



Global Approach,  
Regional Focus

2023  
Agnico Eagle Mines Limited  
Sustainability Performance Data

The Agnico Eagle 2023 Sustainability Performance Data summarizes our sustainability performance by site for the 2023 reporting year and provides a table with a five-year global performance trends for key social, environmental, and economic. The GRI and SASB Index are provided on the second tab.

See our 2023 Sustainability Report for further details on our sustainability management approach, reporting methodology and reporting boundaries.

See our 2023 Annual Report on our website for detailed financial and production data.

**Updated July 2nd, 2024:** Updated total leased/owned mine areas values for Higgs Bay and CMC site in 'Environmental Stewardship' tab.  
Provided additional data on disturbed and undisturbed area values for the CMC site in 'Environmental Stewardship' tab.

**Updated August 19th, 2024:** Provided additional data on diversity in management positions by gender and indigenous employees in 'Workforce' tab, GRI 405 -1 and water risk management in 'Water Management' tab.  
Revised disclosure on benefits to full time employees for Detour site in 'Workforce' tab, human rights assessment for Fortway site in 'Communities & Indigenous Peoples' tab, GRI 412 -1 and corrected production units of silver in 'Materials, Tailings & Waste' tab.

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Community Engagements (TSM)

Age Group	Gender-Specific Data	Age-Specific Performance Data	Age-Specific Performance Data
18-24	100.00%	100.00%	100.00%
25-34	100.00%	100.00%	100.00%
35-44	100.00%	100.00%	100.00%
45-54	100.00%	100.00%	100.00%
55-64	100.00%	100.00%	100.00%
65-74	100.00%	100.00%	100.00%
75-84	100.00%	100.00%	100.00%
85-94	100.00%	100.00%	100.00%
95-104	100.00%	100.00%	100.00%
105-114	100.00%	100.00%	100.00%
115-124	100.00%	100.00%	100.00%
125-134	100.00%	100.00%	100.00%
135-144	100.00%	100.00%	100.00%
145-154	100.00%	100.00%	100.00%
155-164	100.00%	100.00%	100.00%
165-174	100.00%	100.00%	100.00%
175-184	100.00%	100.00%	100.00%
185-194	100.00%	100.00%	100.00%
195-204	100.00%	100.00%	100.00%
205-214	100.00%	100.00%	100.00%
215-224	100.00%	100.00%	100.00%
225-234	100.00%	100.00%	100.00%
235-244	100.00%	100.00%	100.00%
245-254	100.00%	100.00%	100.00%
255-264	100.00%	100.00%	100.00%
265-274	100.00%	100.00%	100.00%
275-284	100.00%	100.00%	100.00%
285-294	100.00%	100.00%	100.00%
295-304	100.00%	100.00%	100.00%
305-314	100.00%	100.00%	100.00%
315-324	100.00%	100.00%	100.00%
325-334	100.00%	100.00%	100.00%
335-344	100.00%	100.00%	100.00%
345-354	100.00%	100.00%	100.00%
355-364	100.00%	100.00%	100.00%
365-374	100.00%	100.00%	100.00%
375-384	100.00%	100.00%	100.00%
385-394	100.00%	100.00%	100.00%
395-404	100.00%	100.00%	100.00%
405-414	100.00%	100.00%	100.00%
415-424	100.00%	100.00%	100.00%
425-434	100.00%	100.00%	100.00%
435-444	100.00%	100.00%	100.00%
445-454	100.00%	100.00%	100.00%
455-464	100.00%	100.00%	100.00%
465-474	100.00%	100.00%	100.00%
475-484	100.00%	100.00%	100.00%
485-494	100.00%	100.00%	100.00%
495-504	100.00%	100.00%	100.00%
505-514	100.00%	100.00%	100.00%
515-524	100.00%	100.00%	100.00%
525-534	100.00%	100.00%	100.00%
535-544	100.00%	100.00%	100.00%
545-554	100.00%	100.00%	100.00%
555-564	100.00%	100.00%	100.00%
565-574	100.00%	100.00%	100.00%
575-584	100.00%	100.00%	100.00%
585-594	100.00%	100.00%	100.00%
595-604	100.00%	100.00%	100.00%
605-614	100.00%	100.00%	100.00%
615-624	100.00%	100.00%	100.00%
625-634	100.00%	100.00%	100.00%
635-644	100.00%	100.00%	100.00%
645-654	100.00%	100.00%	100.00%
655-664	100.00%	100.00%	100.00%
665-674	100.00%	100.00%	100.00%
675-684	100.00%	100.00%	100.00%
685-694	100.00%	100.00%	100.00%
695-704	100.00%	100.00%	100.00%
705-714	100.00%	100.00%	100.00%
715-724	100.00%	100.00%	100.00%
725-734	100.00%	100.00%	100.00%
735-744			

[illegible]

