

The Agrico Eagle 2023 Sustainability Performance Data summarizes our sustainability performance by site for the 2023 reportin g 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/barned mine area values for Hope Bay and CMC site in 'Environmental Stewardship' tab.
Provided additional data on deturbed and undisturbed area values for the CMC alte in 'Environmental Stewardship' tab.

Updated August 8th, 2024. Provided additional date on diversity in management positions by gender and indigenous employees in Workforce tab, GRI 425 - 1 and water nick management in Water Management in the Revised disclosure on himselfs to full time employees for Debor also in Workforce' sub, human rights assessment for Fosterville in Communities & Indigenous People' tab, GRI 412 - 1 and corrected production units of silver in Materials, Tablers & Wisterli 1 (Palents & Wisterli 1).

### DIRECTORY







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Operations		2023	20221	20211	20201	2019
GRI 301-1	Production <sup>2,3</sup>				_	
SASB EM-MM- 000.A	Total Ore Processed (tonnes)	64,048,754	46,164,794	46,412,108	42,788,331	19,565,207
	Total Gold (Oz)  Wellness	3,520,338	2,945,433	3,161,630	2,847,726	2,909,780
Global Safety	X Weiliess					
Performance SRI 403-09		34.624.762	31.020.141	22.056.695	18.656.076	20.384.10
SASB EM-MM-	Person-Hours worked <sup>4</sup> Number of Fatalities	34,624,762	31,020,141	22,056,695	18,656,076	20,384,10
320a.1	Combined lost-time accidents and restricted	-	•			
	workcases frequency per 200,000 person hours	0.43	0.64	0.82	0.99	1.0
	worked* Combined Total Recordable Injury Frequency	0.43	0.64	0.62	0.99	1.0
	per 1,000,000 person hours worked <sup>4</sup>	4.30	4.84	5.44	6.54	7.65
Environmental :	Stewardship					
Energy & Climate Chi GRI 302-1	Energy Consumption					
SASB EM-MM-	Total Electricity (KWh)	3,224,395,129	2,492,791,096	2,433,511,739	2,274,821,342	2,240,567,16
130a.1	% Renewable Electricity <sup>3</sup> Total Energy Consumption (GJ)	56% 26,358,718	44% 20.587.814	41% 20,271,083	42% 44.941.088	379 19,437,758
GRI 302-3	Energy Intensity	20,330,710	20,567,614	20,271,063	44,941,000	19,437,750
	Electricity Intensity (per tonne of ore processed)					
	(KWh/t) <sup>3</sup> Energy Intensity (per tonne of ore processed)	50.3	54.0	52.4	53.2	61.4
	(GJ/t) <sup>3</sup>	0.41	0.45	0.44	1.05	0.48
GRI 305-1	Direct (Scope 1) GHG Emissions <sup>7</sup>					
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	Indirect (Scope 2) GHG Emissions <sup>7</sup>					
UNI 303-2	(tonnes of CO <sub>2</sub> E)	186,416	268,241	289,642	277,972	283,604
GRI 305-2	(Scope 3) GHG Emissions (tonnes of CO <sub>2</sub> E) <sup>5,7</sup>	2,020,549	1.895.988	2.137.011	1.300.000	N/A
GRI 305-4	Total (Scope 1 + 2) GHG Emissions <sup>7</sup>	2,020,549	856,060,1	2,137,011	1,300,000	N/A
	(tonnes of CO <sub>2</sub> E)	1,336,957	1,386,102	1,400,767	1,042,938	1,037,319
	GHG Intensity <sup>3,7</sup> (tonnes of CO <sub>2</sub> E per tonne of ore					
	processed)	0.02	0.02	0.02	0.02	0.05
Water Management	GHG Intensity <sup>7</sup> (tonnes of CO <sub>2</sub> E per gold oz)	0.38	0.38	0.36	0.37	0.36
GRI 303-3	Water Withdrawal					
SASB EM-MM- 140a.1	Total Water Withdrawn (m <sup>3</sup> )	67,157,911	54,186,292	43,373,524	41,138,906	26,305,687
1408.1	Total Freshwater Withdrawn for Use (m³)	8,615,007	9,347,637	10,122,405	9,629,173	9,416,557
	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 (m3 of					
GRI 303-4	water per gold oz)	2	3.17	3.20	3.38	3.24
GRI 303-4	Water Discharged (m³)	34,001,058	23,856,198	19,908,314	23,242,123	18,261,925
GRI 303-5	Water Consumption					
