraction started/is planned to start

1983

Year of closure

2052

Description of project

Detour Lake, situated in northeastern Ontario, became Canada's top gold producer in 2022 with the largest gold reserves of 20.7 million ounces. The mine's lifespan has been extended to 2052, with a predicted increase in yearly gold production from 690,000 ounces in 2023 to 740,000 ounces by 2025.

The site's gold production history dates back to 1974 with the first mining operation by Placer Dome yielding 1.8 million ounces of gold. Between 2013 to 2020 under Detour Gold Corporation, the mine produced 3.6 million ounces. After Kirkland Lake Gold's acquisition in January 2020, an exploration drilling program led to a significant uptick of 10.1 million ounces in open-pit resources.

Following the merger of Agnico Eagle with Kirkland Lake Gold in February 2022, Detour Lake has become the company's primary reserve base and largest gold producer. It contributed 651,182 ounces to Agnico Eagle's production from February to December 2022 and 732,572 ounces for the full year.

Mining project ID

Project 11

Name

Fosterville

Share (%)

100

Country/Area

Australia

Latitude

-36.718445

Longitude

144.502659

Project stage

Production

Mining method

Underground

Raw material(s)

Gold

Year extraction started/is planned to start

1988

Year of closure

2031

Description of project

The Fosterville Mine, the largest gold producer in Victoria, Australia, is a profitable, high-grade, low-cost underground gold mine. Located just 20 km from Bendigo and 130 km north of Melbourne, it also holds substantial exploration potential both in the mine and across the wider district. The mine is located in an area with well-developed infrastructure and is accessible by paved roads.

Mining project ID

Project 15

Name

Timmins East Properties

Share (%)

100

Country/Area

Canada

Latitude**Longitude****Project stage**

Exploration

Mining method

Please select

Raw material(s)

Please select

Year extraction started/is planned to start**Year of closure****Description of project****Mining project ID**

Project 17

Name

Northern Territory

Share (%)

100

Country/Area

Australia

Latitude**Longitude****Project stage**

Exploration

Mining method

Please select

Raw material(s)

Please select

Year extraction started/is planned to start**Year of closure****Description of project**

F-MM9.2/F-CO9.2

(F-MM9.2/F-CO9.2) Can you disclose the mining project area and the area of land disturbed for each of your mining projects?

	Disclosing mining project area and area of land disturbed?	Comment
Row 1	Yes	All Agnico mining projects in operation disclose size of operational site and area land disturbed in the Annual ESG Performance Table. Exploration and Closure and/or Legacy sites are not included in the annual reporting.

F-MM9.2a/F-CO9.2a

(F-MM9.2a/F-CO9.2a) Provide details on the mining project area and the area of land disturbed for each of your mining projects.**Mining project ID**

Project 1

Total area of owned land/lease/concession (hectares)

3554

Total area disturbed to date (hectares)

2226

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment**Mining project ID**

Project 2

Total area of owned land/lease/concession (hectares)

907

Total area disturbed to date (hectares)

633

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment

Mining project ID

Project 3

Total area of owned land/lease/concession (hectares)

839

Total area disturbed to date (hectares)

760

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment

Mining project ID

Project 4

Total area of owned land/lease/concession (hectares)

519

Total area disturbed to date (hectares)

330

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment

Mining project ID

Project 6

Total area of owned land/lease/concession (hectares)

63860

Total area disturbed to date (hectares)

3383

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment

Mining project ID

Project 7

Total area of owned land/lease/concession (hectares)

4039

Total area disturbed to date (hectares)

410

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment

Mining project ID

Project 8

Total area of owned land/lease/concession (hectares)

7206

Total area disturbed to date (hectares)

715

Area disturbed in the reporting year (hectares)**Type(s) of habitat disturbed in the reporting year**

Data not available

Comment

Mining project ID

Project 9

Total area of owned land/lease/concession (hectares)

3318

Total area disturbed to date (hectares)

562

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year

Data not available

Comment

Mining project ID

Project 10

Total area of owned land/lease/concession (hectares)

2274

Total area disturbed to date (hectares)

1735

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year

Data not available

Comment

Mining project ID

Project 11

Total area of owned land/lease/concession (hectares)

2849

Total area disturbed to date (hectares)

289

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year

Data not available

Comment

Mining project ID

Project 12

Total area of owned land/lease/concession (hectares)

39500

Total area disturbed to date (hectares)

124

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year

Data not available

Comment

F-MM9.3/F-CO9.3

(F-MM9.3/F-CO9.3) Are any of your mining projects located in or near legally protected and internationally recognized areas?

	Are any of your projects in or near?	Comment
Legally protected area(s)	Yes	Kittila and La India mines are situated near or on area protected under national legislation.
UNESCO World Heritage sites	No	
UNESCO Biosphere Reserves	No	
Ramsar sites	No	
Key Biodiversity Area(s)	Yes	Detour and Fosterville mines are situated near high biodiversity areas.

F-MM9.3a/F-CO9.3a

(F-MM9.3a/F-CO9.3a) Provide details on mining projects that are in or near legally protected and internationally recognized areas.

Mining project ID

Project 10

Type of legally protected/ internationally recognized area

Legally protected area

Protected area category (IUCN classification)

Don't know

Name of area

Lapinleikinmukka conservation area

Proximity

Adjacent

Area of overlap (hectares)

<Not Applicable>

Please explain

Mining project ID

Project 9

Type of legally protected/ internationally recognized area

Legally protected area

Protected area category (IUCN classification)

Don't know

Name of area

Área Natural Protegida Tutuaca

Proximity

Overlap

Area of overlap (hectares)

Please explain

Mining project ID

Project 6

Type of legally protected/ internationally recognized area

Key Biodiversity Area

Protected area category (IUCN classification)

<Not Applicable>

Name of area

Detour Lake

Proximity

Adjacent

Area of overlap (hectares)

<Not Applicable>

Please explain

Mining project ID

Project 11

Type of legally protected/ internationally recognized area

Legally protected area

Protected area category (IUCN classification)

Category Ia-III

Name of area

Fosterville

Proximity

Adjacent

Area of overlap (hectares)

<Not Applicable>

Please explain

F-MM9.4/F-CO9.4

(F-MM9.4/F-CO9.4) Are there artisanal and small-scale mining (ASM) operations active in your mining concessions or in their area of influence?

