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FINAL TRANSCRIPT

Agnico Eagle Mines Limited

Annual General Meeting

Event Date/Time: May 2, 2014 — 11:00 a.m. E.T.

Length: 77 minutes

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CORPORATE PARTICIPANTS

Jim Nasso
Agnico Eagle Mines Limited — Chairman of the Board

Sean Boyd
Agnico Eagle Mines Limited — President and Chief Executive Officer

David Smith
Agnico Eagle Mines Limited — Senior Vice-President and Chief Financial Officer

CONFERENCE CALL PARTICIPANTS

Pertti Voutilainen
Agnico Eagle Mines Limited — Director

Mel Leiderman
Agnico Eagle Mines Limited — Director

Robert Gemmell
Agnico Eagle Mines Limited — Director

Howard Stockford
Agnico Eagle Mines Limited — Director

Leanne Baker
Agnico Eagle Mines Limited — Director

Cliff Davis
Agnico Eagle Mines Limited — Director

Merfyn Roberts
Agnico Eagle Mines Limited — Director

Ray Theriault
Shareholder — Analyst

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Winfrey Fruhoff
Shareholder — Analyst

Norma Chapman
Shareholder — Analyst

Ano Adher
Shareholder — Analyst

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PRESENTATION

Operator

Good morning, ladies and gentlemen, and welcome to the AGM Conference Call.

I would like to turn the conference call over to Mr. Jim Nasso, Chairman of the Board for Agnico Eagle Mines Limited. Please go ahead, sir.

Jim Nasso — Chairman of the Board, Agnico Eagle Mines Limited

Good morning, and welcome, everybody. This has got to be the best beginning we've ever had of any annual meeting. Our stock is up 7.5 percent. Let's hear it. So there's a bunch of happy shareholders here this morning; it's great.

So as is our usual custom, we'll extend greetings to the various people in their languages, wherever they reside and then we'll get on with the formalities, which we have to do, and if some of you don't pay attention, I forgive you. If you fall asleep, that's even better, but by law we have to do this, we have to deal with these things.

But I would like to say, and it's scripted here, ladies and gentlemen, welcome to the Annual and Special Meeting of the Shareholders of Agnico Eagle Mines Limited. My name is Jim Nasso, and I'm Chairman of the Board of Agnico Eagle Mines.

[French]

[Spanish]

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And to our Inuit friends—Charlie Alter, forgive me for this—they're listening, some of our employees up in the Arctic, I'd like to say [Inuktitut].

All I said was, welcome and thank you for being there.

Now a greeting to our Finnish and Swedish shareholders, I'll call in our iconic Director from Finland, Pertti Voutilainen.

Pertti Voutilainen — Director, Agnico Eagle Mines Limited

[Finnish]

Jim Nasso

Kiitos. Thank you, Pertti. In accordance with the by-laws of the Corporation, I'll preside as the Chairman of this meeting. Mr. Greg Laing, General Counsel, Senior Vice-President, Legal and Corporate Secretary of the Corporation will act as Secretary of the meeting. And with the consent of the meeting, Shirley Tom and Kay Stephens (phon) of Computershare of Canada, the Corporation's registrar and transfer agent, will act as scrutineers.

Would they mind standing so folks will know who you are, Shirley and Kay Stephens, wherever you are? Oh there they are. Okay. Thank you. They're at the back. Thank you.

Since this meeting was called at 11:00 a.m. and it is now that time, I ask the meeting come to order. After the formal business of the meeting—the best part of it really—is a presentation from Sean Boyd, our President and Chief Executive Officer, and he'll bring you up to date to all the good things that have happened.

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Before we begin the meeting, I would like to introduce the head table and other Directors of the Corporation who are here with us today. Seated with me at the head table are Sean Boyd, President and Chief Executive Officer of the Corporation; David Smith, Senior Vice-President and Chief Financial Officer; and Greg Laing, General Counsel, Senior Vice-President, Legal and Corporate Secretary.

And this is an honour and a pleasure for me to introduce our Board. In the front row, our other Directors, and would you kindly stand when we call your name: Dr. Leanne Baker; Martine Celej; Cliff Davis; Robert Gemmell; Bernard Kraft; Mel Leiderman; Deborah McCombe—this is her first annual meeting, by the way; welcome, Deborah; Dr. Sean Riley; Merfyn Roberts; Howard Stockford; and Pertti Voutilainen.

Notice of the meeting. I confirm that I have received a sworn Affidavit of an officer of the Computershare Trust Company of Canada stating that the notice of the meeting, the Management Information Circular, and a form of proxy has been sent to each shareholder and each Director and the auditors of Agnico Eagle.

The Affidavit as to such mailing has been signed by Computershare Company of Canada, and I direct the Secretary of the meeting to keep a copy of the Affidavit with the minutes of the meeting. With the consent of the meeting, I will dispense with the reading of such notice.

The Secretary has advised me we have received the scrutineers' report, which indicates the number of shares voted by proxy. I am pleased to report the number of shares to be withheld

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from voting by proxy from the appointment of the auditors and voted against the amendment to the Corporation's incentive share purchase plan are less than 5 percent of all the votes that might be cast at this meeting. Therefore, I propose to conduct the vote on these resolutions by a show of hands. With respect of the election of Directors and the nonbinding advisory vote on approach to the executive compensation, a ballot will be taken.

The scrutineers have also advised me that prior to the meeting proxies were received from the shareholders of a sufficient number of shares to continue a quorum. I, therefore, declare the meeting to be regularly called and constituted for the transaction of business. I direct the formal report of the scrutineers be annexed to the minutes of this meeting as a schedule.

The first item of formal business is the presentation of the audited financial statements of Agnico Eagle Mines for the year ended December 31, 2013, and the auditor's report on these financial statements, both of which have been previously sent to the shareholders of the Corporation. If anyone did not receive these financial statements, additional copies are available here.

I now place before the meeting the audited financial statements of Agnico Eagle Mines Limited for the fiscal year ended December 31, 2013, and the auditor's report on these financial statements. Questions regarding these statements will be entertained at the end of the meeting.

The election of Directors. The next item of formal business is the election of Directors of the Corporation. The articles of the Corporation provide for a minimum of five and a maximum of 15

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Directors. The Board of Directors has determined the total number of Directors to be elected at this meeting is 13.

I now declare the meeting open for nominations. May I have the nominations, please, nominator?

Unidentified Speaker

Mr. Chairman, (unintelligible).

Jim Nasso

Thank you, Don (phon). May I have a second to the motion?

