



Reconciliation Action Plan

# Progress Report

June 2026



**AGNICO EAGLE**





# The Indigenous Advisory Committee

In 2025, we established our first Indigenous Advisory Committee, an independent body of respected leaders whose lived experience, cultural knowledge, and professional expertise will direct the ongoing implementation of our Reconciliation Action Plan. Their insights will shape how we grow, transform, and remain accountable in our journey towards reconciliation.

The Committee, composed of six members, held its inaugural meeting in December 2025. The first meeting was an orientation and a foundation-setting exercise – an opportunity for Committee members to interact, introduce the Reconciliation Action Plan and Agnico Eagle's progress to date, and begin establishing how the Committee's guidance will inform implementation going forward. Through open dialogue, members shared perspectives on what self-determination looks like in practice and how the Reconciliation Action Plan must reflect success as defined by First Nations, Inuit and Métis communities and groups.

The Committee is chaired by **Nadine Gaudaur**, an Anishinaabe Algonquin woman from Timiskaming First Nation. A mother, kokum, and longtime educator, Nadine brings decades of experience in land claims research, cultural curriculum development, and community liaison work across northeastern Ontario. Her leadership within the Canadian Red Cross, where she supports culturally safe policy and engagement practices, underscores her commitment to advancing reconciliation in tangible ways.

Anicinabe Elder **Ejinagosi (Richard) Kistabish**, formerly Chief of Abitibiwinni First Nation and Grand Chief of the Algonquin Council of Western Quebec, brings a lifetime of community advocacy and cultural preservation. Raised on the land and fluent in Anicinabemowin, French, and English, Richard has been a powerful voice for Indigenous rights, health, and intergenerational healing.

**Linda Murphy**, an Anishinaabe geoscientist and entrepreneur from Hollow Water First Nation, offers knowledge shaped by more than 20 years in geoscience, mineral development, and Indigenous engagement. Her work bridges technical expertise with a focus on empathy, equity, and cultural respect.

**Kody Penner**, a member of the Tahltan Nation and Vice President of Corporate Development at Nations Royalty, brings both front-line mining experience and strategic leadership. His career reflects a deep commitment to Indigenous economic ownership, strong governance, and responsible mineral development.

From Nunavut, **Olivia Tagalik** contributes extensive experience in Inuit-led programming, communications, and organizational development. As Director of IT and Communications at Ilitagsiniq, she champions Inuit Qaujimagatuqangit (Traditional Knowledge) and culturally grounded learning that strengthens community well-being across the territory.

**Brian Tattuinee** from Iqaluit, is a business development leader with broad experience in land administration, aviation, marine operations, and community relations. His work emphasizes the importance of strong regional logistics networks and relationship-building across Nunavut.

Collectively, these six leaders bring a wealth of knowledge spanning culture, governance, education, business, community development, and environmental stewardship. The Committee will provide guidance, ensure Indigenous perspectives shape decision-making, and help hold Agnico Eagle accountable for the commitments made in the Reconciliation Action Plan.



From L-R: Elder Ejinagosi (Richard) Kistabish, Nadine Gaudaur, Linda Murphy, Brian Tattuinee, Olivia Tagalik and Kody Penner.

## A Message from the Indigenous Advisory Committee Chair

As Chair of the Indigenous Advisory Committee, I am pleased to share these words as Agnico Eagle continues its journey towards reconciliation and meaningful partnership with Indigenous Peoples.

Agnico Eagle operates on the Traditional Territories of many Indigenous Peoples who have stewarded these lands since time immemorial. These Indigenous Peoples relied on the land for food, shelter and wellbeing, long before European contact and through to today. We hold the land as a person, as our Mother. She provides all we need to live a good life. In return, it is our responsibility to protect and care for her so she will be able to provide for the next seven generations and onward.

Acknowledging this truth is not symbolic—it is foundational for meaningful relationships. Reconciliation requires action, accountability, and a willingness to listen, learn, and adapt. The implementation of Agnico Eagle's Reconciliation Action Plan represents an important step in this ongoing work.

The Indigenous Advisory Committee was established to provide guidance, perspective, and challenge where needed. Our role is to ensure Indigenous voices, knowledge systems, and lived experiences are meaningfully reflected in decisions that affect lands, communities, and future generations. Through open discussion and relationship-building, we have seen growing commitment from Agnico Eagle to move beyond intention and towards measurable outcomes.

True reconciliation in the mining sector means respecting Indigenous rights, honouring Indigenous Knowledge, and ensuring that development is approached responsibly and collaboratively. It means understanding that trust is earned over time and that meaningful partnership must be rooted in mutual respect.

Progress is being made through strengthened relationships with local First Nations, Inuit and Métis, and Indigenous Peoples globally, increased cultural awareness across the organization, and efforts to create economic and social opportunities for



**Together, we can continue to build relationships that support responsible development while contributing to stronger, more resilient Indigenous communities.**

Indigenous communities. At the same time, reconciliation is not a destination. It is a continuous process that requires humility, transparency, and sustained effort. There is still work to be done, and the Indigenous Advisory Committee remains committed to walking alongside Agnico Eagle to support and guide that work.

I thank the Elders, Knowledge Keepers, members of First Nations,

Inuit and Métis communities and groups, and fellow Advisory Committee members who contribute their time, wisdom, and leadership to this work. I also acknowledge Agnico Eagle's willingness to engage, listen, and be held accountable.

Migwetc

— *Nadine Gaudaur, Indigenous Advisory Committee Chair*

# A Message from Leadership

### A Journey of Accountability: Implementing the Reconciliation Action Plan

Accountability has been at the heart of our Reconciliation Action Plan since its launch in 2024. True reconciliation requires more than good intentions—it demands responsibility, transparency, and a willingness to be held accountable to the commitments we've made.

Progress reporting is one element of that accountability. By sharing our results, we highlight where we are making advances and acknowledge where more work is needed. This transparency builds trust with Indigenous Rights-holders, strengthens our relationships, and ensures reconciliation principles are foundational to our activities.

We also recognize that reconciliation is not a straight path. It is a continuous journey that requires humility—understanding that real progress comes from listening to, learning from, and exchanging ideas with Indigenous communities to support long-term, meaningful change.

This progress report reflects important strides. Since the launch of our Reconciliation Action Plan, we have delivered more than 8,300 hours of Indigenous Cultural Awareness Training and hosted over 480 Indigenous Cultural Awareness Activities aimed at deepening understanding of Indigenous histories, perspectives, and traditions. Shortly after launching our inaugural Reconciliation Action Plan in 2024, we updated our Indigenous Peoples Engagement Policy to ensure our approach remains aligned with community expectations and Indigenous-led best practices.

We also continued to grow our economic impact, providing more than \$1.6 billion in annual contract value to Indigenous businesses globally in 2025 – up from just over \$1.4 billion in 2024. Together, these milestones show how reconciliation is becoming more deeply embedded in our operations and culture.

— *Chris Vollmershausen, Executive Vice President Legal, General Counsel & Corporate Secretary*



Looking ahead, our plan remains clear: to turn accountability into action, to report transparently on our progress, and to keep strengthening the foundations of trust, respect, and reciprocity with Indigenous Peoples.

## The Journey

# Measuring Progress on the Journey Towards Reconciliation

This is our first progress report since publishing our Reconciliation Action Plan in July 2024. It covers the years 2024 and 2025, showing the actions taken, progress made, and what we have learned.

We expect to report progress on the following accountability cycle:

- **First Progress Report:** Spring of 2026, covering 2024 and 2025.
- **Annual Progress Reports:** Each spring starting in 2027.
- **Renewed Reconciliation Action Plan:** Summer of 2027, shaped by community feedback and evolving priorities.



## Markers of Progress

Since publishing the Reconciliation Action Plan in 2024, meaningful progress has been made across all seven pillars. Our focus has been on building foundations and delivering results that matter to Indigenous Rights-holders. The following updates demonstrate a commitment to accountability and transparency in advancing reconciliation.

**Employees engaged in 8,300+ hours of Indigenous Cultural Awareness Training across operations**

**Teams and sites hosted 480+ cultural events and learning opportunities with Indigenous Rights-holders**

**Agnico Eagle led Canada's mining sector in 2024 with \$157 million (CAD) in contributions to Indigenous Nations globally**

**Indigenous businesses were awarded contracts worth more than \$3 billion (CAD) over the course of 2024 and 2025**

**First Nations Rights-holders and Agnico Eagle ratified 6 new agreements, bringing our total to 23 agreements currently in place**

**All sites achieved AA or AAA under the Towards Sustainable Mining (TSM) standard for the "Indigenous and Community Relationships" protocol.**

# What We Have Learned

**Reconciliation is not linear and has no endpoint. It requires continuous learning and change. This report shows both progress and where more work is needed. Every completed action represents one step, and we continue to hold ourselves accountable for what comes next. Here are some of our reflections:**

## Reflections on a Continuing Journey

“Our journey has been one of continuous learning, involving taking risks, experimenting, and making mistakes. Over the past two years, we have realized that making mistakes is part of the process. It is crucial to seek feedback from Indigenous Rights-holders and employees to ensure our actions are appropriate, and they should feel safe to express any concerns. This principle applies to many areas of our interactions. However, in our performance-driven environment, we often feel uncomfortable with mistakes and guilty about them. We have learned that feeling uncomfortable is a sign of growth, and it is an integral part of the reconciliation process.