No

F-MM9.5/F-CO9.5

(F-MM9.5/F-CO9.5) Have biodiversity-related issues led to detrimental impact(s) on your business in the reporting year?

	Biodiversity-related issues led to detrimental impacts on the business?	Comment
Row 1	No	

F-MM9.6/F-CO9.6

(F-MM9.6/F-CO9.6) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for violation of biodiversity-related regulation?

	Any penalties for violation of biodiversity-related regulation?	Comment
Row 1	No	

F10 Procedures

F-MM10.1/F-CO10.1

(F-MM10.1/F-CO10.1) Have biodiversity impacts and risks of your mining projects been assessed before the project development stage?

	Biodiversity impacts and risks assessed before the project development stage?	Please explain
Row 1	Yes, in all cases	A biodiversity impact and risk assessment is done before the development of every project.

F-MM10.1a/F-CO10.1a

(F-MM10.1a/F-CO10.1a) Select the options that best describe your procedures for identifying and assessing biodiversity-related impacts and risks.

Mining project ID

Project 1

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
 Indirect impacts
 Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
 Landscape-scale field surveys
 Expert consultation
 Stakeholder consultation/analysis
 National specific tools and databases

Aspects considered

Locational alternatives
 Threatened species
 Migratory species
 Endemic species
 Protected areas
 Critical habitats
 Natural habitats
 Ecosystem services

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 2

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Landscape-scale field surveys
Expert consultation
Stakeholder consultation/analysis
National specific tools and databases

Aspects considered

Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats
Ecosystem services

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 3

Type of assessment

Straightforward application of environmental siting, pollution standards, design criteria, or construction standards

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis
National specific tools and databases

Aspects considered

Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Don't know

Please explain

Mining project ID

Project 4

Type of assessment

A limited or focused environmental and social assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Don't know

Please explain

Mining project ID

Project 6

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 7

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Landscape-scale field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 8

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 9

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 10

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 11

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Please select

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

Mining project ID

Project 12

Type of assessment

Full-scale environmental and social impact assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by

Governmental agency requirements

Methods and tools

Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered

Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?

Yes

Is the Environmental Impact Statement publicly available?

Yes

Please explain

F-MM10.2/F-CO10.2

(F-MM10.2/F-CO10.2) Does your organization undertake a corporate-level procedure to assess biodiversity-related risks to your business?

	Is there a procedure to assess biodiversity-related risks?	Comment
Row 1	Yes	Environmental impacts and biodiversity-related risks are managed through our Risk Management and Monitoring System (RMMS). Activities that can have environmental impacts are identified and assessed; while relevant control measures are implemented, maintained and verified. Emergency response plans are also developed and tested. Every mine and exploration project reports environmental incidents. Each operation also has a dedicated environmental department that ensures environmental impacts and incidents are managed according to the approved and applicable procedure.

F-MM10.2a/F-CO10.2a

(F-MM10.2a/F-CO10.2a) Select the options that best describe your procedure for identifying and assessing biodiversity-related risks.

Row 1

Risk assessment procedure

Assessed as part of other company-wide risk assessment system

Frequency of assessment

Other, please specify (Every three years)

How far into the future are risks considered?

> 6 years

Tools and methods used to identify and assess risks

Internal company methods
External consultants
National specific tools and databases

Please explain

The Risk Management and Monitoring System (RMMS) is the foundation for managing the commitments made in Agnico Eagle's Sustainable Development Policy and under the international and national initiatives, codes, and programs to which we are a signatory. Our RMMS is aligned with the intent of the ISO 14001 Environmental Management System and the ISO 45001 (Occupational health and safety management systems). Biodiversity-related risks are evaluated in terms of their consequence and probability, according to a 5X5 matrix. The consequence, from negligible to extreme/critical, is defined by looking at the severity of impacts on the ecosystem, land use, water and by looking at the cost of remediation and legal aspects. The risk assessment process asks for a review every 3 years. High and very high risks are assessed on an annual basis and require mitigation plans. Agnico Eagle considers any incident with a consequence of 4 or higher as significant. Thus, very high risks are presented to the board annually. Climate and biodiversity related risks are part of the risks assessed in that process. Experts and national databases are consulted as required to support and complete assessments.

F-MM10.2b/F-CO10.2b

(F-MM10.2b/F-CO10.2b) Which of the following issues are considered in your organization's biodiversity-related risk assessment(s)?

	Relevance & inclusion	Please explain
Deforestation	Relevant, sometimes included	Relevant everywhere except in Nunavut, Project 1 and 2. Nunavut operations are located north of arctic tree line. Agnico Eagle's RMMS includes assessments of operations' risks of ecosystem impacts including impacts on habitat.
Legally protected areas	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks of non-compliance with laws and regulations, this includes any laws and regulations related to legally protected areas.
Internationally recognized areas	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on land use. Agnico Eagle's Sustainable Development Policy commits to not explore or seek to develop new mining operations in an area designated as a World Heritage Site.
Threatened, migratory and endemic species	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on ecosystems including impacts on threatened, migratory and endemic species.
Ecosystem services	Relevant, always included	All mining projects are subjects to complete environmental and social impact assessments. Agnico Eagle's RMMS includes assessments of operations' risks on ecosystems.
Regulation	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks of non-compliance with laws and regulations, this includes any laws and regulations related to legally protected areas and species. For example, Agnico Eagle's Nunavut operations are subject to regulations related to protection of migratory species.
Indigenous peoples	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on land use. This includes impacts on land subsidence. Land subsidence is essential to many neighbouring Indigenous peoples.
Local communities	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on land use. It also includes assessments on the social acceptability by stakeholders, and impacts on the private, public, or cultural sites.
Other, please specify	Please select	

F-MM10.2c/F-CO10.2c

(F-MM10.2c/F-CO10.2c) Which of the following stakeholders are considered in your organization’s biodiversity-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Not considered	Not relevant
Employees	Relevant, always included	
Investors	Relevant, sometimes included	
Local communities	Relevant, always included	
Indigenous peoples	Relevant, always included	Includes traditional knowledge
NGOs	Relevant, sometimes included	
Regulators	Relevant, always included	
Suppliers	Relevant, sometimes included	
Other stakeholders, please specify	Please select	

F-MM10.3/F-CO10.3

(F-MM10.3/F-CO10.3) Do you adopt biodiversity action plans to manage your impacts on biodiversity?