Agnico Eagle Mines Limited  
2023 Sustainability Performance Data

Agnico Eagle Global Performance Summary Data

	2023	2022 <sup>1</sup>	2021 <sup>1</sup>	2020 <sup>1</sup>	2019 <sup>1</sup>
<b>Operations</b>					
GRI 301-1	<b>Production<sup>2,3</sup></b>				
SASB EM-MM-000.A	Total Ore Processed (tonnes)	64,048,754	46,164,794	46,412,108	42,788,331
	Total Gold (Oz)	3,520,338	2,845,433	3,161,630	2,847,726
					2,909,780
<b>Health, Safety &amp; Wellness</b>					
<b>Global Safety Performance</b>					
GRI 403-09	<b>Person-Hours worked<sup>4</sup></b>	34,624,762	31,020,141	22,056,695	18,656,076
SASB EM-MM-320a.1	<b>Number of Fatalities</b>	0	1	1	0
	Combined lost-time accidents and restricted workcases frequency per 200,000 person hours worked <sup>4</sup>	0.43	0.64	0.82	0.99
	Combined Total Recordable Injury Frequency per 1,000,000 person hours worked <sup>4</sup>	4.30	4.84	5.44	6.54
					7.65
<b>Environmental Stewardship</b>					
<b>Energy &amp; Climate Change</b>					
GRI 302-1	<b>Energy Consumption</b>				
SASB EM-MM-130a.1	Total Electricity (KWh)	3,224,395,129	2,492,791,096	2,433,511,739	2,274,821,342
	% Renewable Electricity <sup>5</sup>	56%	44%	41%	42%
	Total Energy Consumption (GJ)	26,358,718	20,587,814	20,271,083	44,941,088
GRI 302-3	<b>Energy Intensity</b>				
	Electricity Intensity (per tonne of ore processed) (KWh/t) <sup>5</sup>	50.3	54.0	52.4	53.2
	Energy Intensity (per tonne of ore processed) (GJ/t) <sup>5</sup>	0.41	0.45	0.44	1.05
					0.48
GRI 305-1	<b>Direct (Scope 1) GHG Emissions<sup>6</sup></b>				
SASB EM-MM-110a.1	(tonnes of CO <sub>2</sub> e)	1,150,541	1,117,861	1,111,124	764,965
					753,716
GRI 305-2	<b>Indirect (Scope 2) GHG Emissions<sup>7</sup></b>				
	(tonnes of CO <sub>2</sub> e)	186,416	268,241	289,642	277,972
					283,604
GRI 305-2	<b>(Scope 3) GHG Emissions</b>				
	(tonnes of CO <sub>2</sub> e) <sup>1,7</sup>	2,020,549	1,895,988	2,137,011	1,300,000
					N/A
GRI 305-4	<b>Total (Scope 1 + 2) GHG Emissions<sup>7</sup></b>				
	(tonnes of CO <sub>2</sub> e)	1,336,957	1,386,102	1,400,767	1,042,938
					1,037,319
	<b>GHG Intensity<sup>7</sup></b> (tonnes of CO <sub>2</sub> e per tonne of ore processed)	0.02	0.02	0.02	0.02
					0.05
	<b>GHG Intensity<sup>7</sup></b> (tonnes of CO <sub>2</sub> e per gold oz)	0.38	0.38	0.36	0.37
					0.38
<b>Water Management</b>					
GRI 303-3	<b>Water Withdrawal</b>				
SASB EM-MM-140a.1	Total Water Withdrawn (m <sup>3</sup> )	67,157,911	54,186,292	43,373,524	41,138,906
	Total Freshwater Withdrawn for Use (m <sup>3</sup> )	8,615,007	9,347,637	10,122,405	9,629,173
	Freshwater Withdrawn for Use Intensity (m <sup>3</sup> of water per tonned of ore processed)	0.13	0.20	0.22	0.23
					0.48
	Freshwater Withdrawn for Use Intensity (m <sup>3</sup> of water per gold oz)	2	3.17	3.20	3.38
					3.24
GRI 303-4	<b>Water Discharged</b>				
	Total Water Discharged (m <sup>3</sup> )	34,001,058	23,856,198	19,908,314	23,242,123
					18,261,925
GRI 303-5	<b>Water Consumption</b>				
SASB EM-MM-140a.1	Total Water Consumed	33,156,853	30,330,094	23,465,210	17,896,783
	Total Water Used (m <sup>3</sup> )	81,677,767	57,862,634	50,193,503	47,816,171
	Total Water Recycled (%)	71%	78%	78%	79%
					78%
<b>Tailings &amp; Waste Management</b>					
GRI 306-2	<b>Mineral Wastes</b>				
SASB EM-MM-150a.5, SASB EM-MM-150a.6, SASB EM-MM-150a.8	Total Waste Rock Mined (tonnes)	143,564,421	143,208,943	125,515,902	123,301,761
	Total Tailings Produced (tonnes)				
					107,879,734
	Total Mineral Wastes (tonnes)	204,497,896	184,331,827	166,096,860	36,697,194
	% Tailings Recycled	7%	10%	11%	10%
					11%
GRI 306-2	<b>Non-Mineral Wastes<sup>8</sup></b>				
SASB EM-MM-150a.4, SASB EM-MM-150a.7	Total Hazardous Waste (tonnes)	21,541	8,447	8,424	8,172
	Total Domestic (non-hazardous waste) (tonnes)	57,819	55,083	57,617	60,260
	% Domestic Waste Recycled	32%	37%	36%	23%
	Total (hazardous + domestic) (tonnes)	79,560	63,530	65,791	68,433
					29,951
GRI 306-2	<b>Total Wastes (tonnes)</b>	204,519,527	184,340,274	166,105,284	160,007,127
					143,797,557
<b>Environmental Compliance</b>					
GRI 306-3	<b>Significant spills</b>				
SASB EM-MM-140a.2, SASB EM-MM-150a.9	Number of significant spills	0	0	0	0
	Total Volume (L) of significant spills	0	0	0	0
					0
GRI 2-27	<b>Environmental Fines and Sanctions</b>				
	Total number of fines and sanctions	0	0	1	0
	Monetary value of fines (SCAD)	0 \$	- \$	16,255 \$	- \$
					-
<b>Our People</b>					
<b>Workforce Composition</b>					
GRI 2-7	<b>Total Workforce</b>	15,828	14,133	14,301	12,431
SASB EM-MM-000.B	Contractors <sup>9</sup>	5,313	4,674	5,154	4,129
	Employees	10,515	9,459	9,147	8,302
	% Contractors <sup>9</sup>	34%	33%	36%	33%
					24%
<b>Diversity and Inclusion</b>					
GRI 405-1	<b>% Female Employees</b>	15%	15%	15%	14%
	% Female Board of Directors <sup>8</sup>	36%	33%	33%	30%
	% Female Executives <sup>8</sup>	25%	16%	13%	8%
	% Female Senior Management	21%	22%	19%	16%
	% Visible Minorities Board <sup>8</sup>	18%	17%	17%	10%
					0%
	% Visible Minorities Executive <sup>8</sup>	25%	19%	20%	8%
<b>Retaining, Training and Developing Our People</b>					
GRI 401-01	<b>Permanent Employee Turnover Rate (%)<sup>1</sup></b>	10.1%	11.5%	11.6%	14.8%
					9.6%
	<b>Training</b>				
	Average Hours of training per employee <sup>8</sup>	42	33	32	43
					39
GRI MM4	<b>Number of Strikes and Lockouts</b>	0	0	0	0
SASB EM-MM-					
<b>Socio-Economic Development</b>					
<b>Generative Economic Benefits</b>					
GRI 204-1	<b>Proportion of Spendine on Local Suppliers<sup>3</sup></b>				
	% of local spending	46%	44%	45%	47%
					59%

<sup>1</sup> All data, except GHG emissions, excludes Canadian Malartic

<sup>2</sup> Production for Ore processed and Gold includes Legacy Kirkland Lake Gold operations since January 1st 2022

<sup>3</sup> Legacy Kirkland Lake Gold data is excluded for 2019

<sup>4</sup> Legacy Kirkland Lake Gold data is excluded for years 2019-2021

<sup>5</sup> Legacy Kirkland Lake Gold data is excluded for years 2019-2020

<sup>6</sup> As of April 2023

<sup>7</sup> GHG emissions' data has been rebaselined for FY2021 & 2022 and it includes Canadian Malartic

SASB EMMA-000.B Annick Eagle LuPardo

**New Employee Hires by Age Group, Gender, and Region**

401.01

### Permanent Employee Turnover<sup>1</sup> by Age Group, Gender, and Region

Permanent Employee Turnover rate<sup>1</sup> by Gender, a

Average Hours of Training per Year per Employee

#### Diversity of Board of Directors by Gender

#### Diversity of Board of Directors by Age

#### Diversity of Employees per Employee Category by Gender

#### Diversity of Employees per Employee Category by Age

### Local and Indigenous Employment

### Benefits Provided to Full-Time Employees

<sup>1</sup> Revised response for Oetour site on August 6th, 2020.

### Operational Changes

Maximum value period (in weeks) regarding seasonal changes

#### Percentage of Employees Receiving Regular Performance and Career Development Reviews

### Incidents of Discrimination and Corrective Actions Taken

### Incidents of Discrimination and Corrective Actions Taken

Case #	Amesbury	LaPorte	Grider	CMC	Kitts	La Lida	Pros Ariz	Meacham	Melrose	Hopk Bay	Messiah	Debra Lake	Forsythe	CON Regional
32	0	0	2	0	0	0	5	2	0	2	17	3	1	
31	0	1	0	0	0	0	5	2	0	2	17	3	1	
26	0	1	2	0	0	0	0	0	0	0	2	17	3	1
32	0	1	2	0	0	0	5	2	0	2	17	2	1	

Agnico Eagle Mines Limited  
2023 Sustainability Performance Data

Economic Performance & Contributions

Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

GRI 202-1	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Local minimum wage in local currency	15.25	15.25	15.25	12.96	0.00	207.44	19.00	0.00	0.00	16.55	16.55	23.23
Ratio of female entry level wage to local minimum wage	2.68	2.58	2.25	1.00	1.19	1.32	1.30	1.30	0.00	1.44	1.84	1.42
Ratio of male entry level wage to local minimum wage	2.68	2.58	2.25	1.00	1.19	1.32	1.30	1.30	0.00	1.44	1.84	1.42

Proportion of Senior Management<sup>1</sup> Hired from the Local<sup>2</sup> Community

GRI 202-2	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
% Senior management positions filled by locals	73%	100%	85%	89%	71%	0%	9%	0%	0%	0%	76%	35%	80%

<sup>1</sup> Senior management is defined by their compensation band, which is determined by job responsibilities.  
<sup>2</sup> Local is defined as employees who are living and/or working in the region in which the division operates.