SASB EM-MM- 140a.1	Total Water Consumed Total Water Used (m³)	33,156,853 81,677,767	30,330,094 57,862,634	23,465,210 50 193 503	17,896,783 47,816,171	8,043,762 44,421,318
	Total Water Recycled (%)	71%	78%	78%	79%	78%
Tailings & Waste Mar GRI 306-2	nagement					
SASB EM-MM-	Mineral Wastes Total Waste Rock Mined (tonnes)	143,564,421	143,208,943	125,515,902	123,301,761	107,879,734
150a.5, SASB EM- MM-150a 6, SASB	Total Tailings Produced (tonnes)	60,933,565	41,122,884	40,580,958	36,697,194	35,911,796
MM-150a.6, SASB EM-MM 150a.8	Total Mineral Wastes (tonnes) % Tailings Recycled	204,497,986 7%	184,331,827 10%	166,096,860 11%	159,998,955 10%	143,791,530
GRI 306-2	Non-Mineral Wastes <sup>3</sup>	176	10%	1176	10%	117
SASB EM-MM-	Total Hazardous Waste (tonnes)	21,541	8,447	8,424	8,172	6,027
150a.4, SASB EM- MM-150a.7	Total Domestic (non-hazardous waste) (tonnes) % Domestic Waste Recycled	57,019 32%	55,083 37%	57,367 36%	60,260 23%	23,924
	Total (hazardous + domestic) (tonnes)	78560	63,530	65,791	68.433	29.951
GRI 306-2 Environmental Compl	Total Wastes (tonnes)	204,519,527	184,340,274	166,105,284	160,007,127	143,797,557
GRI 306-3	Significant spills					
SASB EM-MM-	Number of significant spills	0	0	0	0	(
140a.2, SASB EM- MM-150a.9	Total Volume (L) of significant spills					
	Environmental Fines and Sanctions	0	0	0	0	
	Total number of fines and sanctions	0	0	1	0	(
	Monetary value of fines (\$CAD)	0	S -	16,255	\$ -	\$
Our People Workforce Composition	on					
GRI 2-7	Total Workforce	15,828	14,133	14,301	12,431	12,266
SASB EM-MM- 000.B	Contractors <sup>3</sup> Employees	5,313 10.515	4,674 9,459	5,154 9.147	4,129 8,302	2,922
000.0	% Contractors <sup>3</sup>	10,515	9,459	9,147	8,302	9,344
	in .					
Diversity and Inclusio		15%	15%	15%	14% 30%	15%
GRI 405-1	% Female Employees	200/	330/			
3RI 405-1	% Female Employees % Female Board of Directors <sup>6</sup>	36% 25%	33% 16%	33% 13%	8%	20%
GRI 405-1	% Female Employees % Female Board of Directors <sup>6</sup> % Female Executives <sup>8</sup> % Female Senior Management	25% 21%	16% 22%	13% 19%	8% 16%	
GRI 405-1	% Female Employees % Female Board of Directors <sup>6</sup> % Female Executives <sup>6</sup> % Female Senior Management % Visible Minorities Board <sup>6</sup>	25% 21% 18%	16% 22% 17%	13% 19% 17%	8% 16% 10%	
GRI 405-1	% Female Employees % Female Executives % Female Executives % Female Senior Management % Visible Minorities Board % Visible Minorities Executive	25% 21%	16% 22%	13% 19%	8% 16%	
GRI 405-1 Retaining, Training ar	% Female Employees % Female Board of Directors <sup>6</sup> % Female Executives <sup>6</sup> % Female Senior Management % Visible Minorities Board <sup>6</sup>	25% 21% 18%	16% 22% 17%	13% 19% 17%	8% 16% 10%	
GRI 405-1  Retaining, Training ar GRI 401-01	% Female Employees  % Female Board of Directors <sup>6</sup> % Female Executives <sup>6</sup> % Female Executives <sup>6</sup> % Female Senior Management  % Visible Minorities Board <sup>6</sup> % Visible Minorities Decutive <sup>6</sup> nd Divelection Cut Precipi  Permanent Employee Turnover Rate (%) <sup>6</sup>	25% 21% 18%	16% 22% 17%	13% 19% 17%	8% 16% 10%	09
GRI 405-1  Retaining, Training ar GRI 401-01	% Female Emolovees  % Female Board of Directors*  % Female Executives*  % Female Executives*  % Female Senior Management  % Visible Minorities Board*  % Visible Minorities Executive*  nd Developing Our People  Permanent Employee Turnover Rate (%)*  Trizining.	25% 21% 18% 25%	16% 22% 17% 19%	13% 19% 17% 20%	8% 16% 10% 8%	09