Despite our continuous efforts, we must acknowledge that injustices persist, and sometimes the discussions we are prepared to have do not align with the immediate needs of those still affected by past and ongoing wrongs. Therefore,

it is crucial for us to reallocate our priorities and efforts from advancing our Reconciliation Action Plan to actively supporting and advocating for addressing these injustices and emphasizing the significance of reconciliation.

I’ve come to realize that although I have a strong connection to the land, it cannot compare to the profound, ancestral bond that Indigenous Peoples maintain. This land has shaped their identity and way of life for thousands of years. It is important to acknowledge that as settlers, we cannot claim the same depth of connection, even though we deeply cherish this land. This understanding has been both enlightening and humbling. It has also prompted me to reflect on the complexities of our relationship with the land and the responsibilities that come with it.”

— *Mélanie Corriveau, Vice President, Community and Indigenous Relations*

## Guided by Indigenous Leadership

Agnico Eagle’s Reconciliation Action Plan establishes commitments across all operations, yet Indigenous Rights-holders guide how this work unfolds within their respective territories. Indigenous Peoples have made clear that cultural protocols, governance, and priorities are distinct and specific to each Group, regardless of shared heritage or geography.

Action 30 shows this in practice. We proposed Elders Committees to enhance environmental monitoring. Rights-holders explained that different Indigenous Peoples apply Traditional Knowledge differently. Some prioritize Elder guidance; others work through different ancestral systems of governance. Now, we ask each collaborator, “What structure or approach honours your governance?” This means Indigenous Rights-holders define how Reconciliation Action Plan commitments take shape.



## Engagement and Feedback

“Reconciliation” carries a specific meaning in Canadian and Australian contexts, tied to formal processes addressing colonial histories. Implementing our Reconciliation Action Plan globally revealed that reconciliation does not mean the same thing to all Peoples. Some Rights-holders work within reconciliation frameworks; others use different language to describe their histories and priorities. Now, we listen first: what matters most to each group? What language do they use? What outcomes do they prioritize? This has strengthened our approach. While the Reconciliation Action Plan sets global commitments, implementation is Indigenous-led, shaped by the frameworks and priorities Rights-holders define.

“Throughout our engagement activities, listening to Indigenous Peoples has significantly deepened my understanding of reconciliation and our responsibilities within it. Many have shared with me that reconciliation only becomes meaningful when it is grounded in genuine accountability.

During one discussion, a cultural bearer from Minwashin shared that, in his language and worldview, reconciliation is not a standalone concept because there is no respectful relationship to



return to. For him, reparation is the term that reflects the true weight of the history and truths that must be addressed.

This perspective has remained central to my reflections and continues to shape how I approach this work. Most importantly, it reinforced that reconciliation is not something we define on our own; it must be shaped and guided by the people most impacted.”

— *Elizabeth Allaire, Manager, Indigenous Relations*

## Truth and Reconciliation

As we began implementing the Reconciliation Action Plan, we recognized the importance of educating our workforce on both historical and contemporary Indigenous realities where we operate. Many employees — including leaders — lacked foundational knowledge about colonial histories, the residential school system, ongoing systemic inequities, and the resilience and rights of Indigenous Peoples. We cannot build authentic partnerships without this understanding. Reconciliation begins with truth; learning Indigenous histories, honouring Indigenous voices, and acknowledging how extractive industries have historically operated in Indigenous territories.

“Over the last two years, Agnico Eagle has taken concrete steps towards educating its employees about the realities of First Nations whose relationship with the land we operate on dates back far before the first gold discoveries. I am grateful for my participation in the mandatory training program put forward by the company and for all that I have learned from it. Listening to the powerful testimonies shared by First Nations leaders and residential school survivors was an incredibly humbling experience. Understanding the historical roots of on-going systemic inequities, and

how these manifest themselves in the present day, is essential in working towards reconciliation. In my role as Superintendent of Project Evaluations, being involved from the early study stage of mining projects, I recognize that understanding these inequities is essential for developing projects through which we can build long-lasting relationships with First Nations. Reconciliation is a process that cannot be rushed. It requires engagement, taking time to listen, and accepting that much learning needs to happen along the way.”

— *Philippe Morissette, Superintendent, Project Evaluation and Development*

## Ownership and Accountability

Senior leadership is encouraged to actively champion reconciliation across the organization. It is important to recognize that not all employees have a clear understanding of the historical context that underscores the need for reconciliation, nor are all staff aware of their personal responsibilities in advancing these commitments. We cannot assume everyone knows why reconciliation is necessary, which means accountability varies across the organization. We must address this gap.

Educating employees at all levels ensures everyone recognizes their



role in reconciliation. Moving forward, we're making accountability practical; clearer role definitions, regular internal communication on progress, and transparent reporting on gaps will ensure everyone at Agnico Eagle upholds reconciliation commitments.

### Artwork and Global Worldviews

For our inaugural Reconciliation Action Plan, we had the privilege of working with Cree artist Caley Leroux of Taykwa Tagamou Nation, whose piece *Kištelihtākosiwin* – meaning

honour – captured the foundation of our commitment to reconciliation; the land, the culture, and the responsibility to carry both forward with care. The artwork reflects Caley's experience as a Cree woman from Northern Ontario.

Shortly thereafter, we received early and humbling feedback that our choice did not reflect the landscapes and Indigenous perspectives across all of our operations. In hindsight, we could have better explained our choice of artist and artwork, and shown greater awareness in making it.

We chose to work with Caley following an open call to artists across all regions where we operate, led by our Communications team and in partnership with Creative Fire, an Indigenous-owned creative consultancy. Her ability to translate a deep connection to the land into visual language that is both personal and universal is why we chose to work with her.

Reconciliation is not a series of transactions with different partners; it is built through relationships. That is why, for this progress report, we returned to Caley. Continuing our collaboration with Caley reflects the same long-term, relationship-centred approach that guides our work with Indigenous Peoples.

Caley's new piece *Maškawisiwin* – meaning strength – speaks to where we are in this journey. Where *Kištelihtākosiwin* honoured the land and the commitment, this work turns toward moving forward. The bear as a symbol of strength and healing, the renewal that comes from genuine effort, and reconciliation as something living that requires ongoing care, time and honesty as reflected in Caley's statement. A progress report should sit on a path, not at a destination, and we believe this one does.

### Employment and Local Leadership

Meaningful progress in Indigenous employment doesn't come from corporate policies or global strategies alone. The Reconciliation Action Plan sets employment goals, but real progress comes from local leaders who champion this work. Removing barriers and supporting Indigenous employees works best when leaders understand the region and build trust with Rights-holders. We are building regional accountability by assigning specific goals to local Human Resource leads, ensuring employment work stays relevant and effective in each region.

"Local leaders are the heartbeat of meaningful Indigenous employment. When they champion this work with humility, respect, and curiosity, they create more than jobs, they create the conditions for belonging. Their commitment removes internal barriers, opens doors, and builds workplaces where Indigenous employees' agency, knowledge, and leadership are valued and supported. Real progress happens when leadership steps forward with intention, walking alongside Indigenous Peoples toward a future grounded in trust, opportunity, and reconciliation."

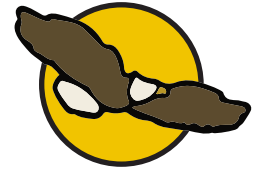
— *Kaitlin Murphy, Manager, Human Resources*

# Seven Pillars

The Reconciliation Action Plan is organized into seven pillars capturing efforts in key areas of priority. These pillars are applicable to all Agnico Eagle sites and are not specific to a location. They form the basis for our actions, which may adapt as the needs of the Nations we collaborate with evolve. By listening to and considering different perspectives, we strive to establish Truth as the cornerstone for our reconciliation actions.

### **Pillar 1: Leadership & Governance**

Represented by the eagle, this pillar integrates Indigenous perspectives in decision-making across all levels of the organization and connects reconciliation efforts across different parts of the business.



### **Pillar 2: Education**

Represented by the bear, this pillar encourages cultural competency and clear communication within our workforce, builds a respectful and aware workplace, and empowers Indigenous Peoples through education.



### **Pillar 3: Employment**

Represented by the canoe, this pillar promotes meaningful and sustainable employment for Indigenous Peoples at all levels.



### **Pillar 4: Community**

Represented by the drum, this pillar focuses on working together with Indigenous Nations to build trust and understanding, ensuring that their feedback on how we operate is heard and considered.



### **Pillar 5: Economic Engagement**

Represented by the flowers, this pillar establishes mutually beneficial economic relationships and opportunities that prioritize Indigenous inclusion, participation and empowerment.



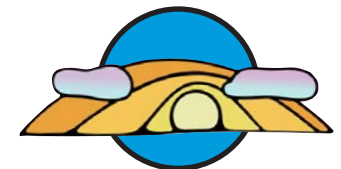
### **Pillar 6: Environment**

Represented by the tree, this pillar includes listening to and incorporating guidance from Indigenous Nations in our environmental protection and remediation efforts.



### **Pillar 7: Wellness, Health & Safety**

Represented by the sky, this pillar prioritizes the well-being and safety of vulnerable groups in our workforce and the communities where we operate.