Proportion of Operation Spending on Local<sup>1</sup> Suppliers (000USD)

GRI 204-1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total Purchases from Local Region	\$1,873,471	\$239,894	\$109,947	\$442,343	\$124,400	\$13,750	\$10,102	\$301,454	\$249,815	\$19,587	\$99,894	\$241,751	\$20,534
Total Purchases	\$4,048,440	\$337,383	\$147,314	\$796,354	\$349,805	\$23,783	\$105,310	\$532,428	\$433,183	\$46,755	\$237,262	\$878,255	\$160,609
% Local Spending	46%	71%	75%	56%	36%	58%	10%	57%	58%	42%	42%	28%	13%
Boundary for local spend		Abitibi, Quebec Canada	Abitibi, Quebec Canada	Abitibi, Quebec Canada	Lapland, Finland	Sonora, Mexico	Chihuahua, Mexico	Kivalliq, Nunavut Canada	Kivalliq, Nunavut Canada	Kitikmeot, Nunavut Canada	Northern Ontario Canada	Northern Ontario Canada	Bendigo, Victoria Australia

<sup>1</sup> Local is defined as the region in which the division operates.  
More detailed information on local spend for Meadowbank and Meliadine is available in our 2022 Kivalliq Projects Socio-Economic Monitoring Report: <https://aemnunavut.ca/reports/>

Direct Economic Value Generated and Distributed (000USD)<sup>1</sup>

GRI 201-1	Agnico Eagle <sup>1</sup>	Australia	Canada	Finland	Mexico	Netherlands	Sweden	Unites States	Barbados
Economic Value Generated	\$6,626,909	\$552,468	\$5,261,363	\$448,719	\$364,359	\$0	\$0	\$0	\$0
Revenues	\$6,626,909	\$552,468	\$5,261,363	\$448,719	\$364,359	\$0	\$0	\$0	\$0
Economic Value Distributed	\$4,738,839	\$346,010	\$3,630,629	\$310,537	\$441,434	\$117	\$2,085	\$4,995	\$3,031
Payment to suppliers	\$1,945,131	\$113,021	\$1,496,001	\$164,813	\$163,922	\$117	\$1,234	\$2,992	\$3,031
Employee wages and benefits	\$1,322,776	\$66,591	\$1,024,109	\$73,538	\$158,538	\$0	\$0	\$0	\$0
	\$1,053,596	\$45,451	\$846,793	\$52,108	\$106,728	\$0	\$512	\$2,003	\$0
	\$110,469	\$20,884	\$89,358	\$228	\$0	\$0	\$0	\$0	\$0
Payments to providers of capital <sup>2</sup>	\$835	\$194	\$641	\$0	\$0	NA	\$0	\$0	\$0
Income and Resource taxes	\$290,525	\$96,536	\$162,502	\$19,728	\$11,420	\$0	\$338	\$0	\$0
Community Investments	\$15,507								
Other Operating Costs	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Economic Value Retained	\$1,550,080	\$206,457	\$1,640,817	\$138,182	-\$441,434	\$117	-\$2,085	\$4,995	\$3,031

<sup>1</sup> Amounts are on a consolidated basis as described in our 2023 Annual Report. Economic value distributed reflects Agnico Eagle's 50% interest in the Canadian Malartic complex up to and including March 30, 2023 and 100% thereafter.

<sup>2</sup> Dividends paid and payments for share repurchase less issuance of shares and interest paid to debtholders.

For more information on our financial disclosures consult our 2023 Annual Report.

Health & Safety

Combined Health and Safety Performance<sup>1</sup>

GRI 403-09 SASB EM-MM-320a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville	Exploration	Administration (Head Office)	Northern Territory Operations
Person-hours worked	34,624,762	2,970,092	1,354,220	4,754,375	1,715,706	1,469,254	3,695,427	3,978,541	3,419,724	217,590	1,896,207	4,684,080	1,695,271	1,486,578	1,200,884	86,813
Number of fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost time accidents	55	7	0	10	7	2	2	9	7	0	2	2	6	1	0	0
Light duty incidents	19	3	0	6	2	1	0	2	1	0	2	1	0	1	0	0
Medical aid incident	75	10	2	30	2	0	0	2	1	1	14	7	2	4	0	0
Lost-time Injury Frequency per 200k Person-hours Worked	0.32	0.47	0.00	0.42	0.82	0.27	0.11	0.45	0.41	0.00	0.21	0.09	0.71	0.13	0.00	0.00
Lost-time Injury Frequency per 1M Person-hours Worked	1.59	2.36	0.00	2.10	4.08	1.36	0.54	2.26	2.05	0.00	1.05	0.43	3.54	0.67	0.00	0.00
Total Recordable Injury Frequency per 200k Person-hours Worked Frequency	0.86	1.35	0.30	1.94	1.28	0.41	0.11	0.65	0.53	0.92	1.90	0.43	0.94	0.81	0.00	0.00
Total Recordable Injury Frequency per 1M Person-hours Worked Frequency	4.30	6.73	1.48	9.68	6.41	2.04	0.54	3.27	2.63	4.60	9.49	2.13	4.72	4.94	0.00	0.00

1. Includes employees and contractors

Employee Health and Safety Performance

GRI 403-09 SASB EM-MM-320a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville	Exploration	Administration (Head Office)	Northern Territory Operations
Person-hours worked	20,103,413	1,970,326	961,007	2,151,182	756,346	987,151	2,655,627	2,318,689	1,666,632	36,604	1,616,351	2,612,244	1,118,597	0	1,200,884	51,773
Number of fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost time accidents	25	3	0	3	5	2	2	3	2	0	2	1	4	0	0	0
Light duty incidents	7	1	0	2	0	1	0	1	1	0	1	0	0	0	0	0
Medical aid incident	30	9	1	9	0	0	1	1	0	0	6	4	0	0	0	0
Lost-time Injury Frequency per 200k Person-hours Worked	0.25	0.30	0.00	0.28	1.32	0.41	0.00	0.26	0.24	0.00	0.25	0.08	0.72	0.00	0.00	0.00
Lost-time Injury Frequency per 1M Person-hours Worked	1.24	1.52	0.00	1.39	6.61	2.03	0.00	1.29	1.20	0.00	1.24	0.38	3.58	0.00	0.00	0.00
Total Recordable Injury Frequency per 200k Person-hours Worked Frequency	0.62	1.32	0.21	1.30	1.32	0.61	0.00	0.43	0.36	0.00	1.11	0.38	0.72	0.00	0.00	0.00
Total Recordable Injury Frequency per 1M Person-hours Worked Frequency	3.08	6.60	1.04	6.51	6.61	3.04	0.00	2.16	1.80	0.00	5.57	1.91	3.58	0.00	0.00	0.00

Contractor Health and Safety Performance

GRI 403-09 SASB EM-MM-320a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville	Exploration	Administration (Head Office)	Northern Territory Operations
Person-hours worked	14,521,349	999,766	393,213	2,603,193	959,360	482,103	1,039,800	1,659,852	1,753,092	180,986	279,856	2,071,836	576,674	1,486,578	0	35,040
Number of fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost time accidents	30	4	0	7	2	0	2	6	5	0	0	1	2	1	0	0
Light duty incidents	12	2	0	4	2	0	0	1	0	0	1	1	0	1	0	0
Medical aid incident	45	1	1	21	2	0	1	1	1	1	8	3	2	4	0	0
Lost-time Injury Frequency per 200k Person-hours Worked	0.41	0.80	0.00	0.54	0.42	0.00	0.38	0.72	0.57	0.00	0.00	0.10	0.69	0.13	0.00	0.00
Lost-time Injury Frequency per 1M Person-hours Worked	2.07	4.00	0.00	2.69	2.08	0.00	1.92	3.61	2.85	0.00	0.00	0.48	3.47	0.67	0.00	0.00
Total Recordable Injury Frequency per 200k Person-hours Worked Frequency	1.20	1.40	0.51	2.46	1.25	0.00	0.38	0.96	0.68	1.11	6.43	0.48	1.39	0.81	0.00	0.00
Total Recordable Injury Frequency per 1M Person-hours Worked Frequency	5.99	7.00	2.54	12.29	6.25	0.00	1.92	4.82	3.42	5.53	32.16	2.41	6.94	4.04	0.00	0.00