Yes

F-MM10.3a/F-CO10.3a

(F-MM10.3a/F-CO10.3a) Describe your criteria for defining which sites are required to produce biodiversity action plans.

Every Agnico Eagle mining project in operation has a biodiversity conservation plan based on the Mining Association of Canada (MAC), Toward Sustainable Mining (TSM) Protocol, and state/provincial/local legislative requirements set out on the protection of biodiversity. Agnico Eagle also reports on multiple ESG frameworks that help guide and set a baseline for its biodiversity and nature-related criteria.

Agnico Eagle supports the growing emphasis on the importance of protecting, conserving and restoring nature and ecosystems. We understand the importance of learning both how the Company impacts nature and how nature impacts our business. We are closely following global market-led initiatives such as the Taskforce on Nature-related Financial Disclosures (TNFD). Agnico Eagle is a member of the TNFD Forum, a global multi-disciplinary consultative group of institutions influencing the development of the framework. We are continuing to work on developing tools and collecting data to better understand and disclose our impacts, dependencies and opportunities related to nature.

F11 Impacts, risks and opportunities

F-MM11.1/F-CO11.1

(F-MM11.1/F-CO11.1) Have any of your projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?

	Any projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?	Comment
Row 1	No	

F-MM11.2/F-CO11.2

(F-MM11.2/F-CO11.2) Have you identified any biodiversity risks with the potential to have a substantive financial or strategic impact on your business?

Yes

F-MM11.2a/F-CO11.2a

(F-MM11.2a/F-CO11.2a) How does your organization define substantive impact on your business?

Impacts that materially affect the Company's financial condition and/or future operating results.

F-MM11.2b/F-CO11.2b

(F-MM11.2b/F-CO11.2b) For your disclosed mining projects, provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Type of risk

Physical

Primary risk driver

Presence of threatened species in or near mining operation

Primary potential impact

Reduction or disruption in production capacity

Magnitude of the potential impact

Low

Likelihood

Likely

Where does the risk driver occur?

Selected mines, business units or geographies only

Mining project ID

Project 1

Project 2

Company-specific description

The Company's gold production may be negatively impacted as a result of the impacts of wildlife, including caribou, on mining activities.

Timeframe

>6 years

Primary response to risk

Engagement in multi-stakeholder initiatives

Description of response

A Terrestrial Advisory Committee (TAG) consisting of representatives from Inuit organizations, government and Agnico Eagle evaluate caribou migration situation on a daily basis and provide direction on the level of activity we could operate based on the real time data and our caribou management protocol.

F-MM11.3/F-CO11.3

(F-MM11.3/F-CO11.3) Have you identified any biodiversity-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

F-MM11.3a/F-CO11.3a

(F-MM11.3a/F-CO11.3a) For your disclosed mining projects, provide details of the identified opportunities with the potential to have a substantive financial or strategic impact on your business.

Type of opportunity

Other

Primary biodiversity-related opportunity

Other, please specify (Contributing to Soil Regeneration)

Where does the opportunity occur?

Selected mines, business units or geographies only

Mining project ID

Project 8

Estimated timeframe for realization

1-3 years

Company specific description & strategy to realize opportunity

In 2019, tested a regenerative method known as Ultra High-Density Grazing with Cattle (UHDG), which is widely used in the ranching business. This method mimics the effect of large herds of grazing herbivores that group together and move constantly, trampling the ground and plants. The soil is naturally broken up and oxygenated, with dead plant matter and animal waste being incorporated into the soil in the form of nutrients. Understanding this dynamic led Pinos Altos to acquire 100 cows and construct pastures, or small enclosures, on 8-hectares of land where the cattle would be allowed to graze. The team then began using a special livestock feed which increases the highly active microbial environment of the cows' four-chamber digestive system. At the end of the cycle, plant residue, manure and soil is mixed naturally improving the nutrient level in the process. By using this foraging and feeding method, and with the movement of the herd at regular intervals, in a specific grazing pattern, the team was able to improve soil health and eliminate the need for adding topsoil in their environmental reclamation activities. Another benefit is that the heavy machinery usually used in reclamation is not needed.

Leveraging the knowledge gained through Agnico Eagle Mexico's award-winning "ultra-high-density grazing" cattle program, which ran successfully from 2019 to 2021, the team introduced hens at a Creston Mascota rock storage facility in 2022, with the aim of using a similar process to restore the soil and promote plant growth. Organic matter that is rich in nutrients, including nitrogen, phosphorus, and potassium, among other minerals and soil-improving microorganisms is produced by 500 hens. To date, 23 tonnes of this organic matter which has helped to restore one hectare of land. In addition, the successful propagation of grasses and previously transplanted native flora were achieved, without the need to add organic soil from topsoil banks.

Type of opportunity

Other

Primary biodiversity-related opportunity

Contribution to biodiversity knowledge

Where does the opportunity occur?

Selected mines, business units or geographies only

Mining project ID

Project 1

Project 2

Estimated timeframe for realization

Unknown

Company specific description & strategy to realize opportunity

Working in partnership with Agnico Eagle, the University of Saskatchewan aims to develop terrestrial tundra restoration techniques that can be applied at the Meliadine Mine and elsewhere in Nunavut. Different reclamation techniques have been tested in the field and are currently being monitored to evaluate their performance. Youths were hired during the project providing opportunities for hands-on training in northern rehabilitation ecology and field research. Establishing efficient reclamation techniques and better understanding the key tundra ecosystem processes will enable the group to develop innovative reclamation techniques for northern projects and mines.

Type of opportunity

Other

Primary biodiversity-related opportunity

Contribution to biodiversity knowledge

Where does the opportunity occur?