Unidentified Speaker

(unintelligible)

Jim Nasso

Thank you. Under the advance notice by-law approved by the shareholders at last year's Annual and Special Meeting, any additional Director nominations for today's meeting were required to have been received by the Company by no later than the close of business on April the 2nd, 2014. As no such nominations were received prior to that date, there are no further nominations eligible to stand for election today. Accordingly, I now declare the nominations closed.

You have heard the motion which has been seconded. Is there any discussion?

If there's no further discussion, I direct that a ballot be...

Unidentified Speaker

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Mr. Chairman?

Jim Nasso

Sorry, go ahead.

Unidentified Speaker

(unintelligible)

Jim Nasso

Thank you. Thank you. I am so pleased you mentioned that. We have three well-qualified ladies on our Board out of 13 of us, and they really make a very, very special contribution, and they're very knowledgeable. Thank you for mentioning that.

Under the advance notice by-law—so we said that the nominations are closed. You've heard the nominations. Is there any further discussion? If there isn't any, I direct that a vote by ballot be taken on the election of Directors. I would ask registered shareholders and proxy shareholders to identify themselves by raising their hands, and direct the scrutineers to distribute Directors ballots to those entitled to vote. Just raise your hand, please, and they'll issue a ballot.

All registered shareholders and proxy holders have been provided with a ballot for use in respect to this motion. You should record your vote in respect of each individual nominated for Director by marking an X in the box entitled for and withheld opposite the name of each nominee, and by signing and printing your name in the space indicated on the ballot.

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Once you've completed your ballot, would you kindly hold it in the air for the scrutineers to collect.

While the ballots are being collected and tabulated, we will continue with the formal part of the meeting. We will announce the results of the ballots in a few minutes.

The next item of formal business is the appointment of auditors of Agnico Eagle Mines for the current year. It is proposed that Ernst & Young LLP Chartered Accountants be reappointed as the auditors of the Corporation, to hold office until the next Annual Meeting of Shareholders of the Corporation, or until their successors are appointed, and that the auditor's remuneration be fixed by the Board of Directors of the Corporation. May I have an appropriate motion, please?

Unidentified Speaker

(unintelligible)

Jim Nasso

May I have a second to the motion?

Mel Leiderman — Director, Agnico Eagle Mines Limited

I second the motion.

Jim Nasso

Thank you, Mel. Thanks, Ann (phon). You've heard the motion, which has been seconded. Is there any discussion?

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If there is no further discussion, I will ask the meeting to vote on the motion. All those in favour, please signify by raising your hand, a show of hands. All those in favour? Contrary, if any?

Motion carried. I declare the motion carried.

The next item of formal business to consider at this meeting is the approval of the amendment of the Corporation's incentive share purchase plan, as more fully described on Page 17 in Appendix C of the Management Information Circular. May I have an appropriate motion, please?

Robert Gemmell — Director, Agnico Eagle Mines Limited

(unintelligible)

Jim Nasso

Thank you, Mr. Gemmell. May I have a second to the motion?

Howard Stockford — Director, Agnico Eagle Mines Limited

I second the motion.

Jim Nasso

Thank you, Mr. Stockford. You have heard the motion, which has been seconded. Is there any discussion? If there's no discussion, I will now ask the meeting to vote on the motion. All those in favour, signify by raising your hands. Opposed?

Motion carried.

Advisory resolution on the approach to executive compensation. The next item of formal business to be considered at this meeting is the nonbinding advisory resolution of the Corporation

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approach to executive compensation, as more fully described on Page 19 and in Appendix D of the Management Information Circular. May I have an appropriate motion, please?

Robert Gemmell

Mr. Chairman, I move that the resolution approving on an advisory basis the Corporation's approach to executive compensation, as set out in Appendix D of the Management Information Circular dated March 11, 2014, be approved.

Jim Nasso

Thank you, Mr. Gemmell. May I have a second to the motion, please?

Leanne Baker — Director, Agnico Eagle Mines Limited

I second the motion.

Jim Nasso

Thank you, Dr. Baker. You have heard the motion, which has been seconded. Is there any discussion? If there's no further discussion, I direct that a vote by ballot be taken on the advisory resolution on the approach to executive compensation. I would ask registered shareholders and proxy holders to identify themselves by raising their hands, and direct the scrutineers to distribute the say-on-pay ballot to those entitled to vote.

All those registered shareholders and proxy shareholders have been provided with a ballot for use in respect of this motion. You should record your vote in respect of this motion by marking an X in the box entitled for the motion or against the motion, as the case may be, and by signing and

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printing your name in the spaces indicated on the ballot. Once you have completed your ballot, would you kindly hold it in the air for the scrutineers to collect?

We will now adjourn the formal business of the meeting while the scrutineers tabulate the results of the ballots taken during this first time, and I am pleased to present the Paul Penna Award. So while we're counting the ballots, we'll do this.

And this is a special time. This is an award really named after our Founder, and it represents all his values that prevail to this day.

Mr. Penna was an exceptional individual, and here's what we say. This is the seventh year the Paul Penna Award for the Community Service. Mr. Penna was the Founder of Agnico Eagle, and is well noted for his philanthropy and concern for the well-being of his employees and the betterment of the communities to which we operate. The Paul Penna Award is awarded to an Agnico Eagle employee who exemplifies the philosophies of the Founder through community involvement, dedication, and hard work.

Paul Penna, rest his soul, left an enormous impact on the communities he was a part of, and helped change the lives of people one person at a time. This award has been established to ensure that his values continue and play a major role in the identity of Agnico Eagle as a company, and as well allow the legacy of Mr. Penna to live on through the positive initiatives laid forth by employees.

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This year I am pleased to announce that we have joint winners of the seventh annual Paul Penna: Charlie Tautuajuk from Meadowbank, and Megan Defrancescantonio from the Toronto office.

Thank you. Charlie is a special individual. He's a Health and Safety Officer, and I remember meeting him when we poured our a million ounce pouring at Meadowbank, we had a gathering, and Charlie had just joined us at that time. And the beauty of it was he was in charge of safety and he was doing it in the Inuktituk language, which is really very, very important, as safety is very important in mining, and especially at Agnico Eagle Mines we have a very, very good safety record, and Charlie is part of that.

He has worked at Meadowbank and lived in Baker Lake since 2012. Charlie has been involved in mining since 1996, and he and his family, he and his wife—they have five children—have lived in Ontario, the Northwest Territories, British Columbia before coming to Baker Lake.

These are very special people, both of them. It's an honour for me to do this. Charlie is a man devoted to his family and community in which he lives. To illustrate his commitment level, let me list some of the committees on which he's a member: the Community Wellness Committee; the President of the Baker Lake Gentleman's Hockey League; a member of the Baker Lake Minor Hockey Association; a member of the Recreation Committee; a member of the Baker Lake Blizzard Coaches Committee; member of the Agnico Eagle Used Clothing Committee; and Chairperson of Language and Literacy Committee.