Total Recordable Frequency includes lost-time injuries, light duty, and medical aids over 1,000,000 hours worked. A lost-time injury is an injury that results in one or more days/shifts away from work, excluding the day of the incident. Light duty is an injury that results in the person not being physically or mentally able to perform all of their normal duties. A medical aid is an injury that requires "medical treatment" by a medical practitioner working in a medical facility but does not result in any lost or restricted days/shifts

Agnico Eagle Mines Limited  
2023 Sustainability Performance Data

Energy & Climate Change<sup>1</sup>

Energy Consumption within the Organization

GRI 302-1 SASB EM-MM-130a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Fuel Consumption	15,976,439	703,190	228,083	2,764,934	364,498	537,718	325,906	3,694,912	1,967,646	343,653	508,187	4,266,454	271,258
Diesel (GJ)	14,363,570	391,146	129,455	2,557,832	337,981	512,975	296,288	3,590,887	1,944,158	333,285	91,423	3,947,008	231,132
Biodiesel (GJ)	0	0	0	0	0	0	0	0	0	0	0	0	0
Light Fuel & Gasoline (GJ)	218,866	8,329	1,347	42,833	0	12,591	8,609	51,161	5,290	10,362	6,440	71,904	0
LPG (GJ)	9,783	0	0	0	0	1,370	8,413	0	0	0	0	0	0
Propane (GJ)	238,243	0	0	1,464	17,517	0	0	235	0	0	658	182,468	35,901
Lubricating Oils & Greases (GJ)	7,311	0	0	0	0	0	0	7,311	0	0	0	0	0
Natural Gas (GJ)	873,564	297,435	86,234	162,805	0	0	0	0	0	0	327,090	0	0
Explosives (GJ)	265,102	6,280	11,047	0	9,000	10,782	12,596	45,318	18,198	6	82,576	65,074	4,225
Total Electricity Consumption (kWh)	3,224,395,129	469,220,285	178,921,745	674,524,386	271,840,835	20,073,969	121,883,413	164,987,364	132,709,926	22,649,289	182,554,670	830,958,937	154,070,310
Total Electricity Consumption (GJ)	11,607,822	1,689,193	644,118	2,428,288	978,627	72,266	438,780	593,955	477,756	81,537	657,197	2,991,452	554,653
Renewable Electricity Purchased from Grid (kWh)	1,791,883,399	469,220,285	178,921,745	674,524,386	0	0	16,940,662	0	0	0	71,196,321	324,073,985	57,006,015
Non-Renewable Electricity Low Carbon Electricity Purchased from grid (kWh) <sup>2</sup>	616,435,461	0	0	0	271,840,835	0	0	0	0	0	62,068,588	282,526,038	0
Non-Renewable Electricity Other Purchased from Grid (kWh)	475,847,571	0	0	0	0	0	104,934,602	0	0	0	49,289,761	224,358,913	97,064,295
Non-Renewable Electricity Generated On-site (kWh)	340,428,698	0	0	0	0	20,073,969	8,150	164,987,364	132,709,926	22,649,289	0	0	0
% Low Carbon Electricity Purchased	75%	100%	100%	100%	100%	0%	14%	0%	0%	0%	73%	73%	37%
% Renewable Electricity Consumption	56%	100%	100%	100%	0%	0%	14%	0%	0%	0%	39%	39%	37%
% Non-Renewable Low Carbon Electricity Purchased	19%	0%	0%	0%	100%	0%	0%	0%	0%	0%	34%	34%	0%
Total Energy Consumption (GJ)	26,358,718	2,392,383	872,201	5,193,222	1,343,125	537,718	764,657	3,694,912	1,967,646	343,653	1,165,384	7,257,906	825,911

<sup>2</sup> Technologies that are not completely renewable but generate lower amounts of carbon emissions such as nuclear power

Energy Intensity

GRI 302-3	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Electricity Intensity (per tonne of ore processed) (KWh/t)	50.3	176.5	62.0	34.4	139.1	6.7	73.6	42.9	69.2	N/A	413.4	32.7	236.8
Energy Intensity (per tonne of ore processed) (GJ/t)	0.41	0.90	0.30	0.27	0.69	0.18	0.46	0.96	1.03	N/A	2.64	0.29	1.27

Greenhouse Gas (GHG) Emissions<sup>1</sup>

GRI 305-1, 305-2, 305-4, 305-5, 305-6 SASB EM-MM-110a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Direct GHG Produced (Scope 1 (tonnes CO2e))	1,150,541	45,757	14,824	206,763	47,184	37,796	22,379	259,425	136,693	24,041	39,218	297,717	18,744
Indirect GHG Produced (Scope 2 (tonnes CO2e))	186,416	282	107	405	19	0	53,381	0	0	0	5,112	23,267	103,843
Proportion of GHG Emissions by Operation	100%	3%	1%	15%	4%	3%	6%	19%	10%	2%	3%	24%	9%
Total GHG Produced (Scope 1 and 2(tonnes CO2e))	1,336,957	46,039	14,931	207,168	47,203	37,796	75,760	259,425	136,693	24,041	44,330	320,984	122,587
GHG Intensity (Total tonnes CO2e/ Oz of Ore Processed)	0.02	0.02	0.01	0.01	0.02	0.01	0.05	0.07	0.07	N/A	0.10	0.01	0.19
GHG Intensity (Total tonnes CO2e/ Oz of Gold Produced)	0.38	0.15	0.11	0.30	0.20	0.50	0.77	0.60	0.38	N/A	0.19	0.47	0.44

Scope 3 Estimate GHG Emissions

GRI 305-3	Agnico Eagle
Upstream	
Category 1 - Purchased Goods & Services (tonnes CO2e)	1,352,316
Category 2 - Capital Goods (tonnes CO2e)	191,169
Category 3 - Fuel- and energy-related activities (tonnes CO2e)	234,690
Category 4 - Upstream transportation & distribution (tonnes CO2e)	92,212
Category 5 - Waste generated in operations (tonnes CO2e)	16,775
Category 6 - Business travel (tonnes CO2e)	20,835
Category 7 - Employee commuting (tonnes CO2e)	86,682
Category 8 - Upstream leased assets (tonnes CO2e)	0
Category 9 - Downstream transportation & distribution (tonnes CO2e)	0
Downstream	
Category 10 - Processing of sold products (tonnes CO2e)	397
Category 11 - Use of sold products (tonnes CO2e)	24,730
Category 12 - End-of-life treatment of sold products (tonnes CO2e)	397
Category 13 - Downstream leased assets (tonnes CO2e)	0
Category 14 - Franchises (tonnes CO2e)	0
Category 15 - Investments (tonnes CO2e)	346
Total Scope 3 (tonnes CO2e)	2,020,549

Other Significant Air Emissions, Dust, Noise and Vibration

GRI 305-7 SASB EM-MM-120a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Sulfur Oxides (Sox) (tonnes) <sup>3</sup>	1,721	48	38	315	0.1	63	37	442	238	41	12	486	1
Noxides (Nox) (tonnes) <sup>3</sup>	25,850	745	4	4,802	108	964	558	6,726	3,625	628	188	7,414	86
Is environmental dust monitoring performed on site?		No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Is noise monitored at site?		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Are blast vibrations monitored at site?		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes

<sup>3</sup> In absence of site-level monitoring emissions are estimated based on fuel consumption

<sup>1</sup> Greenhouse Gas (GHG) emissions are calculated using the most accurate data available as of April 1st, 2024. This calculation follows the methods outlined by the Greenhouse Gas Protocol.