Company-wide

Mining project ID

<Not Applicable>

Estimated timeframe for realization

Unknown

Company specific description & strategy to realize opportunity

Agnico Eagle Mines Ltd is a long-standing partner in mining and environmental research at the Université du Québec en Abitibi-Témiscamingue (UQAT) and Polytechnique Montréal. This collaboration, which goes back more than 25 years, materialized in the early 2000s with the creation of the NSERC Polytechnique-UQAT industrial chair in environment and mine waste management. Decades of strategic investment and development led, in 2013, to the creation of the Research Institute of Mines and Environment (RIME) UQAT-Polytechnique. This unique partnership brings together the two universities and six mining partners including Agnico Eagle. The RIME UQAT-Polytechnique has a unique research group that tackles the complex environmental challenges that exist at all stages of a mine's lifecycle. Core research themes have included: the responsible management of mine wastes, the effective reclamation of mine sites, geotechnical and geoenvironmental stability of mine waste storage facilities, water quality prediction, treatment and management of mine waters, transportation of contaminants in the environment, circular economies in the mining industry, the influence of climate change (CC) on the exploitation of mineral resources, and the incorporation of social aspects in mine development and closure plans. Most of our operations have been involved in one or several of these research topics, sharing material or site access for data collection and field pilot testing. In addition, Agnico Eagle is partner and contributor to the NSERC-UQAT Industrial Research Chair on Northern Biodiversity in a Mining Context. This research group also includes Indigenous groups and incorporates Traditional Knowledge, and focuses on impact prediction, mitigation, and rehabilitation.

Type of opportunity

Other

Primary biodiversity-related opportunity

Other, please specify (Rehabilitation of an abandoned contaminated tailings site)

Where does the opportunity occur?

Selected mines, business units or geographies only

Mining project ID

Project 4

Estimated timeframe for realization

Unknown

Company specific description & strategy to realize opportunity

In partnerships with the Quebec, Goldex's Manitou project is rehabilitating an abandoned contaminated tailings site. Goldex's neutral tailings are used to cover (encapsulate) the Manitou tailings to restore the area. The slight alkalinity provided by Goldex's tailings also helps buffering the acidity generated by the Manitou tailings, which supports water quality improvement and aquatic ecosystem recovery. Since the beginning of the project, positive results have been measured on the aquatic environment. Final landscape will also be revegetated.

F12 Governance

F-MM12.1/F-CO12.1

(F-MM12.1/F-CO12.1) Is there board-level oversight of biodiversity-related issues within your organization?

Yes

F-MM12.1a/F-CO12.1a

(F-MM12.1a/F-CO12.1a) Identify the position(s) of the individual(s) (do not include any names) on the board with responsibility for biodiversity-related issues.

Position of individual	Please explain
Board-level committee	At Agnico Eagle, the Health, Safety, Environment, and Sustainable Development (HSESD) Committee of the Board is responsible for overseeing health, safety, environmental, and corporate social responsibility strategies, policies, programs, and performance including biodiversity-related issues.

F-MM12.1b/F-CO12.1b

(F-MM12.1b/F-CO12.1b) Provide further details on the board's oversight of biodiversity-related issues.

	Frequency that biodiversity-related issues are a scheduled agenda item	Governance mechanisms into which biodiversity-related issues are integrated	Please explain
Row 1	Scheduled - all meetings	Reviewing and guiding corporate responsibility strategy	The HSESD Committee advises and makes recommendations to the Board in accordance with the Corporation's Sustainable Development Policy in its oversight role with respect to the Corporation's health and safety, environmental and corporate social responsibility strategy, policies, programs, and performance.

F-MM12.2/F-CO12.2

(F-MM12.2/F-CO12.2) Provide the highest management-level position(s) or committee(s) with responsibility for biodiversity-related issues (do not include the names of individuals)

Name of the position(s) and/or committee(s)

Other, please specify (Executive Vice President, Operational Excellence)

Responsibility

Both assessing and managing biodiversity-related risks and opportunities

Frequency of reporting to the board on biodiversity-related issues

Half-yearly

Please explain

F-MM12.3/F-CO12.3

(F-MM12.3/F-CO12.3) Do you provide incentives to C-suite employees or board members for the management of biodiversity-related issues?

	Are there incentives to C-suite employees or board members?	Comment
Row 1	Yes	Employee remuneration at all levels and locations is tied to individual and/or operational performance, the objectives for which are set annually. 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, 2022, 25% of the short-term incentive plan was linked to sustainability performance.

F-MM12.3a/F-CO12.3a

(F-MM12.3a/F-CO12.3a) What incentives are provided to C-Suite employees or board members for the management of biodiversity-related issues (do not include the names of individuals)?

	Role entitled to incentive	Indicator for incentivized performance	Please explain
Monetary reward	Corporate executive team	Other, please specify	Agnico Eagle's short-term incentive policy for Named Executive Officers includes a Corporate Performance Score. Environmental, Social and Governance, which includes water management, is a key performance metric representing 10% of the total weighting. This measure is judgment based and is assessed against the number and severity of environmental incidents, community complaints and the Company's position in third party ESG rankings. For more information, please consult Agnico Eagle's Management Information Circular.
Non-monetary reward	Other, please specify (Relevant employees)	Achievement of commitments and targets	The objectives included in the biodiversity action plans are included in the personal objectives of relevant employees.

F-MM12.4/F-CO12.4

(F-MM12.4/F-CO12.4) Does your organization have a policy that includes biodiversity-related issues?

Yes, we have a documented biodiversity policy that is publicly available

F-MM12.4a/F-CO12.4a

(F-MM12.4a/F-CO12.4a) Select the options that best describe the scope and content of your policy.

	Format	Content	Please explain
Row 1	Part of company-wide environmental/sustainability policy	Recognition of the overall importance of natural habitats Description of timebound commitments and targets Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and capacity-building Commitment to protect rights and livelihoods of local communities	Agnico Eagle developed an overall Sustainable Development Policy that includes commitments on biodiversity.

F-MM12.5/F-CO12.5

(F-MM12.5/F-CO12.5) Has your organization made any public commitment(s) to reduce or avoid impacts on biodiversity?

Yes

F-MM12.5a/F-CO12.5a

(F-MM12.5a/F-CO12.5a) Provide details on your public commitment(s), including the description of specific criteria, coverage, and timeframe.

Commitment

Not to explore or develop mines in World Heritage sites

Coverage

Company-wide

% of total production covered by commitment

100%

Commitment timeframe

No specified timeframe

Please explain

Included in the SD Policy approved on December 2019.

Commitment

Free, Prior and Informed Consent of Indigenous Peoples

Coverage

Company-wide

% of total production covered by commitment

100%

Commitment timeframe

No specified timeframe

Please explain

Included in the SD Policy approved on December 2019.

Commitment

Avoidance of negative impacts on threatened and protected species

Coverage

Selected mines, business units or geographies only

% of total production covered by commitment

21-30%

Commitment timeframe

No specified timeframe

Please explain

Traffic and mining activities are suspended when caribou are in close proximity to all weather access road and the mine site.