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Charlie is described as an active and influential member of Baker Lake. While working with the Community Wellness, Charlie helps Inuit people, in particular children and youth, learn the importance of choosing a healthy lifestyle and be productive members of the community. And their choosing a productive lifestyle not only benefits the community, but the individuals as well.

With respect to the Gentlemen's Hockey League, Charlie has helped resurrect the league that has been inactive for 15 years. Now that the league is approximately 30 adult participants, it's hosted a tournament in Baker Lake in March, and is raising funds and planning to attend another tournament in Yellowknife later this year.

Charlie is a true example of selfless giving and community spirit. Congratulations, Charlie. It's a pleasure and an honour to know you and to have you in our Company.

Our second winner is Megan Defrancescantonio. Megan began working in the Human Resources department at Agnico Eagle head office in 2013. Megan has been volunteering at Sunrise Therapeutic Riding & Learning Centre in Milton on weekends since 2009. Sunrise has been providing therapy to special needs children and adults for over 30 years through therapeutic equestrian programs, recreation and sport, and is a nonprofit organization.

Megan developed a love for horseback riding at an early age. However, as she got older the lessons became too costly; she searched for a way where she could still be around horses. She discovered Sunrise and began volunteering immediately.

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With her extensive riding experience, Sunrise immediately offered her a volunteer position as a side-walker. The role of the side-walker is to ensure the safety of the child, interacting with them, and helping reinforce the instructor's directions. As time passed, Megan got involved in Sunrise's other programs, like their Little Britches program for children ages four to seven, the annual horse show, and the baking for their bake sales.

For her wedding, she collected Sunrise's oldest horseshoes, cleaned and buffed them up, and gave them to her guests with a note, in lieu of favours, a donation will be made to Sunrise. Even though Megan's times at Sunrise initially started as a plan to spend time with horses for free, that is certainly not why she has stayed. Megan states, and I quote: "These kids are the most amazing individuals I have ever met, and I feel truly privileged to be a small part of their strong network surrounding them. The work that Sunrise does and the opportunities they create are unparalleled. It is a pleasure just to be part of that any way that I can."

The Executive Director of Sunrise says that Megan is an outstanding volunteer in the program. She says she wishes she could have Megan there every day and that both instructors and children absolutely love working with Megan. Congratulations, Megan.

Both to Charlie, Megan, well-deserving winners, it's an honour for me to do this, it's an honour for us to have you in our Company, and it's an honour for me to be in your presence. Would you come forward and accept the award, please?

Will there be pictures taken? There they are. Okay. Good. All right.

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Thanks very much; two exceptional individuals.

Volunteers in our country are so important. There are many of them, but these are very special people.

We will now reconvene the formal part of the meeting to proceed with the remaining business. The scrutineers have tabulated the results of the ballots conducted earlier. The scrutineers report that the motion relating to the election of Directors has been duly carried by a majority of the votes cast. Accordingly, I declare that motion carried.

The motion relating to the nonbinding advisory resolution and approach to executive compensation has been duly carried by a majority of the votes cast. Accordingly, I declare that the motion has been carried.

If any shareholder is interested in the exact number of votes cast in favour of for or against these motions, he or she may obtain the particulars after the meeting by contacting the Secretary.

Is there any further business?

If there is no further business, I will then ask someone to move and someone to second to terminate the meeting, please?

Cliff Davis — Director, Agnico Eagle Mines Limited

Thank you, Cliff. May I have a second on the motion?

Merfyn Roberts — Director, Agnico Eagle Mines Limited

I second the motion.

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Jim Nasso

Thank you, Merfyn. All those in favour of the resolution, please signify by raising your hands. Lovely. Motion carried.

Now the best part of the meeting is going to be Sean Boyd, and I'll read the forward looking statement. We'll try not to stand between you and lunch, but he always has a very, very excellent presentation, and you'll be happy to hear—we've had such a good quarter you'll be happy to hear all the good news.

We will now proceed with a presentation by management of the Corporation. But before I turn the meeting over to Sean Boyd, I would like to caution you that management's presentation may include certain "forward-looking statements". These statements are based on management's current expectations, but are naturally subject to uncertainty and changes in circumstances.

These factors may cause the Corporation's actual results to be materially different from the expectations expressed or implied by such forward-looking statements. The Corporation is not under any obligation to update the forward-looking statements in today's presentation. Detailed information about risks and uncertainties have been included as in our most recent securities filings with the Ontario Securities Commission and the SEC.

As that has all been done, I now call our President, with great pleasure, and CEO, Mr. Boyd. Thank you.

Sean Boyd — President and Chief Executive Officer, Agnico Eagle Mines Limited

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Thank you, Jim, and good morning, everyone. It's always a pleasure to see a lot of old friends and supporters for many years come out for the annual meeting.

There's literally people that I've seen here for about 30 years, even more than 30 years; when I was an auditor at Clarkson Gordon; I used to come these meetings. And one in particular I'll point out is Dixon Ambler, who used to look after our insurance, and he goes back into the 1960s at our silver division, and those are the type of people that have been very supportive of the Company and friends of the Company for a long time. So we always look forward to seeing you come out, and we're proud to manage your company.

What I'd like to do today is talk a little about the gold price. I'll talk about the industry, how we see things evolving. Things are certainly transforming and will continue to transform. It's still a difficult business.

I'd like to talk about how we think about putting our business together, and the things that we sort of pay attention to when we think about our business and some of the key building blocks and sort of how that positions our company in the industry and in the industry as things evolve. And I'll also make a case at the end for gold equities because I think they provide an interesting opportunity for some very good returns as we go forward. And it's a sector that's been beaten up over the last little while, but companies have been doing a really good job of improving the business and creating, as a result, some very good investment opportunities.

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But before I get into the gold price and industry, as Jim mentioned, things have gone extremely well over the last little while. And that's a credit to the support we get from you as owners, and the support we get from our Board, and also for the extremely good thinking and hard work that our employees do every day. And without that, we couldn't post the type of results we just posted this week with our first quarter.

And that sets the stage for and builds a foundation that we will be able to continue to build upon with that expertise, and I'll talk a bit about some of those building blocks. But as you saw, we had an extremely good quarter from a production point of view. We had record production; we saw very low costs coming out of key operations, which were extremely important.