Measuring GHG emissions and the energy used in operations (operational energy consumption) has inherent uncertainties and limitations. Because of these, all the data or references to GHG emissions and operational energy consumption (including ratios or percentages) are estimates.

Reported mine site emissions may differ with emissions reported to regulators due to methodological differences. Once regulatory emission verification is completed, emissions results are compared, in the case that any significant differences are identified emissions may be restated.

Numbers in the tables and charts in this workbook and this report may not add up exactly due to rounding.



Water Management

Water Withdrawal (m³)

SAGD (SAGDRA) (m³)														
Activity	Value¹	Application	America South	La Borda	Golden	CMC	Kings	La India	Pinos Altos	Midwestbank	Medicine	Horse Bay	Missouri	
Surface water	3,487,466	High	4,242,997	4,869,401	6,193,555	1,844,288	476,751	375,039	3,369,889	952,402	188,548	4,499,274	3,359,841	
		for use	2,486,736	1,685,351	1,817,754	0	1,844,288	0	0	989,170	511,136	28,128	0	1,526,738
		Low	0	0	0	0	0	0	0	0	0	0	0	0
		High	0	1,856,552	2,857,647	0	0	359,000	0	2,425,100	330,679	160,621	0	7,833,103
		for use	13,607,386	0	0	6,150,000	0	0	375,039	0	78,023	0	3,876,375	2,456,738
		High	0	0	0	0	0	0	0	15,749	0	0	0	0
		for use	0	0	0	0	0	0	0	0	0	0	0	0
		Low	0	0	0	0	0	0	0	0	0	0	0	0
		High	0	883,794	0	0	0	0	0	0	18,224	0	0	0
		for use	1,828,452	0	0	1,363,619	0	0	0	0	0	0	0	0
Groundwater	217,506	High	883,794	454,112	0	3,722,433	918,511	1,367,487	4,701	21,877	577,431	2,314,525	759,856	
		for use	159,453	589	0	4,459	28,792	0	32,436	0	0	13,891	70,307	
		Low	0	0	0	112,009	116,305	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	1,349,318	883,136	454,112	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	15,629,122	0	0	3,274,487	335,445	1,329,442	4,701	21,877	577,431	2,180,301	2,249,512	
		Low	0	0	0	1,219,623	33,163	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	1,682,616	0	0	12,369,117	0	0	0	0	0	0	0	
Treated water	682,748	High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
Total Operational Water Withdrawal¹ (m³)	4,889,882	High	1,485,550	1,823,143	12,804,552	1,692,380	387,238	32,436	368,789	525,400	28,128	193,594	556,540	
		for use	2,486,736	1,685,351	1,817,754	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	13,607,386	0	0	6,150,000	0	0	375,039	0	78,023	0	3,876,375	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
Total Freshwater Withdrawal for Use (m³)	4,889,882	High	1,485,550	1,823,143	12,804,552	1,692,380	387,238	32,436	368,789	525,400	28,128	193,594	556,540	
		for use	2,486,736	1,685,351	1,817,754	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	13,607,386	0	0	6,150,000	0	0	375,039	0	78,023	0	3,876,375	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
Total Low Volume Water Withdrawal for Use (m³)	4,889,882	High	1,485,550	1,823,143	12,804,552	1,692,380	387,238	32,436	368,789	525,400	28,128	193,594	556,540	
		for use	2,486,736	1,685,351	1,817,754	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	13,607,386	0	0	6,150,000	0	0	375,039	0	78,023	0	3,876,375	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	
		Low	0	0	0	0	0	0	0	0	0	0	0	
		High	0	0	0	0	0	0	0	0	0	0	0	
		for use	0	0	0	0	0	0	0	0	0	0	0	

Agnico Eagle Mines Limited  
2023 Sustainability Performance Data

Materials, Tailings & Waste

Production

GRI 301-1																	
SASB EM-MM-000.A	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville				
Total Ore processed (tonnes) <sup>1</sup>	64,048,754	2,658,396	2,886,927	19,594,928	1,954,215	3,009,922	1,856,466	3,842,649	1,918,143	0	441,588	25,434,854	650,667				
Total Gold (Oz) <sup>2</sup>	3,520,338	306,648	140,983	684,640	234,402	75,904	98,280	431,666	364,141	0	228,535	677,446	277,694				
Total Silver (Oz) <sup>2,3</sup>	2,410,557	587,556	2,327	310,494	15,201	66,193	1,154,194	125,444	26,829	0	23,860	78,511	19,949				
Mill Zinc (t)	2,617	2,578	39	0	0	0	0	0	0	0	0	0	0				
Mill Copper (t)	7,702	7,702	0	0	0	0	0	0	0	0	0	0	0				

<sup>1</sup> Includes 100% of Canadian Malartic Complex production for full reporting year

<sup>2</sup> Production reflects Agnico Eagle's 50% interest in the Canadian Malartic complex up to and including March 30, 2023 and 100% thereafter

<sup>3</sup> Updated silver production unit from 'thousands of Oz' to 'Oz' & revised data for Pinos Altos site on August 8th, 2024

Total Waste Generated (Mineral and Non-Mineral Waste)

GRI 306-2													
SASB EM-MM-150a.7	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total Non-Hazardous Waste Generated (tonnes)	157,116,797	8,333	3,268,819	19,583,538	728,342	0	5,798,009	11,938,996	6,037,529	56,237	877,946	106,914,518	1,904,530
Total Hazardous Waste Generated (tonnes)	47,462,729	3,891,773	119	14,145	2,406,170	13,158,628	350	24,772,922	1,349	90	71	3,155,881	532
Total Waste Generated (tonnes)	204,579,527	3,900,106	3,268,938	19,597,683	3,134,512	13,158,628	5,798,359	36,711,918	6,038,878	56,327	878,017	110,071,399	1,904,762
Total Waste Recycled (tonnes)	31,970,431	2,383,017	1,780,452	164,438	1,454,800	2,787,716	934,222	629,308	2,570,876	18,122	319,036	18,126,045	802,400
Percentage (%) Waste Recycled (tonnes)	16%	61%	54%	1%	46%	21%	16%	2%	43%	32%	36%	16%	42%