Commitment

Other, please specify (Under the Biodiversity Conservation Protocol of the TSM initiative, each of our mines is tasked with finding ways to contribute to the preservation of biodiversity and to leave as small an ecological footprint as possible.)

Coverage

Selected mines, business units or geographies only

% of total production covered by commitment

100%

Commitment timeframe

No specified timeframe

Please explain

The total area physically disturbed by mining activity is approximately 11 thousand hectares for our operations. We continue to rehabilitate areas where mining activity has ceased and collaborate on biodiversity-related research initiatives.

F13 Business strategy

F-MM13.1/F-CO13.1

(F-MM13.1/F-CO13.1) Are biodiversity issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are biodiversity-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, biodiversity-related issues are integrated	>30	Biodiversity issues are considered during project development and included in all closure plans. AEM also follows TSM's Biodiversity Conservation Management Protocol and makes efforts to consistently apply best-practice across the company.
Strategy for long-term objectives	Yes, biodiversity-related issues are integrated	>30	In our SD Policy: We aim to eliminate, minimize and mitigate impacts of our operations on the environment and maintain its viability and diversity. Biodiversity issues are also included in all closure plans. AEM also follows TSM's Biodiversity Conservation Management Protocol and makes efforts to consistently apply best-practice across the company.
Financial planning	Yes, biodiversity-related issues are integrated	>30	Biodiversity issues are included in project development and all closure plans. AEM also follows TSM's Biodiversity Conservation Management Protocol and makes efforts to consistently apply best-practice across the company. All biodiversity issues are addressed in every stage of a mining project.

F14 Implementation

F-MM14.1/F-CO14.1

(F-MM14.1/F-CO14.1) Have you specified any measurable and time-bound targets related to your commitment(s) to reduce or avoid impacts on biodiversity?

Yes

F-MM14.1a/F-CO14.1a

(F-MM14.1a/F-CO14.1a) Provide details of your target(s) related to your commitment(s) to reduce or avoid impacts on biodiversity, and progress made.

Target reference number

Target 1

Target label

Support pollinators through different initiatives

Base year

2019

Target year

2021

% of target achieved

100%

Please explain

Development and testing, with UQAT researchers and other mining partners, of techniques to reclaim our land using more flower species to support pollinators in the areas we operate. Testing plots were installed and followed at Goldex Mine.

Bees inventories were also realized to support the study.

Goldex continues to work with local universities to introduce pollinating species in mining reclamation.

Target reference number

Target 2

Target label

Protect and create birds and bat habitat

Base year

2018

Target year

2035

% of target achieved

41-50%

Please explain

2018: 3 bat gates installed in Cobalt; protect the entrance to former adits to bats while keeping humans away (and safe).

2021: Bird and bat boxes were installed on site, at Manitou, and in a recreational area (partnership with the municipality).

Ongoing: construction projects are screened to avoid disturbing birds and bird nests; opportunities are flagged when rehabilitating the land to further support birds and bats.

F-MM14.2/F-CO14.2

(F-MM14.2/F-CO14.2) Provide details on mining projects that are required to produce Biodiversity Action Plans.

Row 1

Number of mining projects required to produce a biodiversity action plan

12

% of mining projects required to produce a biodiversity action plan that have one in place

100

Format

Stand-alone document

Frequency biodiversity action plans are reviewed

Regularly

Please explain

Each mine has their biodiversity conservation plan based on the MAC TSM Protocol and national/state/local legislative requirements.

F-MM14.3/F-CO14.3

(F-MM14.3/F-CO14.3) Has your organization adopted avoidance and/or minimization as strategies to prevent or mitigate significant adverse impacts on biodiversity?

Yes

F-MM14.3a/F-CO14.3a

(F-MM14.3a/F-CO14.3a) Provide relevant company-specific examples of your implementation of avoidance and minimization actions to manage adverse impacts on biodiversity.

Mining project ID

Project 1

Approach

Avoidance

Type of measure

Scheduling

Description

Both Meliadine Mine and Meadowbank Complex have Terrestrial Environment Monitoring and Management Plans (TEMMP) that identify potential effects of the mining operations to wildlife and wildlife habitat and implements measures to mitigate the effects. This includes measures to protect caribou such as giving caribou the right-of-way on all roads, protocols for suspending operations when caribou are in proximity to the operations, wildlife surveys, and a Terrestrial Advisory Committee (TAG). Agnico invests in collaboration with the Government of Nunavut to support the caribou collaring program, which provides valuable information regarding caribou migratory behaviour. All new employees receive training on the wildlife protocol which includes directives to minimize disturbance to wildlife as part of the onboarding program. Every migration season, our Nunavut operations prepare to shutdown when the Caribou are expected to be in close proximity. Thus, we adjust our operations accordingly for the protection of the migration.

Mining project ID

Project 2

Approach

Avoidance

Type of measure

Scheduling

Description

Both Meliadine Mine and Meadowbank Complex have Terrestrial Environment Monitoring and Management Plans (TEMMP) that identify potential effects of the mining operations to wildlife and wildlife habitat and implements measures to mitigate the effects. This includes measures to protect caribou such as giving caribou the right-of-way on all roads, protocols for suspending operations when caribou are in proximity to the operations, wildlife surveys, and a Terrestrial Advisory Committee (TAG). Agnico invests in collaboration with the Government of Nunavut to support the caribou collaring program, which provides valuable information regarding caribou migratory behaviour. All new employees receive training on the wildlife protocol which includes directives to minimize disturbance to wildlife as part of the onboarding program. Every migration season, our Nunavut operations prepare to shutdown when the Caribou are expected to be in close proximity. Thus, we adjust our operations accordingly for the protection of the migration. In 2022, Meliadine also hired a biology specialist to work with the Environment team, helping to minimize biodiversity related impacts and risks.

Mining project ID

Project 10

Approach

Minimization

Type of measure

Physical controls

Description

In 2022, Agnico Eagle Finland expanded the support it provides to the native wildlife and biodiversity that surround its operations. The Kittilä mine partnered with the Finnish Osprey Foundation to enhance the Foundation's osprey monitoring program. With Agnico Eagle Finland's support, the Foundation installed an osprey nest web camera in the municipality of Muonio, which provides live-streaming and a public platform to observe the life and nesting behaviour of osprey in real-time throughout the nesting season, which begins in spring and stretches into early autumn. Due to their rapidly declining population, the osprey – in addition to their nests and nesting trees – became a legally protected species in Finland in 1962. The Finnish osprey population has bounced back over the years, and currently has between 1,200 and 1,300 nesting pairs.