Retaining, Training ar GRI 401-01	% Female Emoloxees  % Female Board Oliractors*  % Female Executives*  % Female Executives*  % Female Senior Management  % Visible Minorities Board*  % Visible Minorities Executive*  nd Developing Our People  Permanet Employee Turnover Rate (%)*  Titalinior.  Average Hours of training per employee*	25% 21% 18% 25%	16% 22% 17% 19%	13% 19% 17% 20%	8% 16% 10% 8%	9.69
GRI 405-1  Retaining, Training ar  GRI 401-01  GRI MM4	% Female Emolovees  % Female Board of Directors*  % Female Executives*  % Female Executives*  % Female Senior Management  % Visible Minorities Board*  % Visible Minorities Executive*  nd Developing Our People  Permanent Employee Turnover Rate (%)*  Trizining.	25% 21% 18% 25% 10.1%	16% 22% 17% 19% 11.5%	13% 19% 17% 20% 11.6%	8% 16% 10% 8% 14.8%	9.69
GRI 405-1  Retaining, Training as GRI 401-01  GRI MM4 SASB EM-MM-	% Female Emoloxees  % Female Search of Directors*  % Female Search Management  % Visible Minorities Board*  % Visible Minorities Board*  % Visible Minorities Decard*  % Visible Minorities Decard*  % Visible Minorities Decard*  % Visible Minorities Decard*  **Promise Employee Turnover Rate (%)*  Training  Average Hours of training per employee*  Number of Strikes and Lockouts	25% 21% 18% 25%	16% 22% 17% 19%	13% 19% 17% 20%	8% 16% 10% 8%	9.6%
Retaining, Training ar GRI 401-01 GRI MM4 SASB EM-MM- Socio-Economic De Generating Economic De	% Female Emoloxees  % Female Board of Directors*  % Female Executives*  % Female Executives*  % Female Sanci Management  % Visible Minorities Board*  % Visible Minorities Executive*  nd Developing Our People  Permanent Employee Turnover Rate (%)*  Training  Average Hours of training per employee*  Number of Strikes and Lockouts  velopoment	25% 21% 18% 25% 10.1%	16% 22% 17% 19% 11.5%	13% 19% 17% 20% 11.6%	8% 16% 10% 8% 14.8%	20% 0% 9.6% 33

<sup>1</sup> Ad data, except GHG emissions, excludes Canadam Materic
Production for De processed and Gold includes Lapsey (Nistant Labe Gold operations since January 1st 2022.

Lapsey) (Nistant Cabe Gold data is excluded for 2019

Lapsey) (Nistant Cabe Gold data is excluded rey press 2019-2020

Lapsey) (Nistant Cabe Gold data is excluded rey ress 2019-2020

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Lapsey (Nistant Cabe Gold data is excluded for years 2019-2020)

Lapsey (Nistant Cabe Gold data is excluded for years 2019-2020)

Agnico Eagle Mines Limited 2023 Sustainability Performance Data																						
Agnico Eagle Workforce Demographics																						
Global Workforce by Employment Type, Contra GR12-7 SASB EMAMAGO.B	Agnico Eagle	Region	Goldex	CMC	Kimili	LaIndia	Pinos Altos	Meadowbank	Meladine	Hope Bay Macassa	Detour Lake Fostervi	Exploration Canada	Exploration USA	Exploration Europe Sweden	Exploration	Exploration Mexico	Administration (Head Office)	Administration	Nunevut Service	Northern C	Office(s)	s Regional Aus Office(s) Exploration
Total Contractors Total Agrico Employees Total Programme Maio	5,313	464 1 153	Goldex 135 493	1,062 1,175	Kimia 457 475	La India 44 257	Pinos Altos 172 1 121	Meadowbank 807 1.083	801 798	35 21 55 88	724 1	Canada 86 123 18 92	USA 4	Europe Sweden	Europe Finland 8	Mexico 4	0 OHead Office)	Regional CSD	Group (NSG)	Territory (NT)	Office(s) 0 79	Office(s) Exploration  0 1 18 12
Total Employees Male Total Employees Female Total Agrico Perminent	8,939 1,576	1,041	432 61	1,006 169	402 73	206 51	961 160	954 129	705 93	51 79: 4 9:	1,308 5 176	34 66 84 26	9 2	6	12 5	6 3	159 90	132 107	65 86	3 24	44 25	14 11
	10 138 8.706 1.432	1.121 1.022	476 421	1.163 999 164	458 394 64	257 208 51	1.110 953 157	993 894 69	776 688 88	55 871 51 781 4 91	1.483 5 1.308 4	45 60 84 47 61 13	10 8 2	7 6	16 12 4	6	235 151 84	217 120 97	135 56 79	5 27 2 22 5 5	77 44 51	18 12 14 11 4 1