Mined Material

GRI 306-2													
SASB EM-MM-150a.5, SASB EM-MM-150.6, SASB EM-MM-150a.8	Agnico Eagle	LaRonde	Goldex	CMC <sup>1</sup>	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total Waste Rock Mined (tonnes)	143,564,421	1,192,036	468,055	N/A	1,108,309	13,157,963	4,141,542	32,867,064	4,119,386	56,237	552,101	84,640,098	1,261,630
Total Potentially Hazardous Waste Rock Mined (tonnes)	38,805,281	1,183,703	0		379,967	13,157,963	0	20,928,068	0	0	0	3,155,580	0
Potentially Hazardous Waste rock returned underground as backfill or in pits (tonnes)	3,695,423	651,830	0		176,914	2,428,818	0	437,861	0	0	0	0	0
Potentially Hazardous Waste rock used in tailings dam construction (tonnes)	203,053	0	0		203,053	0	0	0	0	0	0	0	0
Potentially Hazardous Waste rock used in other construction (tonnes)	1,161,865	779,147	0		0	358,690	0	24,028	0	0	0	0	0
Potentially Hazardous Waste rock remaining on surface or removed from waste rock piles (tonnes)	33,744,940	-247,274	0		0	10,370,455	0	20,466,179	0	0	0	3,155,580	0
Total Non-Hazardous Waste Rock Mined (tonnes)	104,759,140	8,333	468,055		728,342	0	4,141,542	11,938,996	4,119,386	56,237	552,101	81,484,518	1,261,630
Non-Hazardous Waste rock returned underground as backfill or in pits (tonnes)	1,338,601	0	215,198		368,791	0	56,404	17,787	458,630	0	0	0	221,791
Non-Hazardous Waste rock used in tailings dam construction (tonnes)	18,003,462	0	252,353		36,436	0	31,109	0	175,564	0	0	17,130,000	378,000
Non-Hazardous Waste rock used in other construction (tonnes)	3,520,641	14,201	504		133,936	0	366,000	147,575	1,586,718	17,600	264,107	990,000	0
Non-Hazardous Waste rock placed on surface or removed from waste rock piles (tonnes)	81,896,436	-5,868	0		189,179	0	3,688,029	11,773,634	1,898,474	38,637	287,994	63,364,518	661,839
Percentage (%) Waste Rock Recycled	19%	121%	100%		83%	21%	11%	2%	54%	31%	48%	21%	48%
Total Mill Tailings produced (tonnes)	60,933,365	2,707,398	2,800,764	19,583,538	2,025,863	0	1,856,467	3,842,647	1,918,143	0	325,845	25,430,000	642,900
Total Potentially Hazardous Mill Tailings produced (tonnes)	8,575,908	2,707,398	0	0	2,025,863	0	0	3,842,647	0	0	0	0	0
Potentially Hazardous Mill Tailings returned underground as backfill (tonnes)	1,469,651	935,647	0	0	534,204	0	0	0	0	0	0	0	0
Potentially Hazardous Mill Tailings placed in surface tailings containment (tonnes)	7,106,057	1,771,751	0	0	1,491,659	0	0	3,842,647	0	0	0	0	0
Total Non-Hazardous Mill Tailings produced (tonnes)	52,357,657	0	2,800,764	19,583,538	0	0	1,856,467	0	1,918,143	0	325,845	25,430,000	642,900
Non-Hazardous Mill Tailings returned underground as backfill (tonnes)	2,559,257	0	1,311,441	164,438	0	0	480,162	0	348,648	0	53,588	0	200,980
Non-Hazardous Mill Tailings placed in surface tailings containment (tonnes)	49,798,400	0	1,489,323	19,419,100	0	0	1,176,305	0	1,569,495	0	272,257	25,430,000	441,920
Percentage (%) Mill Tailings recycled	7%	36%	47%	1%	26%	0%	29%	0%	18%	0%	16%	0%	31%
Total Mined Material	204,497,988	3,899,434	3,268,819	19,583,538	3,134,172	13,157,963	5,798,009	36,709,711	6,037,529	56,237	877,946	110,070,091	1,904,530
Total Hazardous Mined Material	47,381,189	3,891,101	0	0	2,405,830	0	24,770,715	0	0	0	0	3,155,580	0
Total Non-Hazardous Mine Material	157,116,797	8,333	3,268,819	19,583,538	728,342	0	5,798,009	11,938,996	6,037,529	56,237	877,946	106,914,518	1,904,530

<sup>1</sup> Canadian Malartic detailed waste data is not available for 2023, the operation plans to report details for the 2024 reporting year.

Domestic Waste & Non-Mineral Hazardous Waste

GRI 306-2													
SASB EM-MM-150a.4	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total Non-Hazardous Domestic Waste Generated (tonnes)	57,019	2,730	1,443	1,428	1,646	275	961	13,934	4,115	877	6,090	21,100	2,422
Domestic waste (garbage) sent to an on-site landfill (tonnes)	29,816	0	0	1,428	0	67	414	11,130	1,723	0	0	15,054	0
Domestic waste (garbage) sent to an on-site incinerator (tonnes)	975	0	0	0	0	0	0	334	559	62	0	0	0
Domestic waste (garbage) sent to an off-site landfill (tonnes)	7,766	539	487	0	0	0	0	413	512	273	4,749	1	792
Domestic waste (garbage) sent to an off-site incinerator (tonnes)	185	0	0	0	180	0	0	0	5	0	0	0	0
Paper and cardboard sent to recycling (tonnes)	291	67	14	0	10	32	20	0	0	0	7	58	83
Plastics sent to recycling (tonnes)	87	30	0	0	0	1	14	0	0	17	3	0	21
Metals sent to recycling (tonnes)	13,041	1,367	910	0	599	175	426	1,686	1,189	474	1,296	3,611	1,298
Wood sent to recycling (tonnes)	945	429	32	0	443	0	38	0	0	0	0	2	0
Tires sent to recycling (tonnes)	3,314	299	0	0	84	0	49	355	79	30	35	2,216	167
Other sent to recycling (tonnes)	601	0	0	0	330	0	0	6	48	0	0	160	57
Total Domestic Waste Recycled (tonnes)	18,278	2,192	956	0	1,466	208	547	2,057	1,316	522	1,341	6,045	1,629
Percentage (%) Non-Hazardous Domestic Waste Recycled	32%	80%	66%	0%	89%	76%	57%	15%	32%	60%	22%	29%	67%
Total Hazardous Non-Mineral Waste Generated (tonnes)	21,541	672	119	14,145	340	665	350	2,207	1,349	90	71	1,301	232
Used oil sent off site for treatment or used on-site as fuel (tonnes)	2,954	265	0	668	26	124	155	379	245	11	51	872	158
Contaminated soil produced during the year (tonnes)	14,964	30	1	12,811	159	17	77	1,614	249	3	0	3	0
Hazardous waste shipped to and off-site disposal facility (tonnes)	3,622	377	119	666	155	524	118	214	855	75	20	426	74
Total Non-Mineral Waste Generated (tonnes)	78,560	3,402	1,562	15,573	1,986	940	1,311	16,141	5,464	966	6,161	22,401	2,653

Transport of Hazardous Waste

GRI 306-4													
SASB EM-MM-150a.3	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total weight of hazardous waste transported (tonnes)	4,824	672	119	0	0	524	359	328	1,124	81	71	1,301	246
Hazardous waste transported imported to the mine (tonnes)	0	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous waste transport exported from the mine (tonnes)	4,824	672	119	0	0	524	359	328	1,124	81	71	1,301	246
Percentage of hazardous waste shipped internationally	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Acid Rock Drainage Seepage Into Surrounding Surface Water and/or Groundwater

SASB EM-MM-150a.2	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Predicted to occur	Yes	No	No	No	No	Yes	Yes	No	Yes	No	No	No
Actively mitigated	Yes	No	No	No	No	Yes	No	Yes	No	Yes	Yes	No
Under treatment or remediation	Yes	No	No	No	No	Yes	No	No	No	Yes	Yes	No

## Environmental Stewardship

GRI 304-1, 304-2 SASB EM-MM-160a.3	Agnico Eagle	LaRonde	Goldex	CMC	Kimia	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Geographic Location		Quebec, Canada	Quebec, Canada	Quebec, Canada	Lapland, Finland	Sonora State, Mexico	Chihuahua State, Mexico	Nunavut, Canada	Nunavut, Canada	Nunavut, Canada	Ontario, Canada	Ontario, Canada	Victoria, Australia
Is the mine in or adjacent (< 5 km) to protected or high biodiversity areas?		No	No	No	Yes	No	Yes	No	No	No	No	No	Yes
Does the mine have significant direct and indirect impacts on biodiversity?		No	No	No	Yes	No	No	No	No	No	No	No	Yes
Does the mine have any designated land to protect or restore?		No	No	Yes	No	Yes	Yes	Yes	Yes	No	No	No	Yes
Total area (ha) of leased/owned site <sup>1,2</sup>	<b>98,623</b>	1,367	519	2,445	2,480	3,318	7,206	3,596	907	5,805	4,039	64,093	2,849
Site area (ha) physically disturbed by mine-related activity <sup>2</sup>	<b>13,277</b>	608	330	2,074	1,881	562	715	2,252	633	124	410	3,399	289
Site area (ha) currently undisturbed <sup>2</sup>	<b>85,346</b>	759	189	371	599	2,756	6,491	1,343	274	5,681	3,629	60,694	2,560

<sup>1</sup>Values for total area (ha) of leased/owned sites, was added for Hope Bay on July 2nd, 2024.

<sup>2</sup> Values for total area (ha) of leased/owned sites, disturbed and undisturbed area were added for CMC on July 2nd, 2024

GRI 304-3	Agnico Eagle	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Total site area (ha) that will be rehabilitated at closure	10,887	-	154	-	1,881	562	715	3,596	418	124	410	2,738	289
Site area (ha) rehabilitated during the reporting year	2	0	0	0	0	0	0	0	0	1	0	0	1
Total size of land successfully restored (ha)	0	0	0	0	0	0	0	0	0	0	0	0	0
Status of restoration		N/A	Not Started	Not Started	N/A	In Progress	In Progress	In Progress	Not Started	Not Started	In Progress	Not Started	In Progress
Do partnerships exist with third parties to protect or restore distinct habitats?		N/A	No	No	Yes	No	Yes	No	No	N/A	No	N/A	Yes
Does successful restoration require approval by independent external professionals?		N/A	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A	Yes	N/A	Yes
Size of protected land (ha)	508	0	0	N/A	8	200	300	0	0	0	0	0	0

Operation's position in relation to protected or high biodiversity areas	LaRonde	Goldex	CMC	Kittila	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Ecosystem of Protected or High Biodiversity Areas	N/A	N/A	N/A	Adjacent	In the area	N/A	N/A	N/A	N/A	Adjacent	N/A	N/A
Is the area protected under national legislation?	N/A	N/A	N/A	Terrestrial	Terrestrial	N/A	N/A	N/A	N/A	N/A	Terrestrial	Terrestrial
If applicable IUCN Protected Area Management Category	N/A	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No	No
Is the area protected under the Ramsar Convention?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	la
	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	No	No

GRI 304-4 SASB EM-M160a.3	Agnico Eagle <sup>1</sup>	LaRonde	Goldex	CMC	Kintla	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
<b>Total IUCN Red list species and national conservation list species</b>	<b>3,461</b>	<b>343</b>	<b>364</b>	<b>355</b>	<b>343</b>	<b>468</b>	<b>328</b>	<b>86</b>	<b>107</b>	<b>102</b>	<b>382</b>	<b>72</b>	<b>511</b>
Critically endangered	5	0	0	0	1	0	0	0	0	0	0	0	3
Endangered	22	2	3	3	0	0	0	0	0	0	7	3	1
Vulnerable	82	7	8	7	18	3	0	4	4	4	6	4	17
Near Threatened	96	10	10	10	13	9	0	3	3	4	14	4	16
Least Concerned	2,775	322	341	332	301	309	17	79	98	94	354	63	465
Other	481	1	3	3	7	146	311	0	2	0	5	0	3

<sup>1</sup> Note total for Agnico Eagle is the sum of all operations. Some operations have overlaps of the same species.

[illegible]<sup>1</sup> As per ICMC definition of significant cyanide incidents[illegible]

Agnico Eagle Mines Limited  
2023 Sustainability Performance Data  
Communities & Indigenous Peoples

Operations Taking Place in or Near Indigenous Territory

GRI MMS SASB EM-AMA-210a.2	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Is the operation adjacent <sup>1</sup> or on indigenous peoples' territory	Yes	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes
Do formal agreements exist with indigenous peoples	Yes	No	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	No

<sup>1</sup> Adjacent refers to land physically next to (< 5 km), or influenced by, the operating site.

Local Community Engagement, impact assessment and development programs

GRI 413-1	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Has the mine been subject to a social impact assessment	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Are the results of environmental and social impact assessments publicly disclosed	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
	N/A			Public Disclosure		VERSIÓN EN FÍSICO - PERIÓDICO EL AHORA				N/A		
Link to public disclosure												
Are local community investment plans based on local community needs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Are stakeholder engagement plans based on stakeholder mapping	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Are there local community consultation committees	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Are there processes to include vulnerable <sup>2</sup> groups in community consultation committees or other forms of community engagement	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Is there a formal local community grievance process	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

<sup>2</sup> Vulnerable groups are defined as groups at higher risk of being subjected to social, economic or environmental impacts of our organization's operation. Vulnerable groups vary by operation and can include youth, elders, women, people with disabilities, Indigenous Peoples and ethnic minorities.

Actual or potential negative impacts on local communities near the mine

GRI 413-2	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Are there actual or potential negative social impacts on local communities?	No impacts	Potential impacts	Potential impacts	No impacts	No impacts	No impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts
Are there actual or potential negative economic impacts on local communities?	No impacts	No impacts	Potential impacts	No impacts	No impacts	No impacts	No impacts	No impacts	Potential impacts	No impacts	No impacts	No impacts
Are there actual or potential negative impacts on the local communities' environmental well-being?	Actual impacts	Actual impacts	Actual impacts	Actual impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Actual impacts

Community Response Mechanisms

GRI MM7	Agnico Eagle	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank <sup>2</sup>	Meladine <sup>2</sup>	Hope Bay	Macassa	Detour Lake	Fosterville
Total number of community grievances or complaints <sup>1</sup> by category	214	4	28	7	1	0	46	1	2	0	1	0	124
Environmental	1	0	0	0	0	0	1	0	0	0	0	0	0
Health & Safety	4	0	0	0	0	0	4	0	0	0	0	0	0
Social and Communities	9	0	0	0	1	0	5	0	1	0	0	0	2
Economic opportunities (e.g. employment & procurement)	27	0	0	0	0	0	26	1	0	0	0	0	0
Indigenous rights	0	0	0	0	0	0	0	0	0	0	0	0	0
Land and resource use	1	0	0	0	0	0	1	0	0	0	0	0	0
Mining practices and activities	172	4	28	7	0	0	9	0	1	0	1	0	122
Number of grievances or complaints investigated	213	4	28	7	0	0	46	1	2	0	1	0	124
Number of remediation plans implemented as a result of an investigation	77	1	25	2	0	0	46	0	2	0	1	0	0
Number of grievances or complaints resolved, completed or withdrawn at the end of the year	207	3	24	7	0	0	45	1	2	0	1	0	124
Number of grievances not addressed within 30 days	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of complainants during the year	107	4	26	4	1	0	46	1	2	0	1	0	22

<sup>1</sup> Notification given by a community member, group or institution, to the company or division, that they have suffered some form of offence, detriment, impairment or loss as a result of business activity and/or employee or contractor behaviour.

<sup>2</sup> Regional level complaints are split equally across sites.

Significant disputes<sup>1</sup> or incidents<sup>2</sup> relating to land use, customary rights or local communities and indigenous peoples

	Agnico Eagle	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Total number of significant disputes	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of incidents investigated	0	0	0	0	1	0	0	0	0	0	0	0	0
Number of remediation plans implemented as a result of an investigation	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of remediation plan results reviewed by internal management	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of disputes or incidents resolved, completed or withdrawn at the end of the year	0	0	0	0	0	0	0	0	0	0	0	0	0

Descriptions of any disputes or incidents

<sup>1</sup> Significant dispute refers to a conflict between Agnico and the local community and/or indigenous peoples that cannot be resolved by the parties involved and requires legal or other 3rd party intervention or results in disruptions (e.g. road blockades) to operations for a period of time

<sup>2</sup> Incidents refers to a legal action registered with Agnico or recognized authorities through a formal process, or an instance of non-compliance identified by the organization through established procedures.