The long-term conservation work for osprey has been effective, but still requires annual monitoring of the nesting population. Web cameras provide a minimally invasive way to monitor the species, while also allowing bird lovers from around the world to see them up close.

Mining project ID

Project 10

Approach

Minimization

Type of measure

Physical controls

Description

In 2018, our Kittilä mine established a conservation area to protect the Lapland buttercups growing near the mine. While it is a common plant in Lapland, the buttercup is rare and endangered in other parts of Finland and Europe. The team worked with a biologist to count and assess the condition of the Lapland buttercup flowerbeds; identify suitable habitats for the incoming plants as well as areas for the plants to be transplanted to. According to the latest monitoring report last summer, the Lapland buttercup is growing well in its new habitat. Continued monitoring of the replanting site will take place through to 2028 in order to continue the important work of preserving this fragile species.

Mining project ID

Project 10

Approach

Minimization

Type of measure

Operational controls

Description

In 2019, Agnico Eagle Finland, in partnership with local volunteers, helped fund a restoration project to improve the Parvajoki River – which runs through the village of Kittilä in Finland – and promote a thriving fish habitat. The goal was to boost the region's brown trout stock by building natural, sheltered spots along the Parvajoki River for fish to spawn. The voluntary team will continue to do more river rehabilitation work, conduct more electrofishing survey tests, and establish more spawning areas to restore brown trout to the Parvajoki River.

Mining project ID

Project 10

Approach

Minimization

Type of measure

Physical controls

Description

In 2021, Kittilä bought 30 new GPS tracking devices for a reindeer farm in Kiistala village, next to the Kittilä mine. These new trackers will allow for the tracking of the reindeer's movements in the wild using a mobile phone, and also provide the Kittilä mine with valuable information to support its Environmental Impact Assessment process.

Mining project ID

Project 10

Approach

Minimization

Type of measure

Physical controls

Description

Kittilä Mine regularly installs and repairs fences to reduce occurrences of reindeer intrusions on the property, builds bridges for reindeer to cross over ditches, and funds tracking collars for reindeer research. The mine has a fish monitoring program which includes releasing approximately 12,000 one-year-old trout into the Seurujoki and Loukinen rivers each year. In 2022, the mine implemented a tree planting program following the decommissioning of the infiltration fields. This initiative has a positive impact on biodiversity inside the mining property and contributes to the success of peatland water management. The mine's closure plan was updated in 2022 with a target goal of no net loss regarding biodiversity in the post-operation phase.

Mining project ID

Project 4

Approach

Minimization

Type of measure

Physical controls

Description

Goldex continues to work with local universities to introduce pollinating species in mining reclamation. LaRonde installed birdhouses for swallows and duck nests to provide these animals with safe nesting spaces and to avoid installation of nests on infrastructure.

Mining project ID

Project 8

Approach

Minimization

Type of measure

Physical controls

Description

In 2022, Pinos Altos began seed sowing using a specialized agricultural drone. Reforestation continues to be a top priority, with a total of 77.5 hectares reforested with native pine and oak species. The reforestation efforts have allowed the mine to exceed the established goal of planting 100,000 trees in 2022.

Mining project ID

Project 9

Approach

Minimization

Type of measure

Abatement controls

Description

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

Mining project ID

Project 6

Approach

Please select

Type of measure

<Not Applicable>

Description

Detour Lake Mine continues to expand its progressive reclamation program to include new areas of focus and research. In addition to the ongoing native plant revegetation research, tailings and test cover programs, and lichen and soil biological crust restoration projects, the team has included studies using mycorrhizal fungi to help improve tree seedling survival, as well as an expansion of the lichen transplant trials from greenhouse scale up to a field transplant trial .In 2022 Detour Lake Mine partnered with Green-First Forestry and the Quebec Ministere des Forets, dela Fauneet des Parcs to conduct aerial surveys of the entire Detour/Kesagami Woodland Caribou range. This survey will help study population dynamics and support conservation efforts currently underway by both Ontario and Quebec, as well as the Canadian Federal Government.

F-MM14.4/F-CO14.4

(F-MM14.4/F-CO14.4) Have significant impacts on biodiversity been mitigated through restoration?

	Have significant impacts on biodiversity been mitigated through restoration?	Comment
Row 1	Partially	The progressive reclamation and final closure planning process where possible is initiated in the early phases of a project and undergoes continuous improvement throughout life-of-mine. We engage local communities, governments, and other interested stakeholders often on this subject, and we seek to minimize impacts and maximize benefits whenever possible.

F-MM14.4a/ F-CO14.4a

(F-MM14.4a/ F-CO14.4a) Provide details on restoration actions you have in place in your sites.

Mining project ID

Project 22

Description of the impact being mitigated by restoration

Footprint of mining operations

Type of ecosystem restored

Forest ecosystems

Total area restored to date (hectares)

Total area to be restored (hectares)

Target year

Describe restoration actions

Completed Phase II Site assessment to prepare for final removal of potentially contaminated materials, landform design and planting.

Mining project ID

Project 8

Description of the impact being mitigated by restoration

Footprint of mining operations

Type of ecosystem restored

Please select

Total area restored to date (hectares)

Total area to be restored (hectares)

Target year

Describe restoration actions

Revegetation activities are ongoing at El Castor Rockfill Storage Facility with the site greenhouse producing Red Oak and White Pine for explanting and other native seed and plant collection activities.

F-MM14.5/F-CO14.5

(F-MM14.5/F-CO14.5) Have significant residual impacts of your projects been compensated through biodiversity offsets?

	Have residual impacts been compensated through biodiversity offsets?	Comment
Row 1	Yes	Agnico Eagle takes action wherever possible to implement initiatives that help begin to offset the negative impacts from our operations. In the future, Agnico Eagle is looking at methods for calculating offset impact through specific nature-related goal setting.

F-MM14.5a/F-CO14.5a

(F-MM14.5a/F-CO14.5a) Provide details on the biodiversity offsets you have in place.

Mining project ID

Project 10

Description of the impact being offset

At Kittila, Finland, there is a mandatory maximum volume that can be discharged in the river.