Pillar 1:

# Leadership & Governance

Integrate Indigenous perspectives in decision-making across all levels of the organization and connect reconciliation efforts across different parts of the business.

## Pillar 1: Leadership & Governance

Actions		Status	Update	Timeline
1.	Develop a Chief Executive Officer leadership statement endorsing the objectives of Agnico Eagle's RAP to communicate the importance of RAP initiatives across the organization	Implemented	Issued a statement from the Chief Executive Officer endorsing the objectives of the Reconciliation Action Plan. The statement was published in the first edition of the Reconciliation Action Plan and communicated internally through company-wide internal-communication platforms.	2024
2.	Update the Indigenous Peoples Engagement Policy (IPEP) to complement the RAP, ensure Agnico Eagle's continued and formal commitment to reconciliation and define expectations for all employees.	Implemented	Updated our <u>Indigenous Peoples Engagement Policy</u> to complement the Reconciliation Action Plan and to align with global reconciliation frameworks and best practices. The updated policy was distributed and communicated across all operations.	2024
3.	Establish an external Indigenous Advisory Committee to provide guidance and oversight for Agnico Eagle's RAP.	Implemented	With the support of an Indigenous recruitment firm – <u>Pathways Executive Search</u> – established the Indigenous Advisory Committee, with six members representing diverse Indigenous groups from across Canada. The inaugural two-day meeting was held at Agnico Eagle's head office in Toronto.	2025
4.	Provide members of Agnico Eagle's Executive Team with Indigenous Cultural Awareness Training.	Implemented	Delivered 355+ hours of Indigenous Cultural Awareness Training to 711 company leaders through online learning and in-person sessions, with executive leader content focused on treaties and Free, Prior and Informed Consent.	2025
5.	Create regular opportunities for leadership teams to meet in-community for relationship building experiences.	Implemented	Prioritized leadership-level, in-community engagement through relationship-building and immersive experiences. Examples include "Coffee and Chat" sessions in Nunavut; leadership joining Moose Cree First Nation's inaugural Employee and Business Recognition Gala in Ontario; the LaRonde management team visiting the Pikogan Indigenous community in Quebec; and the Fosterville team attending a lunch at the Djaara office and participating in a smoking ceremony to launch Dhelkunya Dja.	Ongoing
6.	Ensure that leaders at the corporate and site level communicate about the importance of establishing meaningful connections with Indigenous Nations.	Implemented	Consistently reinforced, through corporate and mine site leadership, the importance of building respectful, long-term relationships with Indigenous Peoples through sustained internal and visible external leadership, including public speaking engagements, keynote addresses at industry forums, community events and partnership milestone announcements.	Ongoing

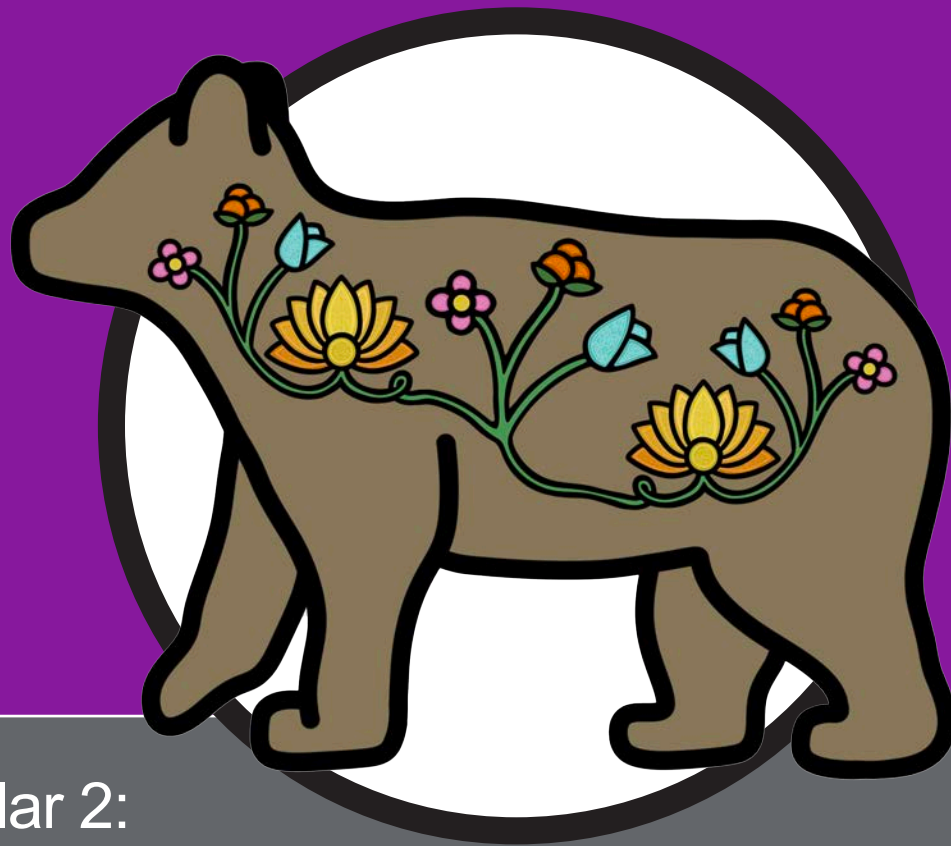
## Indigenous Voices Guide Our Work

The Indigenous Advisory Committee, mentioned earlier in this report, works to embed Indigenous perspectives into Agnico Eagle's approach to leadership and governance. The Committee delivers on Pillar 1 by establishing Indigenous oversight and holding leadership accountable to Indigenous priorities. Their role is one of active engagement – the six members review our progress, challenge our assumptions, identify gaps, and shape how we implement reconciliation commitments across our operations.

“We recognize that meaningful reconciliation requires leadership and sustained accountability. With the appointment of our first Vice President of Community and Indigenous Relations, we have strengthened our governance, building on the Indigenous perspectives already embedded in our decision-making so that our efforts remain aligned, transparent, and reciprocal.”

— Carol Plummer, Executive Vice President, Sustainability, People & Culture





Pillar 2:

# Education

Encourage cultural competency and clear communication within our workforce, build a respectful and aware workplace, and empower Indigenous individuals through education.

## Pillar 2: Education

Actions	Status	Update	Timeline
7. Provide Free Prior and Informed Consent (FPIC) training to Executive team, leadership teams and to employees who work directly with Indigenous communities within the first year of employment and refresher training at least every three years.	Implemented/ Ongoing	Developed and launched a Free, Prior and Informed Consent (FPIC) online training course, supported by an in-person version, for executive and leadership teams. Since its launch, 651 employees – more than 70% of those identified to complete the training – have participated. A one-page reference sheet summarising key FPIC principles was also developed and issued company-wide.	2024
8. Develop guidelines to include meaningful and appropriate Land Acknowledgements to share Agnico Eagle's appreciation of Indigenous stewardship, intention of conducting continued sustainable operations and working responsibly with Indigenous Peoples.	Implemented	Developed and published an internal Land Acknowledgement Guide to support respectful recognition of Indigenous stewardship and reaffirm Agnico Eagle's commitment to sustainable, responsible engagement. The Guide was reviewed by the Indigenous Advisory Committee and updated to reflect their input.	2025
9. Develop Indigenous Cultural Awareness Training (ICAT) for Agnico Eagle employees, adapted to each operating region. Track participation and completion of ICAT training and report on company-wide progress in the RAP annual progress report.	Implemented	Developed Indigenous Cultural Awareness Training programs tailored to each operating region, recognizing that reconciliation requires context-specific understanding of local Indigenous cultures, histories, and contemporary realities. Across our global operations, employees have completed more than 8,300 hours of region-specific Indigenous Cultural Awareness Training.	2024
10. Explore the possibility to develop a standardized Indigenous-specific sensitivity and risk analysis process in the assessment and development phases of new projects to account for and potentially mitigate the impacts on Indigenous communities.	In Progress	Completed an assessment of project risk analysis processes and integrated Indigenous-specific sensitivity considerations into the standardized new project risk analysis framework.	2026
11. Develop and implement an Indigenous scholarship program to provide financial support to Indigenous students in communities where Agnico Eagle operates. The program's goal will be to assist students pursuing post-secondary education in various fields, not limited to mining.	In Progress	Developed the Generations Rising Program — a scholarship and mentorship initiative supporting Indigenous students — with a planned launch in 2026.	2026
12. Promote and provide education on cultural days that acknowledge and celebrate the diverse cultures and achievements of Indigenous Peoples where applicable.	Implemented	Actively promoted over 480 Indigenous Cultural Awareness Activities across corporate offices and mine sites, emphasizing events such as National Indigenous History Month (June), International Indigenous Day (August 9), and Inuit Day (November 7). Promotional materials such as posters, fact sheets and quizzes were distributed company-wide while sites and offices participated in events like powwows, lunch and learns, and educational webinars.	Ongoing

# Upholding Identity Through Learning

Across Agnico Eagle's global operations, employees engage in cultural learning that connects them with Indigenous histories, traditions, and worldviews. Since the launch of the Reconciliation Action Plan, more than 480 cultural awareness activities took place in Canada, Australia, and Mexico. Each initiative reflected the unique cultures of Indigenous Peoples and engaged thousands of employees in meaningful opportunities to learn, reflect, and participate.