Non-compliance with laws and regulations in the social and economic area

	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Where there any significant fines or non-monetary sanctions for non-compliance with social or economic laws and/or regulations?	No	No	No	No	No	No	No	No	No	No	No	No
Total monetary value of fines	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A
Total number of non-monetary sanctions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A

Closure and remediation

	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the site have a completed closure & remediation plan	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes, does the plan include social and economic considerations?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No

Political contributions

	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
Were any financial or in-kind contributions given to political or related parties?	No	No	No	No	No	No	No	No	No	No	No	No

Human rights

	LaRonde	Goldex	Canadian Malartic Complex	Kimsá	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville <sup>2</sup>
Has the mine been subject to human rights reviews or human rights impact assessment?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

<sup>2</sup> This includes assessment as part of the human rights criteria included in Agnico Eagle's RMMS

<sup>3</sup> Revised response from Fosterville site on August 8, 2024

Agnico Eagle Mines Limited  
2023 Sustainability Performance Data  
*Communities & Indigenous Peoples (Toward's Sustainable Mining Protocol)*

Community of Interest Engagement

Level A - 7: Public reporting on community of interest (COI) engagement takes place, including the types of engagement that have taken place in the reporting period and the topics/themes of the engagement	LaRonde	Goldex	Canadian Malartic Complex	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the operation publicly report on COI engagements including type of engagements and topic/themes of the engagement?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	Yes
<a href="#">Link to public disclosure</a>	<a href="#">See below</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	<a href="#">See below</a>	<a href="#">See below</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	N/A	N/A	N/A	<a href="#">Public Disclosure</a>
Additional Relevant Links		<a href="#">Website</a>	<a href="#">Documentation</a>									

Community of Interest Feedback on engagement and outcomes

Level AA - 6: COI feedback on engagement and outcomes is actively sought and publicly reported	LaRonde	Goldex	Canadian Malartic Complex	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the operation publicly report on COI feedback on engagements and outcomes?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	N/A	N/A	Yes
	<a href="#">See below</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	<a href="#">See below</a>	<a href="#">See below</a>	<a href="#">Public disclosure - Under Recent Document tab, all answers to comments are listed by COI</a>	<a href="#">Public Disclosure Under Recent Document tab, all answers to comments are listed by COI</a>	N/A	N/A	N/A	<a href="#">Public Disclosure</a>
<a href="#">Link to public disclosure</a>												

Effectiveness of community engagement system

Level AAA- 4: Public reporting includes disclosure of the effectiveness of the engagement system	LaRonde	Goldex	Canadian Malartic Complex	Kittila	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the operation publicly report on the effectiveness of the engagement system?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	No
	<a href="#">See below</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	<a href="#">Public Disclosure</a>	<a href="#">See below</a>	<a href="#">See below</a>	<a href="#">Public Disclosure</a>	<a href="#">Community Communication System</a>	N/A	N/A	N/A	N/A
<a href="#">Link to public disclosure</a>												

2023 Key Engagements

Level A - 7: Public reporting on community of interest (COI) engagement takes place, including the types of engagement that have taken place in the reporting period and the topics/themes of the engagement	Engagement	Type	Topic
LaRonde	Rencontre de la Table d'harmonisation avec l'ensemble des parties prenantes (14 novembre 2023) incluant une visite sous-terre	Meeting	Visite sous-terre et rencontre: Mise à jour du complexe minier LaRonde, Collaboration autochtone, résultats du cadre de bon voisinage, gestion environnementale, suivi de l'eau et des résidus, gestion du risque du parc à résidus, échanges sur la composition des membres de la Table d'harmonisation et du fonctionnement.
LaRonde	Visite citoyenne sous-terre et surface	Site Tour	Visite sous-terre L25, usine et salle d'automatisation
LaRonde	Atelier citoyen sur la sismicité le 23 mars 2023	Workshop	Sismicité, cadre de bon voisinage
LaRonde	Atelier citoyen - Mise à jour générale le 19 juin 2023	Workshop	Mise à jour de nos opérations, vibrations et sismicité, résultats du cadre de bon voisinage, communications et suivi des implications de l'équipe des relations avec le milieu
LaRonde	Kiosques dans les communautés de Preissac et de Cadillac: 8 et 10 mai, 10 et 12 juillet, 11 et 14	Other	Kiosque tenu dans les communauté pour discuter avec les citoyens de leurs préoccupation et du cadre de bon voisinage ainsi que des moyens pour nous rejoindre.
LaRonde	Envoi de textes, courriel et appel téléphonique	Other	Communications des événements sismiques et des vibrations
LaRonde	Participation à plusieurs événements dans les communautés: Visite de la maison des jeunes de Cadillac, Journée des petits travailleurs à Cadillac, Visite du camp de jour de Preissac, Carnaval de Cadillac: 11 février 2023, etc.	Community Event	Emplois, opérations minières, visite virtuelle, relations communautaires, cadre de bon voisinage, etc.
Goldex	Pour ajouter une nouvelle rangée, sélectionner la		
La India	Ampliación de red de Agua en Tarachi	Site Tour	Proyecto red de agua
La India	Rehabilitación de cárcamos	Site Tour	Apoyo a ganadería local
La India	Equipo solar para rehabilitación de pozo en La	Site Tour	Agua Potable
La India	Apoyo con kits escolares a niñas y niños de	Community Event	Educación
Pinos Altos	Red de agua de Yapachi	Meeting	Evaluación del proyecto- 2da etapa
Pinos Altos	Becas educativas	Technical Hearing	Incorporación de un comité
Pinos Altos	Iniciativa de capacitación comunitaria	Survey	Alianza estratégica con el ICATECH
Pinos Altos	Capacitación a transportistas locales	Meeting	Seguridad industrial
Pinos Altos	Evaluación de costos de acarreo con el ejido	Meeting	Modificación de costos
Fosterville	Fosterville Gold Mine Open Day	Community Event	General Operations
Fosterville	Bendigo Easter Fair	Community Event	General Operations
Fosterville	Rehabilitation Community Information Session	Town Hall	Rehabilitation
Fosterville	Elmore Field Days	Community Event	General Operations
Fosterville	Coffee & Catch Up Sessions	Other	General Operations

Summary of COI feedback on engagement and outcomes

Level AA - 6: COI feedback on engagement and outcomes is actively sought and publicly reported	Summary of COI feedback on engagement and outcomes
LaRonde	Plusieurs processus d'échanges sont mis en place avec les COI dont: une table d'harmonisation (1 rencontre en 2023), des ateliers citoyens en personnes sur le site (2 ateliers + 1 visite de site en 2023), une ligne téléphonique dédiée, une adresse courriel dédiée, une page Facebook (plus de 150 publications en 2023), un mécanisme de traitement des plaintes et des préoccupations (4 plaintes reçu et traitées en 2023), l'envoi de textes, courriels et appels téléphoniques automatisés (23 envois en 2023). La majorité de ces processus font partie de notre cadre de bon voisinage en vigueur depuis 2020 et révisé en 2022 avec les parties prenantes afin de nous assurer que les processus en place sont pertinents.
La India	During the diagnostic evaluation, the inhabitants of the communities have expressed their agreement with the company operating in their region, since thanks to this their communities have benefited from a better quality of life in terms of employment, health, education and support for regional cattle ranchers.
Pinos Altos	Comité comunitario de sostenibilidad

Summary of effectiveness of the engagement system

Level AAA- 4: Public reporting includes disclosure of the effectiveness of the engagement system	Summary of effectiveness of the engagement system
LaRonde	Les processus mentionné ici-haut sont inclus dans notre cadre de bon voisinage qui démontre un niveau de satisfaction des parties prenantes de 92%. L'ensemble des plaintes reçues ont été traitées. Le nombre d'abonnement à notre service de communication automatisés a augmenté de 6% passant de 414 abonnés à 439 en 2023. L'ensemble des résultats des processus d'échanges a été présenté en atelier citoyen le 19 juin 2023 et un sondage de satisfaction est remplis par les citoyens à chaque atelier.
La India	Se realizan visitas a actores de interes y autoridades locales para comunicar los hallazgos y/o temas de interés.
Pinos Altos	El comité comunitario de sostenibilidad es un espacio en donde se informa públicamente a nuestros actores de interés sobre los compromisos establecidos y, se recibe retroalimentación por parte de las comunidades de interés.