Motivation

Legal requirements

Type of offset

Restoration offset (other)

Area (hectares)

Describe the offset

Kittila mine did a habitat improvement project to make the Parvajoki River more suitable for brown trout.

Mining project ID

Project 1

Description of the impact being offset

Some aquatic habitats were impacted by the construction of mine infrastructure.

Motivation

Legal requirements

Type of offset

Restoration offset (other)

Area (hectares)

Describe the offset

Fish habitats were offset at our construction phase with the construction of a jetty-like structure in the same watershed to raise the area of potential feeding, hiding, and mating habitat.

F-MM14.6/F-CO14.6

(F-MM14.6/F-CO14.6) Is your organization implementing or supporting additional conservation actions?

	Implementing or supporting additional conservation actions?	Comment
Row 1	Yes	

F-MM14.6a/F-CO14.6a

(F-MM14.6a/F-CO14.6a) Provide details on the main additional conservation actions you are implementing or supporting.

Project title

Fight against invasive alien species

Project theme

Other, please specify (invasive alien species)

Country/Area

Canada

Location

In the area of influence of mining project

Primary motivation

Voluntary

Timeframe

Undefined

Start year

2018

End year

<Not Applicable>

Description of project

Invasive alien species pose problems in ecosystems and must be quickly identified and controlled.

Description of outcome to date

Partnering with local watershed conservation organisms to support the installation of boat washing stations to stop invasive species from being carried from lake to lake. An example is the Goldex Mine supporting the OBVAJ.

F-MM14.7/F-CO14.7

(F-MM14.7/F-CO14.7) Do your mining projects have closure plans in place?

	Are there closure plans in place?	Comment
Row 1	Yes	

F-MM14.7a/F-CO14.7a

(F-MM14.7a/F-CO14.7a) Please provide details on mines with closure plans.

Row 1

Percentage of mines with closure plans

100

Percentage of closure plans that take biodiversity aspects into consideration

100

Is there a financial provision for mine closure expenditure?

Yes, for some mines

Frequency closure plans are reviewed

Regularly (some projects)

Please explain

Mexican operations do not have financial provision for mine closure expenditure but they do have an internal ARO. Other sites review their mine closure plan on a three to five year cycle at minimum or related to project changes.

F-MM14.8/F-CO14.8

(F-MM14.8/F-CO14.8) Can you disclose the area rehabilitated (in total and in the reporting year) for each of your mining projects?

	Disclosing area rehabilitated (in total and in the reporting year)?	Comment
Row 1	Partially	Only disclosing area rehabilitated for operating mines.

F-MM14.8a/F-CO14.8a

(F-MM14.8a/F-CO14.8a) Provide details on the area rehabilitated (total/reporting year) for each of your mining projects, including post-mining land use.

Mining project ID

Project 8

Total area rehabilitated (hectares)

78

Area rehabilitated in the reporting year (hectares)

78

Describe post-mining land use

Mining project ID

Project 12

Total area rehabilitated (hectares)

1

Area rehabilitated in the reporting year (hectares)

1

Describe post-mining land use

Mining project ID

Project 6

Total area rehabilitated (hectares)

16

Area rehabilitated in the reporting year (hectares)

16

Describe post-mining land use

Mining project ID

Project 11

Total area rehabilitated (hectares)

1

Area rehabilitated in the reporting year (hectares)

1

Describe post-mining land use

F15 Engagement

F-MM15.1/F-CO15.1

(F-MM15.1/F-CO15.1) Do you participate in or endorse any of the following global initiatives?

	Participate or endorse?	Comment
Extractive Industries Transparency Initiative	No	Agnico Eagle is committed to the principles of transparency and to increasing our level of disclosure on the payment of all taxes and royalties to governments. For 2021, we have reported all payments in accordance with the "Publish What You Pay" initiative, and the Canadian Extractive Sector Transparency Measures Act (ESTMA).
UN Global Compact	No	
Natural Capital Coalition	No	
Business and Biodiversity Pledge	No	
New York Declaration on Forests	No	

F-MM15.2/F-CO15.2

(F-MM15.2/F-CO15.2) Do you participate in or support industry-led and/or standards-setting initiatives and organizations promoting sustainability in the mining sector?

	Participating or supporting industry-led and/or standards-setting initiatives?	Comment
Row 1	Yes	<p>We are active participants in many industry-led initiatives and organizations promoting sustainability in the mining sector including:</p> <ul style="list-style-type: none"> -Mining Association of Canada's Towards Sustainable Mining Initiative -International Cyanide Management Code -Conflict-Free Gold Standard -World Gold Council's Responsible Gold Mining Principles (RGMP) -Voluntary Principles on Security and Human Rights (VPSHRs) -United Nations Sustainable Development Goals (UNSDG) -Carbon Disclosure Project (CDP) -Task Force on Climate-Related Financial Disclosures (TCFD) -Workforce Disclosure Initiative <p>We are always looking to learn and show leadership as a company in this sector and adapt to changing industry demands as we grow.</p>

F-MM15.2a/F-CO15.2a

(F-MM15.2a/F-CO15.2a) Indicate the initiatives and/or organizations you took part in or supported during the reporting year.

Activities	Initiatives	Comment
Industry-led mining sustainability initiative/organization	<p>Towards Sustainable Mining - TSM (Mining Association of Canada)</p> <p>Finnish Network for Sustainable Mining</p>	<p>We are active participants in many industry-led initiatives and organizations promoting sustainability in the mining sector including:</p> <ul style="list-style-type: none"> -Mining Association of Canada's Towards Sustainable Mining Initiative -International Cyanide Management Code -Conflict-Free Gold Standard -World Gold Council's Responsible Gold Mining Principles (RGMP) -Voluntary Principles on Security and Human Rights (VPSHRs) -United Nations Sustainable Development Goals (UNSDG) -Carbon Disclosure Project (CDP) -Task Force on Climate-Related Financial Disclosures (TCFD) -Workforce Disclosure Initiative <p>We are always looking to learn and show leadership as a company in this sector and adapt to changing industry demands as we grow.</p>

F-MM15.3/F-CO15.3

(F-MM15.3/F-CO15.3) Do you collaborate or engage in partnerships with non-governmental organizations to promote the implementation of your biodiversity-related goals and commitments?