Permanent Female Total Agnico Temporary Temporary Male	235 136	6 2	7 4	* *	17 8	0	131	75 48	2 6	0	0	30 28 18 18	î	ė	1	i	10	18	12	3 3	2 0	0 0
Temporary Famale Total Againo On Call On-Call Male On-Call Female	99 41	0 0	9	0	0	0	0	27 10	2	0 0	0	12 10 27 0	0	0	0 0	0	0 0	7	10	2	0	0 0
	9 101	0 26	0	9	0	0	11	1 5	0 11	0 0	. 1	7 0 16 4	0		0	·	0 26	0 4	0	1 0	0	0 0
Student Male Student Female Percentage Contractors	65 36	17	7 3	1 3	0	0	8 3	3 2	2	0	0	12 1 4 3	0	0	0	0	17	1 3		0 0	0	0 0
Total Workforce	15.828	1,617	628	2.237	932	301	1,293	1.820	1,522	20 1.10:	2.278 E	04 215	27% 15	13%	32% 25	13	249	239	145	34	79	18 13
New Employee Hires by Age Group, Gender, as	nd Region																					
401-01 Total Fernale New Hires	Agnico Eagle	LaRonde 45	Goldex 30	CMC 45	Kimia 31	La India	Pinos Altos 20	Meadowbank 57	Meliadine 37	Hope Bay Macass	Detour Lake Foster	Exploration its Canada 23 18	USA	Exploration Europe Sweden	Europe Finland	Exploration Mexico 2	(Head Office)	Regional CSD	Nunsvut Service Group (NSG)	Territory (NT)	Office(s)	Aus Regional Aus Office(s) Exploration
Female 30-50 years	289 138	32 13	22 8	30	21 8	7	15 5	30 23	24 12	2 2	12 21	13 16 6 2	0	0	6	0	14	11	5	3 1	1	0 0
Female over 50 years Total Male New Hires Male under 30 years	35 1,476 678	0 128 89	73 50	238 115	2 55	4 43 15	0 94 48	175 66	1 126 42	0 2 121 1 5	230 78	4 0 71 22 35 14	0	0	2 2	1 0	1 14 7	2 36 18	12	2 14	7	0 0 4 0
Male under 30 years Male 30-50 years Male over 50 years	658 140	34 5	15 8	106 17	23 1	26 2	42 4	91 18	62 12	1 60	111 41	31 6 5 2	0	0	0	1 0	5 2	11 7	-	8 5	4 2	3 0
% Female New Hires Total New Hires	24% 1.938	26% 173	29% 103	16% 283	36% 86	22% 55	18% 114	25% 232	23% 163	60% 307 5 15:	25% 2 269	9% 45% 94 40	6% 0	0% 0	75% 8	67% 3	58% 33	38% 58	59% 25	15	42% 12	0% 0% 4 0
New Employee Hire Rate¹ by Gender, and Regi												Exploration	Exploration	Exploration	Exploration	Explosation	Administration	Administration	Name of Senine	Northern	Cdn Regional	Aus Regional Aus
401-01 Total Ferrole New Hire Rate	Agnico Eagle 98 94.	LaRonde 39.8%	Goldex 49.2%	CMC 25.7%	Kma 36.9%	La India 22.2%	Pinos Altos 12.3%	Meadowbank 41.0%	Meliadine 37.4%	Hope Bay Macass: 50.0% 30.09	Detour Lake Fosters 24.8% 29.	ille Canada 5% 75.0%	USA 0.0%	Europe Sweden 0.0%	Europe Finland 200.0%	Mexico 68.7%	(Head Office) 21.8%	Regional CSD 19.6%	Nursivut Service Group (NSG) 18.9%	Temtory (NT)	Office(s) 14.7%	Office(s) Exploration 0.0% 0.0%
Total Male New Hire Rate Total Male New Hire Rate Total Male New Hire Rate Total New Hire Rate Total New Hire Rate	78.6% 16.6% 18.5% scape number of employees	12.4% 15.1% for the year	17.0% 21.0%	24.9% 25.0%	13.2% 17.1%	20.7%	2.2% 10.2%	17.9% 20.8%	17.8% 20.2%	3.3% 16.19 7.6% 17.69	17.9% 13. 18.6% 15.	5% 31.9% P% 43.0%	0.0%	0.0%	22.2% 66.7%	11.1% 25.0%	9.2% 13.8%	27.7% 24.0%	18.2% 18.6%	58.3% 48.4%	16.6%	33.5% 0.0% 26.7% 0.0%
Permanent Employee Turnover¹ by Age Group,	Gender, and Re	egion																				
GRI 401-01 Total Female Tumovar	Agnico Eagle	LaRonde	Goldex	CMC	Kmia	LaInda	Pinos Altos	Meadowbank	Meliadine	Hope Bay Macass	Detour Lake Foster	Exploration ille Canada	Exploration USA	Exploration Europe Sweden	Exploration Europe Finland	Explosation Mexico	Administration (Head Office)	Administration Regional CSD	Nunavut Service Group (NSG)	Northern Territory (NT)	Cdn Regional Office(s)	Aus Regional Aus Office(s) Exploration
Total Female Tumoreat Female under 30 years Female 30-50 years Female 30-50 years	157 43 92	10 5	3 1	20 5	4 0 4	26 10 14	10 5 4	28 7 16	3 4	2 2 0	11 2 4	1 0	0	0	0 0	0	3 0	- 1	- 1	1 2 3	0	0 1 0 1
Famale over 50 years Total Male Turrover	22 857	0 22	0 17	2 48	0 30	2 215	66	5 111	1 68	8 4	5 145	3 0 51 1	0	0	0	ė	2 7	11			0 5	0 0
Partials over 50 years Total Male Turnpress Male under 30 years Male 30-50 years Male 30-50 years	175 529	11	8	10 25	18 10	47 145	21 39	18 77	10 52	4 2	27 76	12 0 29 1	0	0	0	0	3	11		2 0	1	0 1
Male over 50 years  Total Turnover <sup>1</sup> We tack permanent employee turnover which covers instances of an employee	153 1,014 e exting employment fireux	32 h dismissal, resignation.	20 or company reorganizatio	68	34	241	76	139	76	10 4	156	61 2	2		ò	1	10	17	è	5 6	6	0 3
Permanent Employee Turnover rate¹ by Gende	r, and Region																					
	Agnico Eagle	LaRonde	Goldex	CMC	Keess	LaIndia	Pinos Altos	Meadowbank	Metadine 2.4%	Hope Bay Macass 40.0% 6.39	Detour Lake Fosters 7.1% 15.	Exploration ille Canada	Exploration USA	Exploration Europe Sweden	Exploration Europe Finland	Exploration Mexico	Administration (Head Office)	Administration Regional CSD	Nunavut Service Group (NSG)	Northern Territory (NT)	Cdn Regional Office(s)	Aus Regional Aus Office(s) Exploration
Total Male Turnover Rate  Total Male Turnover Rate  Total Turnover Rate  1 Permanent employee turnover rate is calculated as the number of permanent employee turnover rate is calculated.	9.9% 10.1%	2.2%	4.1% 4.3%	11.8% 5.1% 6.1%	7.6%	103.4% 92.0%	6.9%	12.2%	2.5% 2.8%	13.3% 5.39 15.4% 5.4%	11.3% 10. 10.8% 11.1	5% 2.2%	12.5% 20.0%	0.0%	0.0%	0.0%	4.8%	9.6% 8.1%	3.4% 4.5%	29.4%	12.1%	0.0% 0
		or over the average numb	er of permanent employee	es for the year																		
Average Hours of Training per Year per Emplo		LaRonde	Goldex	CMC	Kmia	La India	Pinos Altos	Mondontonk	Meliadine	Mario Ray Mariona	DetourLake Fosters	Exploration ille Canada	Exploration	Exploration Europe Sweden	Exploration	Explosation	Administration (Head Office)	Administration	Nunavut Service	Northern Testher (MT)	Cdn Regional Office(s)	Aus Regional Aus Office(s) Exploration
Total Hours of Training for Employees Average Hours of Training per Employee	443.694 42	29,495	6,672	41,030	5,131	71,824 274	92,366	37,179	45,252	3,281 19,271	33,795 53,9	61 896	125	264	42	528	276	100	775	5 530	462	65 366
										50 2	23	20 10	- 11			44	1		-			
Diversity of Board of Directors by Gender							•			50 2	23	20 10		38	4	44	1	•		17	•	
Diversity of Board of Directors by Gender	Agnico Eagle									50 2	23	90 10	- 11			44	1	•	•	17	•	1 4
Diversity of Board of Directors by Gender GRI 465-2 Percentage Paralle Percentage Male	64%									50 2	23	20 10					1	•	•	17	٩	1 8
Diversity of Board of Directors by Gender Gilst stot; 2 Percentage Famile Percentage Male Percentage Male Stotian State of Directors by Age Gild State of Directors by Age Fercentage and St Sware	64% Agnico Eagle							- 33	- 30	50 2	23	20 10	11	38	4		1	۰	•	17	•	• a
Diversity of Board of Directors by Gender (SM 1807) Directors France Processing Main Diversity of Board of Directors by Age (SM 1807) Processing of Board of Directors by Age (SM 1807) Processing of SM 1807 Processing SM 1807 Processin SM 1807 Processing SM 1807 Processing SM 1807 Processing SM 180	Agnico Eagle 64% Agnico Eagle 64% 100%							33	- 26	50 2	23	29 10		38	4		1	•		17	9	3 62
Diversity of Board of Directors by Gender Diversity of Board of Directors by Gender Powerings May Diversity of Board of Directors by Age Diversity of Diversity of Diversity of Diversity of Employees Category Diversity of Employees per Employee Category	Agnico Eagle  Agnico Eagle  AGN  100%  y by Gender								39	50 2	23	Exploration	Exploration	Supplieration	4 Exploration	Explosition	Administration	& Administration	Numerout Service	Northern	g Cdn Regional	Aus Regional Aus