Cultural engagement continues to grow at Detour Lake near Cochrane, Ontario, where new hires now receive Indigenous Cultural Awareness Training as part of onboarding. Employees participated in more than 40 workshops and events, including ribbon-skirt and moccasin making, drum-making, peyote beading, tamarack bird crafting, and paddle art workshops. The mine also welcomed leaders and Elders from host Nations for site visits and community-centred events, strengthening relationships and understanding.

In the Kivalliq region of Nunavut, Meadowbank and Meliadine continued to prioritize cultural learning. Country food nights brought employees together to share traditional foods, including caribou and bannock, while soapstone carving, and Elder storytelling highlighted the richness of Inuit Traditional Knowledge. On September 30, Elder Eddy Bear shared teachings broadcast across operations during the National Day for Truth and Reconciliation. Staff created a Zen Room for the month, offering a quiet space for reflection.

In the Australian state of Victoria, Fosterville deepened its relationship with the Dja Dja Wurrung People through Balak Kalik Manyra ("Walking Together"), a collaboration with DJANDAK, the Dja Dja Wurrung enterprise. The Central Springs Reserve cultural space opened in Daylesford, featuring a yarnning circle and multi-sensory experiences that blend Dja Dja Wurrung Traditional Knowledge with contemporary environmental approaches. This shared space aims to facilitate cultural learning, reflection, and community connection.

Employees at Fosterville also participated in National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week celebrations, youth awards, cultural ceremonies, and strategic engagements with Djaara leadership, while senior executives



visited Larnangurak, the Djaara's cultural hub, to learn more about governance and cultural priorities.

Throughout the year, company-wide communications, educational campaigns, and resource toolkits supported cultural engagement. Awareness initiatives highlighted days of national significance, including

Red Dress Day (a National Day of Awareness in Canada for Missing and Murdered Indigenous Women, Girls, and 2SLGBTQI+ people), National Indigenous Peoples Day in Canada, and the International Day of the World's Indigenous Peoples.



## Putting Free Prior and Informed Consent into Practice

In 2025, more than 175 leaders participated in face-to-face sessions focused on the practical application of Free, Prior and Informed Consent in project planning, engagement with Rights-holders, and everyday decision-making. We then introduced an online Free, Prior and Informed Consent module across operations. By the end of 2025, a total of 651 employees had completed the course.

Quick-reference guides and ongoing refresher sessions also support respectful, informed, and collaborative relationships with Rights-holders.



Pillar 3:

# Employment

Promote meaningful and sustainable employment for Indigenous People at all levels.

## Pillar 3: Employment

Actions	Status	Update	Timeline
13. Review recruitment practices to remove barriers for Indigenous Peoples interested in working with Agnico Eagle.	Implemented	Reviewed recruitment practices across our operating regions to identify barriers that may prevent or discourage Indigenous Peoples from pursuing employment opportunities with the company. The review surfaced several reoccurring barriers – including lack of awareness of mining opportunities and difficulty navigating hiring and recruitment processes – which will inform future action plans to reduce or eliminate barriers to Indigenous employment.	2025
14. Refine our employment practices to foster a supportive environment, enabling the professional growth and retention of Indigenous Peoples.	Implemented	Continued refining employment practices to foster a supportive, culturally responsive workplace. Indigenous employment grew from 2024 to 2025, with notable progress in front-line management and supervisory roles, reflecting early momentum in professional advancement. Representation at the more senior management level remained steady, and continued growth at this level remains a focus. Underlying systems and processes supporting recruitment, retention, and advancement are also being actively improved.	2025
15. Work with dedicated regional community partners and youth organizations to host on-site career fairs or other immersive experiences at Agnico Eagle’s mine sites and offices for youth interested in careers in the mining industry.	Implemented	Continued building partnerships with regional community partners to provide hands-on exposure to mining career opportunities through on-site visits, career fairs, and immersive learning experiences.	2025
16. Launch a voluntary, confidential self-identification survey for Indigenous People across Agnico Eagle’s operations.	Implemented	Continued administering the Great Place to Work Survey, which includes voluntary, confidential self-identification for Indigenous Peoples and measures employee experience across multiple dimensions. Survey results inform annual action plans to address gaps and improve workplace culture and the experience of Indigenous employees.	2024



## Careers on the Land

Agnico Eagle actively introduces Indigenous youth to mining, by supporting future leadership and long-term community well-being. Throughout 2024 and 2025, students and young adults visited our sites across Canada and Australia, to gain firsthand experience with the diverse career paths, technologies, and teamwork that drive modern mining. These visits strengthened relationships with Rights-holders while giving youth opportunities to explore possibilities for their futures.

At Goldex in Val-d'Or, Quebec, students from Kitcisakik First Nation explored the operation, met employees, and learned about safety, environmental stewardship, and technical skills. At the Upper Beaver project near Kirkland Lake, Ontario, members of Beaverhouse First Nation engaged in conversations about training pathways and employment prospects. Both visits helped youth build confidence and see how their interests could align with careers in mining.

Detour Lake in northeastern Ontario played host to one of the highlights of the year in May 2025 – students from Apitipi Anicinapek Nation, Matachewan First Nation, Moose Cree First Nation, and Taykwa Tagamou Nation spent a full day on site and had the opportunity to climb into a CAT 798 haul truck, observe AI-supported core scanning technology, and witness a controlled blast. They also joined employees in honouring residential school survivors and their families, linking technical learning with cultural safety. Students gained a deeper understanding of the many roles that keep Detour Lake running and saw how Indigenous identity and mining careers can meaningfully coexist.

The mine also held a two-day youth experience where participants from Moose Cree First Nation, Taykwa Tagamou Nation, Apitipi Anicinapek Nation, Matachewan First Nation, and Beaverhouse First Nation joined workshops and discussions with employees, and participated in hands-on learning focused on trades, professional careers, and camp life. Collaboration with community Impact Benefit Agreement Coordinators

ensured the visit reflected each Nation's priorities and aspirations.

In Nunavut, Meliadine in the Kivalliq region continued its annual fall visit with students from Rankin Inlet. In September 2025, 35 students explored interactive booths showcasing the work of the environment, engineering, geology, human resources, and process plant teams. Operators offered a guided tour that showed a realistic look into daily life at the mine and sparked interest in science, trades, and field-based careers. Near Baker Lake, Meadowbank also welcomed students, families, and educators for Career Day, a community-wide exploration of mining-related career paths. Employees shared insights into the work of operators, environmental technicians, tradespeople, and administrative professionals, helping youth envision roles they may not have previously considered.

At Fosterville near Bendigo, Victoria, Australia, Agnico Eagle welcomed Crusoe Secondary College, Boys to the Bush, and the DJAARA Bakaru Wayaparrangu Implementation Committee. These visits highlighted

operational excellence alongside strong cultural collaborations with the Dja Dja Wurrung Peoples and emphasized inclusive career pathways.

"It was an honour to help guide the tour for the Maani Ulujuk Illiniarvik students. In September 2025, we had students and staff join. It touched home because I used to work with these staff and students, and it gave me a sense of relief knowing that majority of these students were interested in a camp life/career. I am happy there are more opportunities for our kids, and they get to see their family who leaves them to provide and see what they do. I am looking forward to providing more tours for our children and community."

— *Jaydene Pilakapsi, Community Liaison Officer*

"I appreciate AEM's involvement with students and staff, it motivates students to graduate and broadens their knowledge. I'm grateful for their time, presence, and to hear that they need more Inuit representatives within the mining company".

— *Victoria Piryuqaq, former summer student at the Baker Lake office*

# Career Pathways for Indigenous Employees

In 2025, Agnico Eagle strengthened long-term career pathways for Indigenous employees through programs that support growth, confidence, and leadership. Building on a 98% job placement rate for the program's 2024 graduates, the Indigenous Mining Career Program gave participants experience across the mining lifecycle, helped them transition into camp life, and prepared them for employment. Many graduates joined the Detour Lake team, contributing to local employment and economic growth.

Agnico Eagle and Moose Cree First Nation held the first Employment Gala this year, a milestone event that celebrated achievements, connected job seekers with hiring teams, and highlighted opportunities across operations. Looking ahead, we're auditing the Indigenous Supervisory Training Program for effectiveness, and re-evaluating apprenticeship pathways with Rights-holders to create stronger and more accessible opportunities for advancement.





Pillar 4:

# Community

Work together with Indigenous Nations to build trust and understanding, ensuring that their feedback on how we operate is heard and considered.

## Pillar 4: Community

Actions	Status	Update	Timeline
<p>17. Facilitate cultural awareness activities at Agnico Eagle sites and offices in partnership with Indigenous-led organizations or community members. Actively engage in cultural and traditional Indigenous events. When suitable, promote local community events through Agnico Eagle's communication channels. Monitor and document cultural awareness activities and include updates on company-wide progress in the RAP annual report.</p>	Implemented	Supported and participated in a wide range of Indigenous Cultural Awareness Activities and events in partnership with Indigenous-led organizations, community members and Elders. Activities were tailored to regional contexts and emphasized culturally appropriate practices, events, and relationship building.	2024
<p>18. Appoint a relationship leader at each operation, development project or region to act as the primary contact for Indigenous Peoples and communities to serve as a consistent conduit for community members to provide feedback, ensure inquiries are addressed and to serve as an accessible representative of Agnico Eagle.</p>	Implemented	Appointed primary contacts at each site and communicated to Indigenous communities through ongoing engagement. Contact information was shared through appropriate engagement channels, with the number of relationship leaders determined based on-site specific requirements.	2025
<p>19. Establish multiple communication channels with Indigenous Peoples for engagement and feedback on the RAP.</p>	Implemented	Provided multiple engagement channels – including a dedicated email address, forums, in-person presentations and information sessions – to gather feedback on the Reconciliation Action Plan. More than 140 participants contributed to over 280 feedback inputs, directly shaping implementation of the Reconciliation Action Plan. Engagement continues as implementation evolves.	2025
<p>20. Identify and assess the possibility to apply Community Relations and Indigenous Affairs standards (TSM or others) to exploration sites and development projects to ensure the standards in building relationships, sharing information, and establishing mutual respect and trust exist across all project stages.</p>	In Progress	An assessment was completed to determine whether applicable Community Relations and Indigenous Relations standards could be applied to exploration-phase projects. The results were inconclusive, and additional discussions with exploration associations may be necessary.	2026
<p>21. Identify opportunities to support the preservation of Indigenous languages, values, knowledge, and culture at a regional level to support Indigenous Nations in cultural revitalization efforts.</p>	Implemented	Implemented regionally tailored initiatives to support Indigenous cultural revitalization, recognizing that each operation engages with distinct Indigenous groups with unique languages and cultural practices. These initiatives included language preservation through translation of key communications, operational documents, and reports for internal and external audiences, as well as Traditional Knowledge integration and community supported cultural programming, such as <i>The Arctic Edge</i> podcast.	2025

## Pillar 4: Community

Actions		Status	Update	Timeline
22.	Host annual discussions with the Indigenous Advisory Committee to discuss progress on the RAP. Ensure feedback from these discussions is shared along with progress towards RAP commitments.	Implemented	Held the first Indigenous Advisory Committee meeting in 2025. During this two-day event, Committee members received presentations on Agnico Eagle's culture and its alignment with the Reconciliation Action Plan, as well as an in-depth progress update. The meeting was centred around open dialogue and provided opportunities for feedback from Committee members.	2026
23.	Identify opportunities to enhance communication and raise awareness within Indigenous communities to improve accessibility to sponsorships and donation programs.	In Progress	Made donation applications and instructions available on regional websites, with sponsorship opportunities promoted through regional social media and community initiatives. Enhancements to the communication strategy will be further implemented in 2026 to improve accessibility and awareness within Indigenous communities.	2026
24.	Continue to integrate cultural references and artworks in offices and sites across Agnico Eagle's operations.	Implemented	Featured Indigenous artwork across corporate offices and mine sites, with new pieces being added regularly. Employees are encouraged to support and hire Indigenous artists when feasible. Indigenous art is displayed through murals, sculptures, paintings and even on bulk fuel storage tanks.  During Agnico Eagle's Annual General Meeting, artistic pieces from Canadian Indigenous groups were displayed accompanied by plaques describing the piece and the artist.	Ongoing



## Learning from Rights-Holders

At the Toronto head office, more than 200 employees participated in a lunch and learn, in person or online, learning about the Dja Dja Wurrung culture and the Bakaru Wayaparrangu agreement guiding our relationship in Victoria, Australia. The session featured Rodney Carter, Chief Executive Officer of DJAARA, and Lewis Brown, Implementation Manager, who shared their perspectives directly with Agnico Eagle employees. Also at the Toronto office, 56 employees joined a tobacco tie workshop led by Knowledge Keeper Howard Archibald, learning about the spiritual significance of tobacco and creating their own ties in a reflective, respectful space.

At Macassa, employees celebrated the site's first National Indigenous Peoples Day alongside Elders and members from Mattagami First Nation and Beaverhouse First Nation. The event followed the establishment of Macassa's first permanent Cultural Grounds, blessed in ceremony and featuring a traditional tipi, now a dedicated space for cultural teaching and connection.

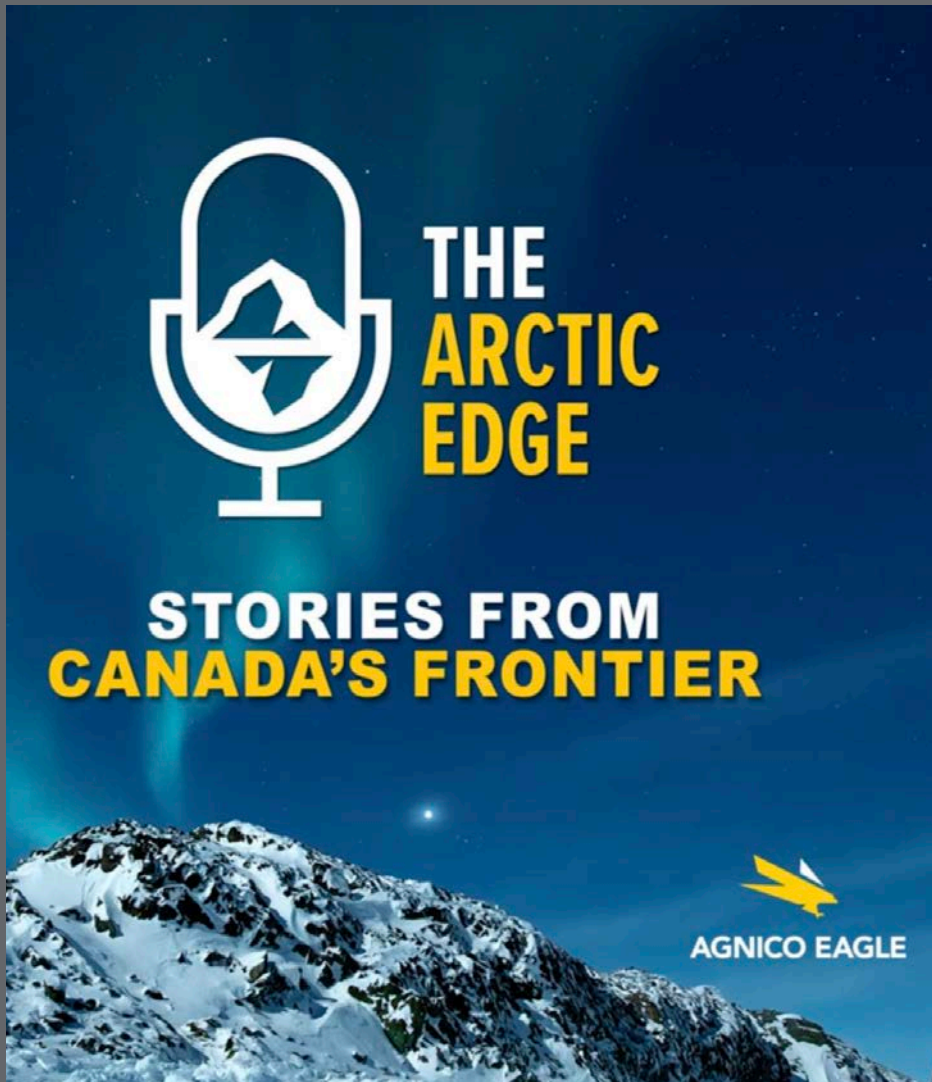
At Goldex, employees focused National Indigenous Peoples Day observances on language as a living expression of identity. Employees enjoyed bannock

and participated in an Indigenous languages quiz that celebrated linguistic diversity and complemented month-long learning activities that occurred during National Indigenous History Month.

We continue to create spaces where culture is respected, learning is shared, and relationships continue to grow.



# Advancing Indigenous Language Awareness



Agnico Eagle launched The Arctic Edge, a podcast celebrating the people, history, and future of Nunavut and the broader North. Hosted by journalist Hannah Thibedeau, the series explores social, economic, and environmental opportunities through conversations rooted in Inuit perspectives. The podcast fosters appreciation for Northern heritage and the strength of the Nunavummiut (people of Nunavut).

Also, in Nunavut at Meliadine, employees and Inuit celebrated culture through Sewing Night, a regular gathering to create traditional garments. Experienced seamstresses shared pattern-making, beadwork, and fur-trimming techniques passed down through generations. These sessions respected living cultural traditions, created connections, and strengthened relationships among colleagues and Inuit.

In Quebec, employees learned the Anishnaabe language throughout the year, especially during Indigenous Language Month. Regional sites offered weekly lessons through intranet channels, digital signage, and email. A site-wide quiz encouraged deeper engagement with the language.

At Agnico Eagle's Annual General Meetings in both 2024 and 2025, Indigenous employees opened the assembly by welcoming shareholders and guests in their traditional languages, a meaningful acknowledgment of the communities where we operate and the people who are part of our workforce.

This work supports the resurgence of Indigenous languages, respects cultural traditions, and creates workplaces where identities are valued and celebrated.

# Growing Relationships Through Dialogue

Throughout 2024 and 2025, Agnico Eagle created opportunities for face-to-face connection, shared learning, and collaborative decision-making.

Agnico Eagle welcomed Chief Bruce Archibald and Elders from the Taykwa Tagamou Nation to Detour Lake.

The visit included an introduction to mine operations, time at the cultural grounds, and a tour of reclamation areas where Elders offered reflections on land stewardship and long-term environmental care. Chief Archibald and Elders also visited camp accommodations, seeing daily life for family members working at site. Conversations focused on collaboration, cultural respect, and how Rights-holders guide activities.

On July 10, 2025, Agnico Eagle and the Peoples of Lac Simon and Kitcisakik signed a new agreement related to the Akasaba West Project. The agreement is built on openness, trust, and a shared vision for the future. Senior



management's presence underscored the company's commitment to long-term collaboration.

In Ontario, Agnico Eagle and Matachewan First Nation signed an agreement for the Amalgamated Kirkland Zone, strengthening economic and operational relationships and built through open discussion and shared priorities.

In Quebec, leadership teams moved strategic meetings to Rights-holders' territories to listen and learn. Teams toured infrastructure including health services, the primary school, the seniors' centre, and the municipal

garage, gaining insight into daily life. They also visited cultural and historical sites, learning about Anishinaabe history through local teachings and guided stories. These visits strengthen relationships, deepen cultural understanding, and help Agnico Eagle align its actions with Indigenous priorities.

"For me, strengthening our relationship with First Nations is a collective responsibility, one that must be expressed through meaningful actions. At Goldex, several initiatives have been implemented to deepen our understanding of community realities

and perspectives. Among the most memorable moments of the past year, I especially recall our participation in a broomball game with Amikobi elementary school students, followed by a community tour of Lac Simon led by an Elder for our leadership team. These simple yet profoundly human exchanges broadened our understanding, reinforced our sense of responsibility, and helped nurture an authentic, respectful, and lasting dialogue."

— *Jocelyn Gélinas* – Goldex General Manager



Pillar 5:

# Economic Engagement

Establish mutually beneficial economic relationships and opportunities that prioritize Indigenous inclusion, participation, and empowerment.

## Pillar 5: Economic Engagement

Actions	Status	Update	Timeline
<p>25. Facilitate positive and empowering learning experiences for procurement employees by providing training on leading practices in Indigenous procurement, Impacts and Benefits Agreements and RAP commitments during onboarding, followed by regular refresher training sessions.</p>	Implemented	Developed a structured program that provides onboarding training and regular refresher courses for procurement employees on Indigenous procurement leading practices, Impacts and Benefits Agreements, and the company's commitments under the Reconciliation Action Plan.	2025
<p>26. Communicate regional or site-specific recommendations for Agnico Eagle suppliers regarding Indigenous employment and cultural awareness training.</p>	Implemented	Established communication tools and guidelines to share regional and site-specific recommendations with suppliers regarding Indigenous employment and cultural awareness training. In 2026, enhancements will be implemented to engage a broader group of suppliers and strengthen alignment between supplier practices and Agnico Eagle's cultural awareness standards.	2026
<p>27. Include report on Indigenous procurement spend in the RAP annual report.</p>	Implemented	Tracked and reported Indigenous procurement spending across operations, totaling \$1.4+ billion in 2024 and \$1.6+ billion in 2025, demonstrating a continued support to Indigenous supplier partnerships.	2024
<p>28. Develop a reporting system to communicate the financial benefits shared with Indigenous Peoples by tracking the amount of:</p> <ul style="list-style-type: none"> <li>a. Financial benefits shared with Indigenous Nations</li> <li>b. Procurement spends with Indigenous businesses</li> <li>c. Donations and sponsorships supporting Indigenous initiatives</li> <li>d. Scholarships to Indigenous students</li> </ul>	In Progress	<p>Developed a comprehensive reporting system tracking financial benefits shared with Indigenous Peoples. Enhancements are planned for 2026 to expand tracking of donations and sponsorships supporting Indigenous initiatives and scholarships for Indigenous students.</p> <ul style="list-style-type: none"> <li>a. Direct financial benefits shared with Indigenous Peoples totaled \$157 million in 2024 and \$137 million in 2025. These benefits reflect our agreements with Indigenous Nations associated with activities conducted on Traditional Territories. Regional distribution included \$17 million in Quebec, \$102 million in Ontario, \$143 million in Nunavut, and \$32 million in Australia.</li> <li>b. Procurement spending across operations totaled \$1.4+ billion in 2024 and \$1.6+ billion in 2025.</li> </ul>	2027

## Pillar 5: Economic Engagement

Actions	Status	Update	Timeline
<p>29. In consultation with Indigenous groups, advocate for economic reconciliation through industry-relevant policy building on topics such as:</p> <ul style="list-style-type: none"> <li>a. Infrastructure and connectivity development</li> <li>b. Housing improvements</li> <li>c. Education and training</li> <li>d. Revenue sharing regulations</li> <li>e. Increased health and wellness services</li> <li>f. Better access to social services in Indigenous communities</li> <li>g. Improved access to capital for entrepreneurship, economic development, community investments and participation in major project</li> </ul>	Implemented	<p>Advocated for economic reconciliation through participation in provincial and federal prebudget consultations, promoting Indigenous inclusion in mining and advocating for Indigenous skills training funding. The company published a formal Arctic Policy Paper with recommendations on Arctic infrastructure, economic development, and community investment, complemented by the award-winning podcast The Arctic Edge, highlighting sustainable development and Inuit collaboration in Nunavut.</p>	Ongoing

## Our Stories



# Economic Reconciliation and Infrastructure Support

In the Kivalliq region of Nunavut, access to safe, stable housing is a priority for Nunavummiut. In 2025, Agnico Eagle entered into an agreement with the Nunavut Housing Corporation (NHC) to help address this challenge. Announced at the Nunavut Mining Symposium in Iqaluit, this collaboration focuses on supporting well-being, regional infrastructure, and economic reconciliation through practical solutions.

Working with the NHC, Agnico Eagle supported the delivery of approximately 20 modular homes to Rankin Inlet and Baker Lake, providing marine shipping through existing logistics networks. Agnico Eagle will continue to support additional deliveries, with the NHC overseeing purchasing, installation, and placement to ensure the homes respond to local requirements. These units will provide public housing, staff accommodations, and affordable housing options for families in both communities.

This initiative supports NHC's "Nunavut 3,000 Strategy" aimed at constructing 3,000 new homes across the territory by 2030 and showing how cooperation between industry and government can address social needs in the North.

"This collaboration matters because it is built on trust and long-term partnership. Working alongside the

Nunavut Housing Corporation ensures that actions reflect community-identified priorities, reinforcing confidence that this is the right approach to supporting economic reconciliation and lasting social value in the North."

— *Manon Turmel, Superintendent, Community Relations and Communications*

In 2024 and 2025, in Ontario, Agnico Eagle provided \$102 million in financial benefits to seven First Nations through existing agreements and collaborative partnerships. These benefits were directed to Band Councils to support community development initiatives and overall community well being.

"By the end of 2025—just 18 months after the approval of the Upper Beaver Advanced Exploration Phase—our partnerships with First Nations businesses reached \$72 million in site work contracts, representing 61% of a total contract value of \$118 million. This level of participation reflects the strength and longevity of our relationship with our First Nations partners. These collaborations have delivered excellent results, not only in quality and performance, but most importantly in health and safety."

— *Bruno Roy, Project Manager, Construction - Macassa Mine & Upper Beaver Project*



Pillar 6:

# Environment

Listen to and incorporate guidance from Indigenous Nations in our environmental protection and remediation efforts.

## Pillar 6: Environment

Actions	Status	Update	Timeline
30. Evaluate and enhance Agnico Eagle's environmental monitoring by collaborating with local Indigenous communities and Elders. Establish engagement mechanisms and, when absent, identify potential Elders committees.	Implemented	Established Elders' advisory committees in regionally appropriate formats to support the development, review and interpretation of Agnico Eagle's environmental monitoring programs. Elder engagement was prioritised through regular participation in site visits, review of monitoring data and interpretation.	2024
31. Develop a corporate standard, under the Sustainability Policy, on protocols relating to the discovery of Indigenous archaeological items.	Implemented	Integrated cultural heritage into the company's updated Sustainability Policy, with the launch of the Corporate Standard on Cultural Heritage and Archaeology Chance Finds in 2025.	2025
32. Engage the Indigenous Advisory Committee on the ongoing sustainability initiatives of Agnico Eagle.	Implemented	Provided the Indigenous Advisory Committee an overview of Agnico Eagle's sustainability approach, including current and future initiatives, followed by open dialogue and incorporation of Committee feedback and perspectives.	2026
33. Strive to actively involve and recruit employees from local Indigenous communities into Agnico Eagle's Environment and Sustainable Development teams.	In Progress	Advanced support for Indigenous recruitment into Environment and Sustainable Development teams through region-specific engagement in Nunavut, such as outreach to the Nunavut Arctic College, presentations to Indigenous students and environmental team placements. In 2026, work is planned to develop more targeted, region-specific recruitment approaches.	Ongoing

# Indigenous Knowledge and Environmental Stewardship

In Nunavut, Agnico Eagle worked with Inuit on environmental monitoring and closure planning. At Meadowbank, we held a second round of meetings about closure planning where Inuit participants shared concerns and expectations about decommissioning the tailings storage facility, open pits, and waste rock areas. Members of the Kivalliq Elders Advisory Committee proposed the name “Ugguarniq” for the social transition stage of closure, meaning “they are sad to see us go but need to make a turn to a change.” This name will guide future meetings and reflects the emotional significance of closure for Nunavummiut.

In 2025, the Kivalliq Wildlife Board, the Rankin Inlet Hunters and Trappers Organization, the Kivalliq Elders Advisory Committee, and Agnico Eagle launched a Shellfish Harvest Monitoring Program. Local monitors lead the program, which tracks shellfish health near Meliadine and key harvesting areas. Grounded in Inuit Qaujimajatuqangit, the work builds confidence in environmental safety and the long-term protection of country foods.

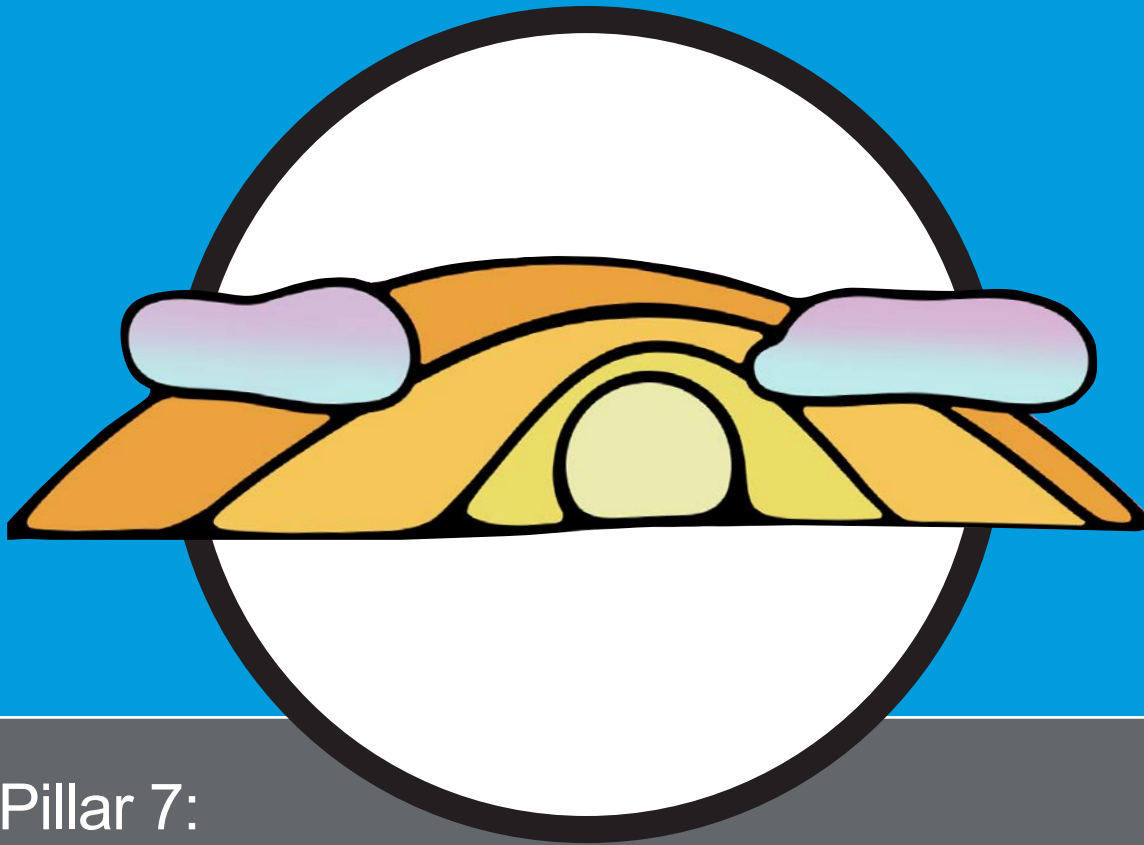
At Pistol Bay Falls, Elders from Whale Cove and Rankin Inlet guided staff through a known Arctic Char migration barrier, sharing insights

into fish behaviour and water flow. Their knowledge will shape future habitat improvements, supporting safe passage for a culturally and nutritionally important species.

In Quebec, Agnico Eagle invited Elders from Abitibiwinni, Lac Simon, Kitcisakik, and Long Point First Nations to Canadian Malartic to discuss environmental priorities. Elders toured the site, spoke with environmental teams, and discussed future monitoring priorities. During a follow-up lunch, Abitibiwinni Elders emphasized the importance of clear communication and more Indigenous-led oversight.

In Mexico, Agnico Eagle advanced restoration work at Pinos Altos. In 2025, the site planted more than 55,000 trees and reforested nearly 37 hectares, including propagating the “Christmas fir” (*Pseudotsuga menziesii*), a priority species in this region. Staff worked with schools and community groups on planting projects and donated 5,000 trees to Cumbres de Majalca National Park. Cumulatively, since operations began, the site has planted over 1.25 million trees and restored more than 460 hectares.





Pillar 7:

# Wellness, Health & Safety

Prioritize the well-being and safety of vulnerable groups in our workforce and the communities where we operate.

## Pillar 7: Wellness, Health & Safety

Actions		Status	Update	Timeline
34.	Review current health and wellbeing support programs to identify opportunities for providing support for mental health and wellness to Indigenous employees that are considerate of Indigenous worldviews and culture.	Implemented	Reviewed existing health and wellbeing programs and implemented new initiatives to better support Indigenous employees. This includes the introduction of a dedicated Employee Assistance Program in partnership with Noojimo Health Services, designed to provide culturally informed mental health and wellness support that reflects Indigenous worldviews.	2025
35.	Identify opportunities to support social infrastructure needs in Indigenous communities where we operate, including resources for vulnerable populations such as women's shelters.	Implemented	Supported social infrastructure needs through multiple initiatives, including donations to Indigenous women's shelters across multiple regions. Support efforts were informed by ongoing engagement with communities to identify priority needs and opportunities for direct, locally relevant support.	2025
36.	Promote awareness with all employees on the importance of reporting workplace incidents related to harassment.	In Progress	Provided ongoing awareness and promotion of workplace harassment reporting processes, reinforcing employees' ability to raise concerns. Building on this foundation, updates to the Harassment and Discrimination Policy are planned for 2026 to further reflect Indigenous perspectives and strengthen culturally informed workplace protections.	2026
37.	Seek opportunities to participate in and support research projects related to the global wellbeing of Indigenous Nations in collaboration with our Indigenous partners and neighbours.	In Progress	Engaged Indigenous partners and organizations to assess research opportunities, program effectiveness, and scalability across regions, with the intent to advance targeted initiatives in 2026.	2026
38.	In collaboration with various communities, particularly Indigenous neighbors, and local governments, assess challenges related to basic needs and health care. Identify areas where Agnico Eagle can provide support and contribute to the well-being of the community.	In Progress	Delivered targeted assessments through regular engagement and joint planning with Indigenous community partners and local governments to better understand region-specific gaps in basic needs and health care access. Findings from these consultations are being used to inform where future support may be provided, with priorities guided by community feedback and identified needs.	Ongoing
39.	Create a dedicated space for Indigenous women to provide feedback and guidance within standard engagement processes.	In Progress	Updated Agnico Eagle's corporate standards, internal policies, and procedures to formalize reporting and tracking mechanisms. While a dedicated space for Indigenous women has been established in policy, full implementation across standard engagement processes is ongoing.	Ongoing
40.	Continue to raise awareness for violence and discrimination against Indigenous populations.	In Progress	Raised awareness of violence and discrimination affecting Indigenous Peoples through participation in national campaigns and observances, including Red Dress Day and the Moose Hide Campaign. These efforts were supported by internal communications and site-level activities were held to promote awareness, reflection, and allyship among employees.	Ongoing

## Our Stories



# Indigenous Health and Safety

On Red Dress Day, Agnico Eagle continued its annual support for more than 15 Indigenous women's shelters across Canada. We paired these contributions with awareness efforts at the Toronto head office, where educational materials highlighted Red Dress Day, the Moose Hide Campaign, National Indigenous History Month, and National Indigenous Peoples Day.

In Baker Lake, Nunavut, Agnico Eagle supported the reopening of the public pool. The pool's return supports health, recreation, and local pride for families, Elders, and youth. As one grandparent shared, "The swimming pool being ready to use is one step closer to healthy and safe living. Makes me proud to have worked with Agnico Eagle." The facility serves as a hub for

youth programs and active living for Nunavummiut.

In Quebec, Agnico Eagle collaborated with the People of Kitcisakik First Nation to ensure year-round access to clean drinking water for more than 250 residents, supporting both health and daily stability.

Agnico Eagle also contributed to local food security initiatives, providing grocery cards to four First Nations – Abitibiwinni First Nation, Lac Simon First Nation, Kitcisakik First Nation, and Long Point First Nation. In addition, a team of volunteers supported the making and delivery of holiday baskets to the Lac Simon First Nation.

## Our Stories

# Standing in Remembrance

At Detour Lake, the annual 215 Memorial Gathering provided a space for our teams to join Indigenous Peoples in an act of remembrance. The number 215 honours the children whose unmarked burial sites were identified at the former Kamloops Indian Residential School – children

who were taken from their families, denied their culture, and never returned home. Employees walked together, observed a moment of silence, and heard messages acknowledging the loss and systemic trauma experienced by First Nations.



## Our Stories



# Supporting Nutrition and Wellbeing for Indigenous Youth

At the Kivalliq Trade Show in September 2023, Agnico Eagle announced a commitment to the well-being of children in Nunavut: a \$2.5 million collaboration with the Breakfast Club of Canada. This support provides elementary school students across the Kivalliq and Kitikmeot regions with access to a nutritious breakfast every school day for at least three years. With more than 10,000 young Nunavummiut set to come of age over the next decade, the program supports both food security and the long-term resilience of Inuit society. “Children hold the potential to shape the future

of Nunavut, and we are committed to supporting their aspirations,” said Martin Plante, Vice President, Operational Excellence. Breakfast Club Co-Founder Judith Barry shared, “We are deeply honoured to partner with Agnico Eagle. Together, we are taking a significant step toward ensuring that every child in Nunavut has access to the nourishment they need to thrive. This partnership exemplifies the power of collective action in making a meaningful impact on children’s lives because success tomorrow starts with a breakfast today.”

# The Path Forward

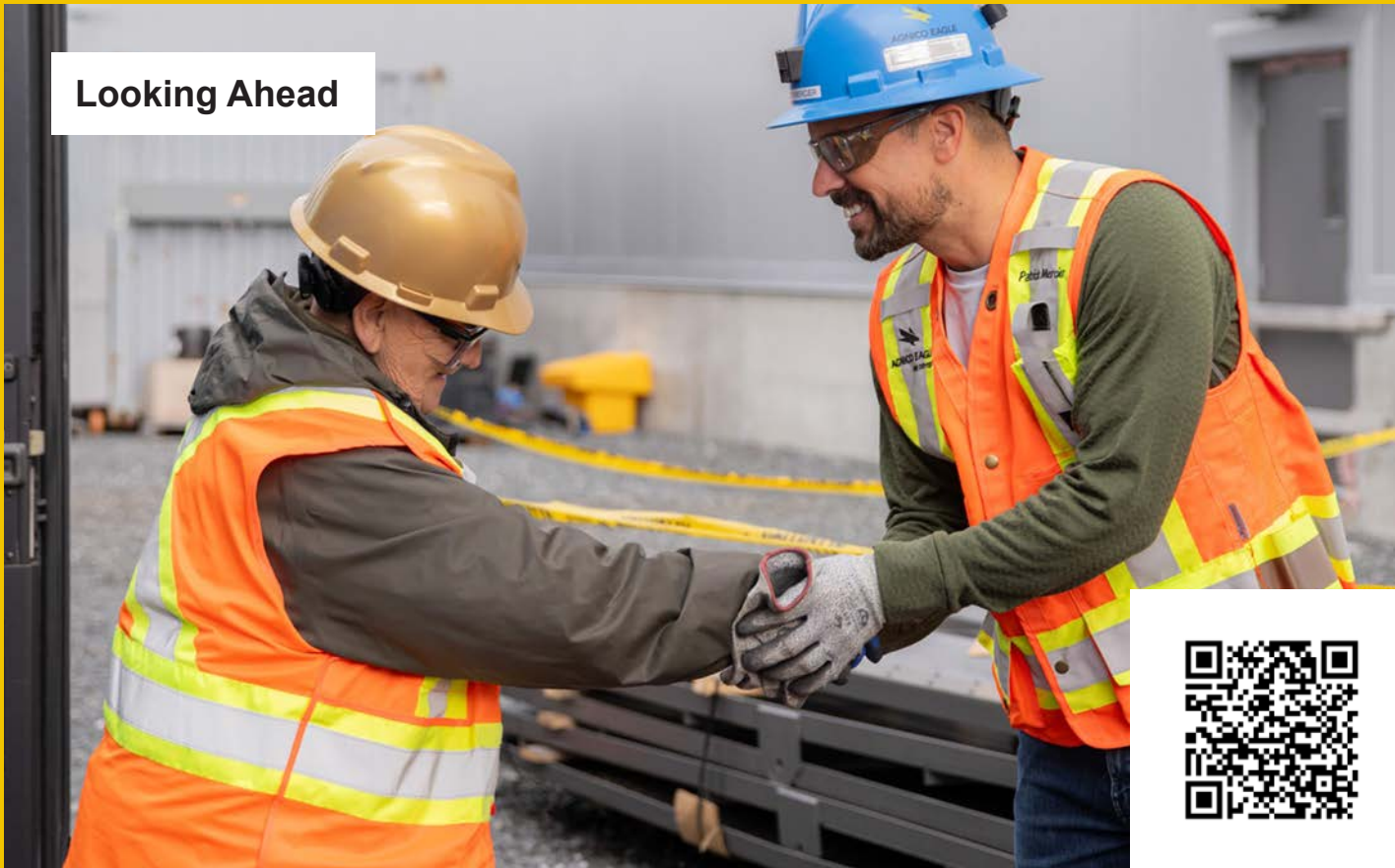
As Agnico Eagle works to advance reconciliation by listening to Indigenous voices and acting on its commitments, we know that this journey is still in its early stages. This progress report outlines the progress made within the framework of our first Reconciliation

Action Plan. While we work to meet specific objectives, we recognize that fulfilling these actions does not signal an end to our responsibility.

Once these initial steps are integrated into Agnico Eagle's core practices,

we expect to transition to a second edition of the Reconciliation Action Plan that will incorporate updated actions. Reconciliation is not a finite goal to be reached; it is a continuous process of accountability, trust, and mutual respect that guides our future.

## Looking Ahead



Building a future rooted in accountability requires a commitment to ongoing growth and dialogue. We invite you to join us as we continue to listen, learn, and deepen our understanding of our shared responsibilities to the land and Indigenous Peoples.

As we prepare for our renewed Reconciliation Action Plan in 2027, we welcome feedback not only on our progress to date but also on the current Reconciliation Action Plan itself. You can share your thoughts directly by using the QR code provided in this report. All feedback received will help guide the development of our next action plan.

If you have questions about our progress or wish to engage further with our reconciliation efforts, please reach out to [reconciliation@agnicoeagle.com](mailto:reconciliation@agnicoeagle.com).

[Reconciliation Action Plan Feedback](#)

Your voice is an important part of this continuous journey toward mutual respect and meaningful change.

# Special Acknowledgements

Agnico Eagle extends its gratitude to all who shared their knowledge, perspectives, and experiences to advance our reconciliation journey. The progress reflected in this report is a result of the ongoing guidance and collaboration of Indigenous Peoples, organizations and groups.

We also extend our gratitude to the members of the Indigenous Advisory Committee, whose guidance, wisdom, and candid perspectives strengthen our accountability and deepen the integrity of this work.

Meegwetch to Caley Leroux for once again sharing her artistic vision and Cree cultural perspective; her artwork brings meaning and beauty to these pages. We also acknowledge our ongoing collaboration with Creative Fire, an Indigenous-owned firm whose expertise and cultural guidance support this work toward reconciliation.

We also recognize employees across our operations in Canada, Australia, Finland, and Mexico, whose day-to-day efforts in relationship-building, cultural awareness, and respectful engagement makes this work real on the ground.



# Forward Looking Statement

Certain statements contained in this progress report constitute “forward-looking statements” within the meaning of the United States Private Securities Litigation Reform Act of 1995 and “forward-looking information” under the provisions of Canadian provincial securities laws and are referred to herein as “forward-looking statements”. When used in this progress report, the words “could”, “estimate”, “expect”, “future”, “plan”, “potential”, “strive”, “will” and similar expressions are intended to identify forward-looking statements. Such statements include, without limitation, the Company’s goals and plans with respect to reconciliation with Indigenous Peoples and the partial or complete achievement of any action or objective set out in this progress report, within the given timeframe, as well as the specific means to achieve it. Such statements reflect the Company’s views as at the date of this progress report and are subject to certain risks, uncertainties and assumptions, and undue reliance should not be placed on such statements. Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by the Company as of the date of such statements, are inherently subject to significant business, economic and competitive uncertainties and contingencies. The material factors and assumptions used in the preparation of the forward-looking statements contained herein, which may prove to be incorrect, include, but are not limited to, the assumptions set forth herein, here in the Reconciliation Action Plan, and in management’s discussion and analysis (“MD&A”) and the Company’s Annual Information Form (“AIF”) for the year ended December 31, 2025 filed with Canadian securities regulators and that are included in its Annual Report on Form 40-F for the year ended December 31, 2025 (“Form 40-F”) filed with the United States Securities and Exchange Commission (the “SEC”). For a more detailed discussion of such risks and other factors that may affect the Company’s ability to achieve the expectations set forth in the forward-looking statements contained in this progress report, see the AIF and MD&A filed on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca) and included in the Form 40-F filed on EDGAR at [www.sec.gov](http://www.sec.gov), as well as the Company’s other filings with the Canadian securities regulators and the SEC. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.

# About Agnico Eagle

Canadian-based and led, Agnico Eagle is Canada's largest mining company and the second largest gold producer in the world, operating mines in Canada, Australia, Finland and Mexico. The Company is advancing a pipeline of high-quality development projects in these regions to support sustainable growth over the next decade. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading sustainability practices. Agnico Eagle was founded in 1957 and has consistently created value for its shareholders, declaring a cash dividend every year since 1983.



**AGNICO EAGLE**

**Agnico Eagle Mines Limited**  
145 King Street East, Suite 400  
Toronto, Canada M5C 2Y7

[agnicoeagle.com](http://agnicoeagle.com)