	Collaborating or partnering with non-governmental organizations?	Comment
Row 1	Yes	

F-MM15.3a/F-CO15.3a

(F-MM15.3a/F-CO15.3a) Provide details on main collaborations and/or partnerships with non-governmental organizations that were active during the reporting year.

Organization

UQAT (Université du Québec en Abitibi-Témiscamingue)

Scope of collaboration

Specific mining project(s)

Mining project ID

Project 4

Areas of collaborations

Endangered species

Describe the nature of the collaboration

We partnered with UQAT with two 5-year projects studying the endangered Woodland Caribou (Val-d'Or population).

Duration (until)

No specified timeframe

Organization

Governments of Mexico and the United States

Scope of collaboration

Specific mining project(s)

Mining project ID

Project 8

Areas of collaborations

Endangered species

Describe the nature of the collaboration

By partnering with the governments of Mexico and the United States, we support the protection of the endangered bald eagle, whose habitat extends from Mexico to Canada.

Duration (until)

No specified timeframe

Organization

NSERC-UQAT Industrial Research Chair on Northern Biodiversity in a Mining Context

Scope of collaboration

Specific mining project(s)

Mining project ID

Project 3
Project 4
Project 22

Areas of collaborations

Deforestation and /or forest degradation
Biodiversity Action Plans
Offsets
Restoration
Landscape-scale assessments

Describe the nature of the collaboration

Agnico Eagle is an active partner of this research chair since its creation in 2018. We support a specific project evaluating the impact of mining on biodiversity through a life-of-mine cycle, including closure and reclamation.

Duration (until)

2021-2025

Organization

Research Institute in Mine and Environment
NSERC-UQAT Industrial Research Chair on Mine Site Reclamation

Scope of collaboration

Specific mining project(s)

Mining project ID

Project 1
Project 2
Project 3
Project 4
Project 22

Areas of collaborations

Deforestation and /or forest degradation
Biodiversity Action Plans
Restoration

Describe the nature of the collaboration

Agnico Eagle is an active partner and main financial contributor to the RIME since its beginning in 2013. Through the Research Institute, it is more than \$4M annually that is invested in improving global mining environmental performance and minimizing environmental impacts of the mining industry. More recently, a Research Chair specific to mine reclamation was put together under the RIME umbrella. The objectives of this Research Chair is to develop fundamental and applied knowledge to foster responsible mining development.

Duration (until)

No specified timeframe

Organization

Biodiversité Québec

Scope of collaboration

Specific mining project(s)

Mining project ID

Project 3
Project 4

Areas of collaborations

Other, please specify (Research on biodiversity)

Describe the nature of the collaboration

Agnico Eagle has partnered financially with Biodiversité Québec (https://biodiversite-quebec.ca/en/a_propos).

Duration (until)

No specified timeframe

Organization

Réseau Reboisement et Ligniculture Québec (2RLQ)

Scope of collaboration

Specific mining project(s)

Mining project ID

Project 3

Project 4

Areas of collaborations

Deforestation and /or forest degradation

Restoration

Other, please specify (Knowledge exchange to contribute to tree plantation)

Describe the nature of the collaboration

Agnico Eagle has partnered financially with the Réseau Reboisement et Ligniculture Québec (2RLQ) ([https://www.teluq.ca/siteweb/univ/reseau-reboisement-et-ligniculture-quebec-2rlq.html#:~:text=Le%20R%C3%A9seau%20Reboisement%20et%20Ligniculture%20Qu%C3%A9bec%20\(2RLQ\)%20sera,la%20restauration%20%C3%A9cologique%20de%20sites%20perturb%C3%A9s%20ou%20anthropis%C3%A9s.](https://www.teluq.ca/siteweb/univ/reseau-reboisement-et-ligniculture-quebec-2rlq.html#:~:text=Le%20R%C3%A9seau%20Reboisement%20et%20Ligniculture%20Qu%C3%A9bec%20(2RLQ)%20sera,la%20restauration%20%C3%A9cologique%20de%20sites%20perturb%C3%A9s%20ou%20anthropis%C3%A9s.))

Duration (until)

No specified timeframe

F-MM15.5/F-CO15.5

(F-MM15.5/F-CO15.5) Do you engage with other stakeholders to further the implementation of your policies concerning biodiversity?

Yes

F-MM15.5a/F-CO15.5a

(F-MM15.5a/F-CO15.5a) Provide relevant examples of other biodiversity-related engagement activities that happened during the reporting year.

Activities

Engaging with indigenous peoples

Mining project ID

Project 1

Project 2

Please explain

A Terrestrial Advisory Committee (TAG) consisting of representatives from Inuit organizations, government and Agnico Eagle evaluate caribou migration situation on a daily basis and provide direction on the level of activity we could operate based on the real time data and our caribou management protocol.

Activities

Participating in landscape-scale planning processes

Mining project ID

Project 4

Please explain

Participation to the OBVAJ (watershed-scale protection group), and support of different projects for aquatic habitat conservation.

Activities

Participating in government-led initiatives

Mining project ID

Project 6

Please explain

In 2022 Detour Lake Mine partnered with Green-First Forestry and the Quebec Ministère des Forêts, de la Faune et des Parcs to conduct aerial surveys of the entire Detour/Kesagami Woodland Caribou range. This survey will help study population dynamics and support conservation efforts currently underway by both Ontario and Quebec, as well as the Canadian Federal Government.

Activities

Other, please specify (Partnership with a Foundation)

Mining project ID

Project 10

Please explain

In 2022, Agnico Eagle Finland expanded the support it provides to the native wildlife and biodiversity that surround its operations. The Kittilä mine partnered with the Finnish Osprey Foundation to enhance the Foundation's osprey monitoring program. With Agnico Eagle Finland's support, the Foundation installed an osprey nest web camera in the municipality of Muonio, which provides live-streaming and a public platform to observe the life and nesting behaviour of osprey in real-time throughout the nesting season, which begins in spring and stretches into early autumn.

F16 Verification

(F-MM16.1/F-CO16.1) Do you verify any biodiversity-related information reported in your CDP disclosure?

In progress

F17 Signoff

F-FI

(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

The responses in this report are reflective of the new Agnico Eagle and include the merger of equals with Kirkland Lake Gold. We will continue to work with the newly acquired operations to implement measures reflective of best practice regarding biodiversity.

F17.1

(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.

	Job Title	Corresponding job category
Row 1	Vice President, Sustainability and Regulatory Affairs	Other, please specify (Vice President)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms