NEWS RELEASE

Values and Vision: Sean Boyd's Path to the Canadian Mining Hall of Fame

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Following his induction into the Canadian Mining Hall of Fame in January, we celebrate Sean Boyd's remarkable career. As CEO of Agnico Eagle for 24 years, Sean transformed the company from a single-mine operator into a global gold mining leader with a market cap growing from $400 million to over $55 billion. In this interview, Sean reflects on his journey, the values that guided him, and what this recognition means to him and the Agnico Eagle team.

What does being inducted into the Canadian Mining Hall of Fame mean to you?

Sean: Honestly, it's pretty cool. Nearly 40 years ago, I sat with Paul Penna and Mort Brown, publisher of The Northern Miner, who had just come up with the idea of the Hall of Fame. Joining them now feels incredible.

But this honour isn't just personal; it reflects what Agnico Eagle has built and how we've built it. Staying true to our values – creating a great workplace, engaging stakeholders, and uplifting communities – has always been our mission. It's proof that creating long-term value and making a positive impact can go hand-in-hand.

Would you say it also reflects your leadership over the years?

Sean: It's not about me. It's about the thousands of employees who give their best every day. That's what brought us here. We never set out to be Canada's largest gold mining company. Instead, we focused on building a high-quality

business that happens to mine gold. Many companies chase size, but we focused on what we do best. That's why employees are proud to work here and communities value partnering with us.

Looking back over the years, what were some of the highlights and challenges you've faced?

Sean: Mining is tough, especially with gold deposits, which are typically short-lived.
Early on, LaRonde was a challenging asset, but great people and a strong culture carried us through. We took calculated risks, trusted each other, and stayed focused on our strengths. There were tough times when cash flow was tight, but we earned our shareholders' trust by consistently delivering value. That foundation of trust and teamwork made all the difference.

Does this induction mark the beginning of your retirement?

Sean: Not at all. I'm busier than ever, especially with our advocacy efforts in Ottawa. The Hall of Fame recognition is an honour, but it doesn't change my day-to-day. I may have technically retired as an employee last year, but as Chair of the Board, I'm still fully engaged.

What is your vision for the future of Agnico Eagle and the mining industry?

Sean: The industry is finally being recognized for its role in the energy transition. For Agnico Eagle, this is an exciting time. With our strong foundation, experienced teams, and solid relationships, especially in Canada, we're well-positioned to explore new opportunities.
Our approach won't change. We'll remain disciplined, focusing on areas where we can truly create value. Collaborating with some of the world's largest diversified mining companies and being among Canada's top 20 market cap companies speaks to the quality of our business.

You've been advocating for an Arctic strategy for Canada. What inspired that?

Sean: It started in 2019 when I spoke at the Canadian Club. We saw the Arctic's untapped resource potential – not just for mining, but for strengthening Northern communities. Other countries were increasing their Arctic presence, so we believed Canada needed a strategy to harness the region's resources and uplift its people. Over the past year, we've engaged with the Department of National Defence, Global Affairs, and even the Prime Minister's Office. It's about investing in the North for long-term benefits for all Canadians.

What would you like employees and stakeholders to take from your journey?

Sean: It’s our people who have made Agnico Eagle what it is today. We’ve stayed focused on our strengths and avoided distractions from competitors.

One of my greatest privileges has been seeing the positive impact we’ve had on communities, especially in remote areas. For example, when we reopened Goldex, it was about believing in our team and the value we could create – not just for shareholders, but for employees and local families.

Looking back, we’ve grown from a small team of five in Toronto to over 16,000 employees worldwide, each contributing to the well-being of thousands of families and communities. That’s a legacy I’m incredibly proud of.