Maybe we'll put that slide back for later; you're stealing a bit of the thunder by putting that up. So I've got the little clicker here, so I'll click it when we're ready. But I think when we look at the quarter, there's contributions across the board. And it's not just contributions in terms of optimization and producing more gold by mining more tonnes and processing more tonnes. We're always focused on cost reductions and efficiencies, and we could see that in many of our operations, as we saw dramatic improvements in our cost per tonne.

Last year when gold when down about this time last year several hundred dollars, Agnico just didn't jump and all of sudden announce major cost cutting because it is a long-term business. And the approach we took is that we have a great foundation; we're going to continue to grow this business. In order to grow the business you need high-quality people, and we took the approach

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that we would preserve that skill set and preserve that experience so that we could use that to grow the Company. And so we can see that that was the right strategy given the results we've just had.

You also know that we've been involved in a transaction where we're bidding for Osisko Mining with a partner, Yamana. We certainly had a lot of questions about that, and as somebody said, well, that isn't quite your strategy. You've tended to in the most recent past by early stage, use your exploration expertise, and add value through exploration success and mine building. So it's somewhat unlike Agnico to buy production.

Our response to that is it's kind of a unique situation, given that you have what is currently Canada's largest gold mine essentially in our backyard. It's an asset that our people drive by every day. It's in the centre of three of our operations. Not only do we have three mines in that region, we also have a technical service group, and we also have a regional office based in Val-d'Or that supports not only the three mines in the Abitibi region of Quebec, but is also the logistical support base for our operations in Nunavut.

So that's a foundation for us. We've been there for over four decades; we have 1,600 employees, so it was natural for us to take a look at something that had been put into play, although a bit unusual for us to look something that size. But when you look at how the transaction was structured, it was still in line with where we were accustomed to seeing dilution on prior transactions.

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When we bought Meadowbank, when we bought Kittila, the dilution was roughly about 14 percent, but we had projects at that point that we still had to invest significant capital in and take on a significant amount of risk to make those transactions successful.

In this case, we see dilution of a little over 16 percent. We're putting in some cash; we're buying something that's already built that's generating some net free cash flow.

But I think what we bring to the table and what we saw as an ability to use that skill set, which has effectively built this company over several decades, and use it in a way that we can optimize the asset base, but also take advantage of some upside that we see in that land package. And we bring some unique features and unique skills to the table.

I think the Goldex example is a great example of how we think as a company. We had a setback there in late 2011 where we had some experts suggest that we had an issue with our crown pillar. The Board reacted within a matter of days and effectively shut the mine down, but we didn't quit; our people didn't quit.

They said we need to understand what happened; we need to understand if there was some opportunity to salvage some value because at the time in our view it was worth zero, but our people kept working and we've had a successful restart there. And you can see that reflected in the first quarter numbers where we're able to make good money, cash costs in the low $700 range, mining a grade of 1.4 grams underground. That's the type of skill set and knowledge and experience we hope to bring to bear on the land package that comes with the Osisko deal.

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And so we're particularly well positioned there with skills and being in the area that we feel we can add to that investment and maximize what we've done there. It's all still also subject to the shareholder vote of Osisko, which is set to occur on May the 30th. Assuming that goes well, the plan of arrangement will be wrapped up likely in the second week of June.

So we felt it was the right thing to do at the right time. We felt we were perfectly positioned to do it. We were up against stiff competition in Goldcorp, a high-quality company, and we were fortunate that we were able to find a solid partner.

And our view from day one was that in order to compete with Goldcorp, in our view you needed a simple transaction; you needed two quality gold equities with some cash and a Spinco company that was easily valued and was meaningful and wasn't your typical Spinco, which is generally a bunch of low-quality assets with a bunch of cash.

So it was something the Osisko Special Committee and Board were attracted to, and that's why we're here today talking about the possibility of having that come into the Agnico and Yamana fold in a matter in weeks.

I'd like to talk a little bit about the gold price. It has been volatile. It makes for a challenging business, but we never—as we entered 2014, we weren't overly concerned about the gold price. We're not overly concerned about the gold price because fundamentally nothing's changed from where we were a few years ago.

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And I think the Western world got into big trouble because they had these inflated views of how much growth their economies could generate, and that growth never materialized. And it's still not there. And we're still faced with low growth going forward, and that low growth is a major problem when you have the debt levels that we have in these Western economies. And those debt levels are increasing, and I always go back to Richard Russell, who's in his late 80s who's been writing a newsletter since 1958, and he pointed a dozen years or so the only way out is inflate or die. And for us it's a matter of timing.

So we think that the way forward is more inflation, more stimulus, even though the US is tapering. In Europe, they're still talking about QE; they're still talking about having to deal with a low growth rate because not only does it have an issue around debt, it has an issue for the population. There's no jobs in a lot of these economies.

So we think stimulus is not only necessary, but people have become used to it. And the governments are going to, I think, continue to do that. And that means gold has a role there and it will continue to have a role, and for us it's just a matter of time.

On the demand side you've got a certain segment of the world where the population is growing dramatically, where the wealth is increasing significantly, who have a general affinity to gold. And one thing I always point to, I remember sitting at our old offices at Queen and Bay and seeing a press release a dozen years or so ago from China, and they're basically announcing they're going to establish a gold exchange in Shanghai. Well, clearly, they had a plan.

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So here they are 12-plus years later being the biggest demand source for gold at over 1,000 tonnes. That's not going to stop tomorrow or next year or the year after.

Tremendous source of demand. China, India, central banks will keep buying, and as you know, it's a tough business from an industry point of view. Exploration budgets have been cut dramatically; projects have been put on hold; capital is being reduced. So mine supply is not going to increase. So the supply/demand fundamentals suggest that we will see higher gold prices going forward.

So it will be volatile. You may see lower gold prices, but the key there is to have a business that can survive the volatility and the ups and downs. And we're fortunate that many of us are still here after experiencing the 1990s when gold hit 250.

And you may recall, some of you may recall, that we were a company that never ever sold an ounce of gold forward. So good old Agnico was selling gold at spot prices, so some months we were averaging 252, 254, and during that period our shares were relative outperformers because we had a focused business. We had a business that we could run, we had a business we could deliver on, and that's where the industry is headed now.

I talked about the industry transforming. This dramatic growth phase that the industry went through over the last few years essentially created a bunch of businesses that were unmanageable; too complex, too big. The mines now or the projects now are in more remote locations. As a result there's a lot of technological complexity that comes with it. And companies

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just fail to deliver, and as a result the industry created the fatal mistake of having gold go up and the stocks go down.

Like how do you do that? Well, we did it. As an industry we did it. We did it for two reasons. We did it because the pace at which we were all trying to grow, and it wasn't just the gold space; it was the whole extractive industry, the pace at which we were all growing put a lot of pressure on input. And the prices that we were getting charged for inputs and for services was going through the roof. We were basically forced to take the price because we all put out production profiles that meant we had to keep going. And that was in 2008/2009.

We also created the problem for ourselves as an industry because we grew reserves on the back of a rising gold price rather than adding quality tonnes to the mine plan. And what we've been trying to do is readjust those reserves now by using a lower and lower gold price as an industry, and that's been working.

So I think what you're going to see from the industry, you're starting to see it in some of the quarterly results where companies are meeting guidance or beating guidance; companies are getting their costs down; companies are getting themselves well positioned for this volatile sort of price environment in gold. And I'll talk about this in a minute on why I think you should look at gold equities because there is a transformation underway, and I think it's worked quite well.

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But I'll talk about Agnico, and these are some of the things that we look at as we look at our company. And we use this as a bit of a road map, and we look at these as almost buckets of value.

And you can break them down into your operations and the quality of those operations. You can break it down into financial risk and how much risk you're going to take on and how much flexibility do you have in your business. You can look at how you sort of treat shareholders in terms of the dividend and how much shares you issue and how you dilute over time.

And you can look at the skill set that you bring to the table. And we're always sort of mindful of where we are with those buckets. And sometimes we find yourself in a position where you don't have as much quality in a particular bucket as you'd like.

And I think a lot of you realize that over the years that Agnico's always traded with this premium valuation relative to the pack. And I think it's because we've always paid attention to those value buckets. And when we see one sort of getting at the low level and the red light goes on, we're always mindful of how do we shore that up? How do we get the right balance? Because it's all about balance, and that's why we're still here after 57 years because we've made sure we didn't take on too much risk in some of those buckets. And despite the gold price going up and down over those 57 years, we're still here setting production records, generating a lot of cash flow per share with a bright future with a lot of technical skills.

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So you can see in the quarterly results, and this is the ninth consecutive quarter where we've met or exceeded our production guidance. So we reposition the business to deliver, to understand the assets, to lay out a program where we were comfortable that we could execute on that plan.

We've got an asset base that can deliver production growth from mines that are already producing, so we don't have a lot of technical risk in that growth plan. We've got mines that are already running; we've got the restart of Goldex going well; La India just met commercial production in February. We're going to see more production coming out of those.

Our costs have been trending down, so we're improving the quality of our business. When we look at something like Canadian Malartic long-life reserve; low cost; good solid production, it improves the quality of our northern business.

Our reserve grade is on an average basis higher than most in the industry. That gives you some flexibility within the deposits. In fact, when you look at our reserves, which are redone at $1,200 gold this year, we didn't see a significant decline in our reserves. We saw an 11 percent bump in grade and we reran those numbers at $150 lower, and even at $1,050 our reserves only go down by about 5 percent. So there's good downside protection and quality in the business.

Our balance sheet we've been very mindful over the years, so even when we didn't have a hedge book to fall back on, we were never interested in taking on too much financial risk because you can get into a lot of trouble. And as we say to our employees, you want decisions to be made on

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the direction of the Company made by our Board, not made by a bank. And so people ask us, well, you're willing to borrow $500 million to do Osisko; does that put too much risk on the balance sheet?

It doesn't because we're buying an asset that's generating net free cash flow. And essentially we could repay the debt in three-plus years of net free cash flow coming out of the half of Canadian Malartic that we hope to own as we go forward.

The low share count, I think, is something we're pretty proud of, and the dividend over 32 years is something we're pretty proud of. We have never really been in a race to grow production or grow in size. The focus was, yes, it's good to grow; the market pace for growth is part of the premium, but you have to be able to manage the growth.

And that's why we've been very measured in the steps we've taken over all these years, and as Dave Smith likes to say, 57 years we've only got 175 million shares outstanding. There'll be a bit more as we go forward, but we're improving the quality of our business.

The dividend, although we did cut it, we felt it was important to give ourselves a little bit more financial flexibility going forward in a volatile gold market. It's still an important part of our thinking at the Board level.

In fact, we resisted reducing it for a two-year period, even though gold had fallen $500. But it's something we take seriously. It's important; it's a track record that I don't think many companies can point to; certainly not many companies in the gold space. In fact, it wasn't until five

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years or so ago that gold companies felt that it was important to pay a dividend. A lot of our competitors felt that it wasn't necessary. We like it because we point to it as a sign of discipline and how we think about our business.

Political risk, I think, is something that sets us apart. Dave reminds me that one of my favourite lines is, mining's hard enough. Like why do you want to go to a part of the world where people don't want you there? People don't want you investing capital or bringing skills? We find ourselves in parts of the world where people want us around. They actually like us. They enjoy the contribution that we've made to the communities.

And we're glad to be, as Jim said, in a lot of these communities making a difference. And that gets thought about a lot at the Board level, so we're fortunate to be able to do that. So we'll be mindful when we look at growing the business to manage the political risk side.

And I think lastly, and most important, I think it's the skill set of our team that sets us apart. We were asked a question on the conference call this morning, and it was about the type of deposits that we've sort of graduated to and are willing to take on, and are we willing to—or are there deposits out there that we're not equipped to handle? There may be, but we're equipped to handle most, and that skill set's largely been developed in the last 10 years.

We have a broad range of skills, and we do our feasibilities ourselves; we're our own general contractors. We tend to not want to hand over our fate or destiny in major projects to an engineering firm. We'll use them on a selective basis, but we like to be in control.

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And so if you look at our assets and the type of assets they are, we're mining north of the Arctic Circle in Finnish Lapland; very complex deposit. We have an autoclave, and there's maybe a dozen or so in the world. That autoclave has got recoveries of almost 90 percent. It didn't start out that way, but our people worked hard. This was something new to us, and they solved it and so we've got complex metallurgical skills not just in Finland, but at LaRonde, where we produce five accountable metals.

We have northern experience. We're moving 100,000 tonnes or so of rock a day in the middle of the Canadian Arctic; big open pit. We've got deep mining skills at LaRonde. We're now mining at depths of 2.9 kilometres underground. We thought that was not possible several years ago, but our people made it possible because they worked it through, thought it through, came up with solutions, and we've got some of the best rock mechanic specialists in the world; better than most consultants.

We've got the ability to mine low-grade ore underground at Goldex. We've got great skills in Mexico. It's been one of our better businesses over the last little while; generating free cash flow. Rates of return are some of the highest in our business; payback short. So we look to grow the southern business. We look to do more. We look to leverage off of that skill set.

Someone said to us during the bid as we were out talking to shareholders, so I guess you're done? M&A, I guess you're done? You've got enough. Well, we don't see a big challenge in

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integrating Canadian Malartic into our operations. We've worked there for four decades; we've got the skills there to do that.

We see opportunities still in the southern business. We see opportunities small that could ultimately big. As we've said to our team, we need the next Pinos Altos. We need the next investment that grows up by a factor of 5 or 10 or 15. We're good at that. We've done that before. The team in the south is good at that. So we're focused on doing some small things there.

So we're not finished; we're not done. There's more to do and we've got the people to do it, and we've got the support of shareholders and a supportive Board to be able to do it. So we're in a fortunate position in a tough business.

So I'll talk a little bit about the gold equities. I think it's a tough business. Some companies have been able to transform themselves a little bit faster and maybe a little bit better than others, but the trend is positive. And some people are taking a little bit longer because they've had more complex issues to deal with, and they're having to deconstruct their businesses before they can move forward, but it's certainly happening.

But the key question that investors are asking is that if gold or if and when gold goes up, I can buy the ETF; tell me why I should be buying the gold equities rather than the ETF? Well, we would maintain now that there are several quality gold equities out there—Agnico being one of them—where we're positioned now going forward where we can deliver the margin because we've got a much better handle on the input price pressures.

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We're not price-takers when we look at inputs; we're price-setters now. And I don't think the industry pace is going to change so that we start driving up prices of our inputs. And I think we're all as an industry going to resist the temptation to expand mine plans or add mine life at the expense of quality.

We did that; it didn't work. We heard that loud and clear. All the valuations got compressed; the stocks underperformed. But now you've got valuations that we haven't seen in this space in years. And in fact, we know our stock is at a level it was in late 2008 when we were in the midst of that big financial crisis.

We still had a bunch of mines to build then. We had a lot of technical risk. There was a lot of financial risk in the business because where were we going to get the money to finish building those mines? Well, here we are six years later or so with the stock price lower than where it was in 2008, and we've got a much better business. We've got mines that are running that are going to drive growth; we've got a business we can manage; we've got good quality in terms of being able to lower our costs; we've got great exploration upside.

So this is a business that's going to do well going forward. It's a business that can withstand the volatility in the gold price going forward. And there's always room, I think, in any portfolio, for gold or a quality gold stock because it gives you good portfolio diversification. And I think one of the key things that we learned over all of our years in the business is that when you're

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in these difficult times, the focus just isn't on survival because the worst thing you can do is just survive. And then when the gold market turns you're not positioned to take advantage of it.

We demonstrated in the late '90s when we were selling gold at spot that we could run a business that didn't just survive that low period, but was able to take off and prosper when the gold price turned. And we did that. And we're positioned now to do the same thing because we've been able to run our business in a way where we haven't cannibalized our work force, let go our quality skills, and we've been able to do that and still build the quality of the asset base.

So this company continues to be well positioned. We're proud to be running your company. It's something we love doing, and we thank you for all your support.

And I'll turn it back to Jim. Thank you very much.

Jim Nasso

Thanks very much, Sean, and as usual, you weren't disappointed. And some people call you shareholders; we call you owners. And the owners in this room of this business are lucky to have a man like that leading the parade. And the success we've had as a business isn't an accident, and of course his management team as well.

He's a great leader. His management loves him; the Board loves him; the employees love him. I guess there's a lot of love in our company. That's about it. Anyway, thanks.

Now I'd like to open the floor to questions. If any of you have any questions, please go ahead.

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Q&A

Paul Durnan

Good morning. My name is Paul Durnan (phon). I notice as things proceeded on the Osisko acquisition, both Yamana and Agnico Eagle shares traded down quite sharply. And now you've got a $500 million loan is the cash portion, and are you also issuing some extra stock for the other piece? You're diluting the float a little bit?

Jim Nasso

Go ahead, Sean.

Sean Boyd

We are borrowing $500 million on our available credit line. The interest rate on that is 2.25 percent. We are issuing a little over 16 percent of our equity will go to the Osisko shareholders. But the real question is, you're referring to the settle in the stock on the announcement of the transaction.

Paul Durnan

Yeah.

Sean Boyd

Our stock settled on the day of the announcement a little over 8 percent. A lot of that activity is related to people involved in the deal positioning themselves around the various stocks

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that were involved in the deal. I would suggest that when that was announced, they realized the strength of the bid and the fact that the bid had a good chance of succeeding, and as a result you probably saw the hedge fund shorting our stock.

I'm happy to say that since that announcement our shares are trading above the price that they were prior to the announcement. They're probably up about 5 percent from where we were.

Paul Durnan

Okay. I'm not just talking about the date of the announcement. In the succeeding weeks the share price has kept on going down, hasn't it?

Sean Boyd

Not ours.

Paul Durnan

No?

Sean Boyd

Ours is actually up.

Paul Durnan

Okay.

Sean Boyd

When we announced the bid our stock was 33.45…

Paul Durnan

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Yeah.

Sean Boyd

And today it's approaching 35.

Paul Durnan

Okay. I'm wrong on that one.

Sean Boyd

Yeah.

Paul Durnan

So what—you're issuing new stock and that is going to pay the Osisko shareholders? Is that correct?

Sean Boyd

Yeah. The consideration to Osisko is shares in Yamana; shares in Agnico; $1 billion in cash; and a new company that's being created largely with cash and a royalty on Canadian Malartic.

Paul Durnan

So overall the Agnico Eagle float is watered down 17 percent?

Sean Boyd

A little less than 17 percent.

Paul Durnan

Yeah. Okay. Thank you very much.

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Sean Boyd

Okay.

Jim Nasso

Thank you. Thanks. Next question? Hello? Could you identify yourself, please?

Ray Theriault — Shareholder

Yeah. Over here.

Jim Nasso

I see. Go ahead.

Ray Theriault

Yeah. Good morning. Thank you for allowing me to ask a question.

Jim Nasso

And you are?

Ray Theriault

Ray Theriault, T-H-E-R-I-A-U-L-T, shareholder for the last perhaps six or so years. Two years ago my mic cut off, so I hope that doesn't happen today—at the annual meeting two years ago. So my question is in regards to information contained on 21 and 22 of the management circular. And it's specific about compensation, and I read in 2012 when the share price went up 44 percent, 2012 you saw it fitting to engage Meridian, an outside consultant. You also saw it fitting to tie short-term

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performance to TSR, total share return, which is very common for many companies, justifiably so. With that you've got your compensation, which was I guess fair in the circumstances in 2012.

So fast forward to 2013 last year, your share price dropped 47 percent, so more than it went up the year before. This time you chose not to engage outside consultants. This time you also decided not to tie your compensation to TSR, or total share return. You said that wasn't appropriate. Instead of allowing of 25 percent as you did the year before for TSR as a portion of your compensation, you moved it to long-term compensation and did not make it relevant to short term. As a result, your overall compensation of roughly $20 million for 2013 was an aggregate 6 percent lower than the 2012.

How do you justify this contradiction and inconsistency, please?

Jim Nasso

Go ahead, Sean.

Sean Boyd

Want me to try? The challenge, the challenge with the disclosure in the circular is that it's on a calendar year. So we have a disconnect in when we issue our long-term incentive, and the long-term incentive for a particular year happens to get issued in January of the following year. So what you're not seeing in that table is the fact that the long-term incentive that really related to 2013 that was actually issued in January of 2014, went down substantially.

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The reason for the switch out of the total shareholder return out of short-term compensation, or short-term bonus, was because we were essentially tying, in particular my case, all of the long-term incentive on to the share price. So as a result of that, my long-term compensation went down roughly the same percentage as the share price went down. It's not reflected in the table because that was not issued until January of 2014.

So on balance, at least on my part—and that would be for most of the executives; some of the executives get stock options; I no longer get stock options; I get restricted shared units—so in my case it was down 30 percent or so in total.

Ray Theriault

That was the discretionary, correct?

Sean Boyd

That was total. That was long term, short term, and salary.

Ray Theriault

But I look at the table of total compensation…

Sean Boyd

You can't look at that because…..

Ray Theriault

I can't look at that? There's $100,000 difference between the 9 point something million

Sean Boyd

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Yeah. But you can't—that's why I'm explaining

Ray Theriault

All right.

Sean Boyd

You have to look go to the preamble, and we are going to correct that going forward where in December the issuance of long-term incentive will actually be made in December in the year that it's earned. And so going forward we will remove the anomaly that exist between the tables.

But it's a good point. No, I understand the point. And we knew that from a table disclosure point of view that that required some explanation. It's in there, but it may not be apparent because people tend to just go to the table, but going forward you'll see that being corrected.

So really, this was a big portion of the change in thinking in the compensation is that, for me particular, they wanted to align me as closely with the shareholders as possible. So I no longer get stock options, but I get restricted share units, and those restricted share units are a fixed number. So if the stock goes down 50 percent, mine's worth 50 percent less. If the stock goes up, it's worth more, but I'm in the same position as the shareholder. And so that's the way we've tried to do it.

And what we thought—and the reason we did that, and we can certainly have the Chair of the Compensation Committee talk about that—and this situation was created partly because I'm

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not swift enough to know when to sell Agnico option. And so I had a period of five years where roughly 60 percent of my total comp was stock option. And our stock went to $80 three times and I never sold any of those options that were in that five-year period.

So when we had the unfortunate 2011 where we had Goldex and Meadowbank we didn't get right and the share price tanked, basically my paper worth went down and I was never going to recover that. So the Board was saying, well, that's not right because there's nothing tying you to the Company. You could actually walk out the door because those options are worthless now.

And they said the best way to compensate you is to actually give you restricted share units so that you're more fully aligned with the shareholders. So that was the logic behind it, and I'm good with that. I'm good with being in the same boat as you guys in terms of how that long-term incentive portion gets calculated, which is roughly half of my total compensation.

Ray Theriault

Thank you. I have a 30-second follow-up and then I shall extricate myself from the mic. Will I be permitted?

Jim Nasso

Thirty seconds?

Ray Theriault

Yes.

Jim Nasso

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Okay.

Ray Theriault

Thank you. You go to Page 32 and it shows you a five-year chart of the stock price. The stock price is the final and most important arbiter of the performance of the management and company. Thank you for your time. That is most important right there. It's five-year lows.

Jim Nasso

Thank you. Next question?

Winfrey Fruhoff — Shareholder

My name is Winfrey Fruhoff (phon). My company is a shareholder of Agnico Eagle. It got there through Goldex years ago.

Jim Nasso

Excuse me, before—I should have said, could you identify yourself, please? I didn't hear that.

Winfrey Fruhoff

I said Winfrey Fruhoff.

Jim Nasso

Okay. Go ahead.

Winfrey Fruhoff

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My question is, what is the method Agnico Eagle uses for forecasting gold prices? And for what period does it do these forecasts?

David Smith — Senior Vice-President and Chief Financial Officer, Agnico Eagle Mines Limited

Certainly we are big fans of the gold price; we're gold bulls by nature, but we don't run our business based on a wild forecast off into the future. In fact, we try and do our planning in a very conservative manner where we'll take something lower than the current spot price and then do scenario analysis around that.

For example, for our planning and our reserves and resources this year, we actually did our calculation at $1,200 gold, and then scenarios around that to make sure that the Board were comfortable with our financial position and our forecast even at lower gold prices we could maintain a manageable business. And I think we're very successful at showing that to the Board, and it should play out in the market as well.

Winfrey Fruhoff

So are you using then scenario situations which change from time to time and there's no particular science behind those scenarios, I take it?

David Smith

Yes, sir. We believe that in fact on the short and medium term it's virtually impossible to forecast the gold price, though we do observe that gold is usually in contango, meaning that the price in the future is normally predicted to be higher than it is today.

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So as a result, by us going something below spot we feel like that puts enough conservatism into our forecasting and planning that we should be able to manage even in extreme circumstances.

Winfrey Fruhoff

Thanks very much.

David Smith

Thank you.

Jim Nasso

Thank you. Next question?

Norma Chapman — Shareholder

My name is Norma Chapman (phon), and I'm a shareholder. I know that an autoclave is something that sterilizes things through high-pressure steam. Now I want to know why a mining company would be using an autoclave. What use does it have?

Sean Boyd

Well, the gold at that particular deposit is encapsulated. You can't extract that gold. It's microscopic unless you burn away the rock that encapsulates that gold under high heat and high pressure. So you're using very high heat and very high pressure in a vessel to basically burn away the rock that traps the gold.

Norma Chapman

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Thank you.

Jim Nasso

Thank you. Any other questions? Yeah. Here's another one.

Donald Mooney

Yes. My name is Donald Mooney (phon), and I just wondered what are the odds of some jilted suitor like Barrick Gold coming in and putting up an offer for Osisko? Is that a possibility? Or is that long odds?

Sean Boyd

Well, certainly it is still subject to the shareholder vote, which is at the end of the month, so it is a market, but I would suspect that there was a probably a number of companies that participated in the due diligence process over the last several months. So I would assume that most people that would be in a position to make a bid have already done their work and considered whether they were in a position to do it and have decided not to do it.

So there's always a possibility; you never know. It is a market, but we would think that the vote should be successful at the end of this month.

Donald Mooney

Thank you.

Jim Nasso

Thank you. Any other questions? Here we go.

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Ano Adher — Shareholder

Yes. Ano Adher (phon), shareholder, and I guess the first question is, I'd like to know is when would you reinstate the dividend? How high would the price of gold have to go? And is this takeover of Osisko interfering with a chance of us getting an increase of dividend?

Sean Boyd

The takeover, or the bid, for Osisko is not affecting our ability to pay the dividend. In fact, that asset will be adding net free cash flow to the business. The last—the dividend level in 2011 was up to $0.88 when gold was 1,700. We readjusted the dividend down based on investment opportunities that we have currently, capital that we think we should put to work with those investment opportunities, and tried to set the rate that's there currently in a way that allowed us to fund our best investments and still gave us enough financial flexibility to manage volatility in the gold price.

So all I can say about the dividend is it’s something that gets reviewed in more detail on an annual basis. We do declare a quarterly dividend, but on annual basis we have in front of us all of the updated mine plans which are driven by new reserves; we have detailed budgets for the following year; we have a number of investment opportunities presented to us by our teams, and we sort of weigh and measure what we have in front of us and allocate capital accordingly. But I think that we can point to in 32 years, even during times when it's been difficult and in a very low gold price environment we've managed to pay a dividend, so it's clearly important.

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Ano Adher

I've got a follow-up on that takeover of Osisko. If you take over Osisko, what's the chance that you'll also perhaps eye Yamana for a takeover?

Sean Boyd

I missed that part. What was the last part?

Ano Adher

Once you take over of Osisko, what's the chance of you taking over Yamana?

Sean Boyd

I'd say zero.

Ano Adher

Okay. Thank you.

Jim Nasso

Thank you. Next question?

Brenda Duncan

My name is Brenda Duncan (phon), and I'm here representing my mother who is a shareholder. The question again, you—Agnico Eagle have always been considered a mid-cap producer and a low-cost producer, and I'm wondering with this Osisko deal whether that is going to change? And the second part of the question is you've got three mines already in the area. I haven't heard anything about what Yamana has in the area. Is Agnico Eagle going to be carrying the can

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mostly on this Osisko takeover? Or how does this partnership get structured? Are they going to be more of a silent partner and you're going to be the active one? I'd be interested to know. Thank you.

Sean Boyd

Okay. Those are good questions. As far as mid cap versus large cap or senior versus midsize, I think the definitions are becoming somewhat blurred right now as the industry transforms. So I would not sort of look at relative size. I would say from I think the important thing from a size perspective is that we're of a size now that we can still meaningfully grow the business and do it in a way that adds quality.

When you're a lot bigger than we are that becomes much more of a challenge, so I think we'll just be viewed as a good solid gold business that's actually growing in a way that's adding quality.

As far as low cost, the cost structure at the Osisko Canadian Malartic mine is actually quite good. That actually will lower the cost for our mines in that region, and that was an important consideration. As far as expertise in the area, it's clear that Yamana has no people on the ground in that part of the world. Their focus and where they've built their company is largely in South America with an operation in Mexico, so that's been their focus. So this is something new for them.

They felt it was important for their business going forward because they wanted to diversify their portfolio, likely probably improve the political risk nature of the portfolio. We're

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looking to utilize tax pools that they have built up through their administrative costs over the last 11 years, and that's an extra synergy that they have.

We're a little bit different. We don't have the tax synergies, but we have the technical service group that, as we said, is a centre of expertise for us that drives a lot of our feasibility studies. And we feel that having that team located in that region with that long history and experience, I think Yamana is a successful company; they know what grows a good business, and they know that we've got some skill sets that would be helpful for that asset.

Now, the way it's structured now is that there's a joint operating committee. I think the key for that deposit, assuming everything goes though, is the general manager and the team. They've clearly built a quality mine. It happens to be in that phase right now where there are optimization opportunities there, so it's a general partnership with a joint operating committee.

And I would expect that we will bring a lot more to the table because of the uniqueness of our skill set being located right there, and I would expect Yamana sees that as well. And we'll be getting together shortly to understand the opportunities and the skill sets. And don't forget, Yamana has big open pit experience and they've got a successful mine, one of their better mines in Brazil, which is a large open pit.

So it’s not that they're without skills that could help this asset; we just happen to bring a lot more to the table, given our track record and the fact that that part of the world’s been the foundation of the Company.

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Jim Nasso

Any other questions?

Mary Newell

Yes. One here, please. Good morning. I'm Mary Newell (phon). I'm a potential stockholder, and I'm a potential stockholder with very cold feet because I watched your dividend fall over 50 percent. And what I see there is that your owners, your shareholders are taking a direct hit in their pocketbooks. And I'm wondering, what do you plan to do to alleviate that? And what kind of a compensation change have you made with your Board in order to reflect that so that more than just your owners and shareholders are feeling the pinch?

Sean Boyd

Well, the Board members and the management team are shareholders. As far as the dividend goes, we saw over a $400 drop in the price of gold in a two-year period. We resisted adjusting the dividend during that period while we reviewed our operations, so like many companies this was part of sort of the transformation and readjusting our business to the lower gold price environment.

It's something that we were reluctant to do, but it's something that we also promised our employees because before we got to the dividend we went to our employees, and particularly in our Canadian operations, got a reduction in total benefits of about $40 million. And we did that by—or we tackled it that way because we were opposed to slashing headcount. We did have some

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layoffs, which were unfortunate where we had 60 people, largely through early retirement, but we wanted to move forward with the full skill set in place, and we tackled it from the benefit program.

So the employees' message was, okay, are we going to share the burden? And we did that, so we spread that around.

In terms of the Director compensation, it is RSU-based, it is restricted share unit based part of it, and that compensation goes down as the stock price goes down. And that's also the way the senior management compensation is structured, where a large part of it is restricted share units, which moves the value of that long-term incentive moves with the stock price.

Mary Newell

So then I could feel assured that there wouldn't be additional bonuses, and that those sorts of things given to the Board while you have owners and employees who are struggling with a little less?

Sean Boyd

Well, the Board compensation, they don't get bonuses. They get a fee for serving, and they also get as part of that a longer-term incentive, which is the shares. So the overall compensation would have gone down, as did the senior executive compensation went down as well.

Mary Newell

Thank you very much for explaining that.

Jim Nasso

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Any further questions? If there are no further questions, I would like to thank everyone for making this—or joining us today and making this a successful meeting.

We now invite you to join our Directors and members of senior management for lunch. Thanks, everybody, for coming. Enjoy the day.

Thank you.

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