Diversity of Board of Directors by Gender Paraman Faset. Paraman Faset. Diversity of Board of Directors by Age Paraman pairs of Sand of Directors by Age Paraman pairs of Sand P	Agnico Eagle  Agnico Eagle  Acc.  100%  y by Gender  Agnico Eagle	Lafords 4%	Goldens 4%	CMC 6%	Kesti 2%,	19%	12%	Meadowbank 11%	7%	0% 59	: DetourLake Foster	7% 57%	Exploration USA 0%	Exploration Europe Sweden	Exploration Europe Finland	Explosation Mission 0%	Administration Head Office)  9%	Administration Regional CSD 75%	Naminus Service Cours BARGS	Northern Territory (MT)	Cdn Regional Officetal Ovc	Aus Regional Aus Official Existration 0% 0% 0%
Diversity of Board of Directors by Gender Paraman Faset. Paraman Faset. Diversity of Board of Directors by Age Paraman pairs of Sand of Directors by Age Paraman pairs of Sand P	Agnice Eagle Agnice Eagle And Agnice Eagle And Agnice Eagle And Agnice Eagle	LaRorde 4% 96% 96% 27% 78%	Golden 4% 98% 98% 72%	CMC 6% 94% 77% 73%	Kania 9% 91% 54% 76%	La India 19% 81% 21% 79%	Pinos Altos 12% 69% 57% 73%	Meadowtank 11% 89% 19%	7% 93% 20%	10 2  Hone Saw Macassa 975 975 975 975 975 975 975 975 975 975	23  Detout take Foster  250, 9  214, 9  214, 9  250, 9	Exploration	Exploration USA O'S. O'S. 1894.	Exploration Europe Sweden 0% 14% 25%	Exploration Euroce Finland ONS ONS 71%	Explosation Mexico 0% 19% 19%	Administration of the and Office) ON SACE	Administration Rectional CSD 75%, 25%, 48%,	Narsout Service Group BIRCH (D) 1907 4200	Northern Territory (NT) 15 50% 15 50% 15 72%	Con Regional Office tal Office 44*C 44*C 55%	Aus Pagennii Ealeration (75%) 5% 150% 5% 150% 75% 25% 75% 25%
Diversity of Board of Directors by Gender  Speciment Jones  Diversity of Board of Directors by Age  Diversity of Board of Directors by Age  Personness and the area  Personness and the area  Personness and the area  Personness of the area  Personness of the area  Personness of the area  Personness of the Agender of Board  Personness of Technologies are Employee Category  Bill 863.  Personness of Hourt Continues Fernal  Personness of Hourt Continues March  Personness of Hourt Continues	Agnice Eagle  Agnice Eagle  env.  100%  y by Gender  Agnice Eagle  8%  22%  74%  16%	4% 96% 22%	4% 98% 98% 72% 20% 31%	6%	2%	19% 81% 21% 79% 14% 0%	12%	11%	7% 93% 20% 80% 15%	0% 59	8% 1	7% 57%	Exploration USA	Explosition Europe Sweden 0%, 124, 0%, 124, 0%, 0%, 0%	Exploration Eurobe Finland ON ON 171% 144% 20%	Explosation Mexico 0.5% 0.5% 0.5% 0.5% 0.5% 0.5% 0.5% 0.5%	Administration (Head Office) 0% 9% 9% 94% 31% 24%	Administration Resional CSD 75% 25% 44% 56% 25%	Namenut Service General BARITI 1000 1000 1000 427 427 3275 2276	Northern Territory (NT) k. 50% k. 50% c. 21% k. 0%	Cdn Regional Officetal Officetal Office Officetal Officetal Officetal Officetal Officetal Officetal	0% 0% 0% 100% 22% 9% 78% 91% 20% 0% 22% 0%
Diversity of Board of Directors by Gender Enumerican France France State Diversity of Board of Directors by Age Diversity of Board of Directors by Age Plantation and State France State State France State State Diversity of Employees per Employee Category By Annie	Agnice Eagle Agnice Eagle Acc. Ass. 100%  y by Gender Aanice Eagle 25% 26% 26% 27% 25% 15% 15% 15%	4% 96% 22% 78% 8% 20% 7% 16%	4% 98% 98% 72% 20% 31% 18%	6%	9% 91% 94% 76% 17% 29% 12%	19% 81% 214 79% 14% 0% 15% 28%	12% 88% 22% 78% 14%	11% 89% 11% 87% 87% 6% 9%	7% 93% 20% 80% 15% 0% 16%	0% 59 100% 959 13% 94% 87% 759 14% 109 25% 299 0% 79 7% 119	8% 1 92% 9 91% 9 79% 7 11% 9 11% 9 12% 1	7% 57% 43% 43% 43% 74% 38% 38% 38% 38% 38% 38% 38% 38% 38% 38	0% 0% 18% 82% 10% 33% 0%	Explosation Eurobe Sweden 00% 01% 05% 05% 05% 05% 05% 05% 05% 05% 05%	### Exploration  Except Finding  Except Finding  ONS  20%  20%  20%  20%  20%  20%	Explosation Musics 97% 97% 57% 50% 50% 50% 50%	0% 0% 965 84% 84% 31%	Administration Resisted CSD 75% 75% 40% 40% 45% 45% 45% 45% 45%	0% 100% 42% 42% 37% 27% 40%	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	0% 0% 44% 56% 37%	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0
Directory of Board of Directors by Gender  January Frant  January Frant  January Green of Directors by Age  Diversity of Board of Directors by Age  Provides and the Season  January Green of Board  J	Agnico Eagle Agnico Eagle Acc. 65% 100% 100% 22% 22% 24% 24% 24% 24% 25% 25% 25% 25% 25% 25% 25% 25% 25% 25	4% 96% 22% 78% 8%	4% 98% 98% 72% 20% 31%	6%	9% 91% 24% 76% 17%	19% 81% 21% 79% 14% 0%	12% 88% 22% 78% 14%	11%	7% 93% 20% 80% 15%	0% 55 100% 255 13% 253 87% 755 14% 105	8% 1 92% 9 21% 9 79% 7 11% 9 12% 1	7% 57% 43% 43% 43% 74% 38% 38% 38% 38% 38% 38% 38% 38% 38% 38	0% 0% 18% 82% 10%	Exploration Eurone Sweden 6	Exploration Europe Finland ONS ONS ONS 20% 20% 24% 71%	### Exphristion Mexico Mexico 0% 9% 9% 9% 50% 50% \$446.	0% 0% 965 84% 84% 31%	Administration Regional CSD 72% 44% 45% 45% 45% 45% 45% 45% 45% 45% 45	Narrous Service	50% 50% 50% 50% 50% 50% 50% 50% 50% 50%	0% 0% 44% 56% 37%	0% 0% 0% 100% 22% 9% 78% 91% 20% 0% 22% 0%
Diversity of Board of Directors by Gender  Formation From  Formation Age  Diversity of Board of Directors by Age  Diversity of Board of Directors by Age  Processing and State of State	Agnico Eagls  Agnico Eagls  6%  6%  100%  y by Gender  Annico Easls  22%  96%  100%	4% 96% 27% 78% 8% 20% 7% 10% 30%	4% 98% 98% 73% 20% 31% 18% 19% 88%	6% 94% 22% 73% 15% 15% 15% 14% 86%	9% 91% 94% 76% 17% 29% 12% 14% 85%	19% 81% 21% 79% 14% 0% 15% 20% 80%	12% 88% 29% 78% 14% 13% 15% 14% 88%	11% 82% 1946 87% 87% 87% 87% 87% 87% 87% 88% 88%	7% 93% 20% 80% 15% 0% 16% 12% 88%	9% 59 100% 9	8% 1 92% 9 91% 9 71% 7 11% 9 12% 1 12% 1 12% 1 88% 8	7% 57% 57% 43% 42% 42% 42% 57% 57% 57% 57% 57% 57% 57% 57% 57% 57	0% 0% 18% 82% 10% 33% 0% 48%	0% 0% 14% 88% 0% 0% 14%	0% 0% 264 71% 44% 20% 0% 284 71%	0% 0% 19% 67% 33% 50% 0% 19%	0% 0% 0% 84% 84% 31% 24% 85% 38%	75% 25% 44% 56% 40% 25% 45% 45%	055 10055 6,990 425 3379 279 405 6,990 425	50% 50% 50% 57% 57% 50% 50% 50% 50% 50% 50%	0% 0% 44% 56% 37%	0% 0% 0% 0% 0% 100% 9% 0% 9% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0%
Disease of Board of Directors by Gender  1970 1970  Processing of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors of Board of Board of Directors of Board	Agnico Eagle Agnico Eagle Acc. 65% 100% 100% 22% 22% 24% 24% 24% 24% 25% 25% 25% 25% 25% 25% 25% 25% 25% 25	4%, 98%, 20%, 75%, 75%, 20%, 75%, 10%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 2	4% 98% 98% 72% 20% 31% 18%	6% 94% 94% 97% 73% 15% 15% 15% 15% 15% 56% 66% 66% 66% 66% 66% 66% 66% 66% 6	9% 91% 94% 94% 94% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	19% 81% 214 79% 14% 0% 15% 28%	12% 88% 22% 78% 14%	11% 82% 1946 87% 87% 87% 87% 87% 87% 87% 88% 88%	7% 93% 93% 93% 93% 93% 93% 93% 93% 93% 93	9% 59 100% 9	8% 1 92% 9 91% 9 79% 7 11% 9 11% 9 12% 1	7% 57% 57% 43% 42% 42% 42% 57% 57% 57% 57% 57% 57% 57% 57% 57% 57	0% 0% 18% 82% 10% 33% 0% 48%	Exploration  Europe Swedon  O'N,  O'N,  I.E.Y.  O'N  O'N  Ewiter  Ewiter  Exploration  Europe Swedon  O'N  O'N  O'N  O'N  O'N  O'N  O'N  O'	0% 0% 264 71% 44% 20% 0% 284 71%	### Exphoseion Mexico 0% 0% 0% 50% 50% 50% \$33% 50% \$446 67%	0% 0% 965 84% 84% 31%	75% 25% 44% 56% 40% 25% 45% 45%	0% 100% 42% 42% 37% 27% 40%	50% 50% 50% 57% 57% 50% 50% 50% 50% 50% 50%	0% 0% 44% 56% 37%	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0
Operation of Board of Directors by Genoder  John Street Street  Consensity of Board of Directors by Age  Diversity of Board of Directors by Age  Formation and the art  Formation on the same  Formation on the same  Formation on the same  Formation of Board of Directors by Age  Diversity of Employees per Employee Category  (Street)  Formation of Street  Formation of	Agnico Eagls  Agnico Eagls  6%  6%  100%  y by Gender  Annico Easls  22%  96%  100%	4%, 98%, 92%, 72%, 73%, 8%, 20%, 7%, 10%, 20%, LaRonda, 22%,	4% 98% 28% 72% 20% 31% 18% 19% 85%	6% 94% 22% 73% 15% 15% 15% 14% 86%	9% 91% 94% 76% 17% 29% 12% 14% 85%	19% 81% 214 79% 14% 0% 15% 26% 80%	12% 89% 92% 72% 14% 13% 15% 14% 85% 85%	11% 82% 1946 87% 87% 87% 87% 87% 87% 87% 88% 88%	7% 93% 20% 80% 15% 00% 15% 00% 15% 40% 42% 88%	0% 53 100% 959 100% 959 100% 959 100% 959 100% 959 14% 100 14% 100 12% 25% 299 0% 75 7% 14% 933% 889 100% 889 100% 100% 100% 100% 100% 100% 100% 100	8% 1 92% 9 91% 9 71% 7 11% 9 12% 1 12% 1 12% 1 88% 8	175   57%   57%   57%   57%   63%   15%   58%   57%   74%   57%   74%   57%	0% 0% 18% 82% 10% 33% 0% 48%	0% 0% 14% 88% 0% 0% 14%	0% 0% 264 71% 44% 20% 0% 284 71%	0% 0% 19% 67% 33% 50% 0% 19%	0% 0% 0% 84% 84% 31% 24% 85% 38%	75% 25% 44% 56% 40% 25% 45% 45%	055 10055 6,990 425 3379 279 405 6,990 425	50% 50% 50% 57% 57% 50% 50% 50% 50% 50% 50%	0% 0% 44% 56% 37%	0% 0% 0% 0% 0% 100% 9% 0% 9% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0%
Operation of Board of Directors by Genoder  John Street Street  Consensity of Board of Directors by Age  Diversity of Board of Directors by Age  Formation and the art  Formation on the same  Formation on the same  Formation on the same  Formation of Board of Directors by Age  Diversity of Employees per Employee Category  (Street)  Formation of Street  Formation of	Agnico Eagls  Agnico Eagls  6%  6%  100%  y by Gender  Annico Easls  22%  96%  100%	4%, 98%, 20%, 75%, 75%, 20%, 75%, 10%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 2	4% 98% 28% 72% 20% 31% 18% 19% 85%	6% 94% 94% 97% 73% 15% 15% 15% 15% 15% 56% 66% 66% 66% 66% 66% 66% 66% 66% 6	9% 91% 94% 94% 94% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	19% 81% 214 79% 14% 0% 15% 26% 80%	12% 89% 92% 72% 14% 13% 15% 14% 85% 85%	11% 82% 1946 87% 87% 87% 87% 87% 87% 87% 88% 88%	7% 90% 90% 90% 90% 90% 90% 90% 90% 90% 90	0% 593 100% 2693 1106 2694 27% 2795 14% 100 25% 279 7% 111 23% 2899 Hooe Bay Macado 0% 199 52% 569	25%   29%	175   57%   57%   57%   57%   63%   15%   58%   57%   74%   57%   74%   57%	0% 0% 18% 82% 10% 33% 0% 48%	0% 0% 14% 88% 0% 0% 14%	0% 0% 264 71% 44% 20% 0% 284 71%	0% 0% 19% 67% 33% 50% 0% 19%	0% 0% 0% 84% 84% 31% 24% 85% 38%	75% 25% 44% 56% 40% 25% 45% 45%	055 10055 6,990 425 3379 279 405 6,990 425	50% 50% 50% 57% 57% 50% 50% 50% 50% 50% 50%	0% 0% 44% 56% 37%	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0
Disease of Board of Directors by Gender  1970 1970  Processing of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors by Age  1970 1970  Directory of Board of Directors of Board of Board of Directors of Board	Agnice Eagle Agnice Eagle Ac. 100%. Value Agnice Eagle Agnice	4% 98% 99% 99% 99% 99% 99% 99% 99% 99% 99	4% 98% 28% 72% 20% 31% 18% 19% 85%	6% 94% 94% 97% 73% 15% 15% 15% 15% 15% 56% 66% 66% 66% 66% 66% 66% 66% 66% 6	9% 91% 94% 94% 94% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	19% 81% 214 79% 14% 0% 15% 26% 80%	12%, 53%, 52%, 14%, 13%, 15%, 14%, 15%, 14%, 15%, 14%, 15%, 14%, 15%, 14%, 15%, 14%, 15%, 14%, 15%, 14%, 15%, 15%, 15%, 15%, 15%, 15%, 15%, 10%, 10%, 10%, 10%, 10%, 10%, 10%, 10	11% 82% 1946 87% 87% 87% 87% 87% 87% 87% 88% 88%	7% 93% 93% 93% 93% 93% 93% 93% 93% 93% 93	9% 593 100% 993 110%	25%   29%	175   57%   57%   57%   57%   63%   15%   58%   57%   74%   57%   74%   57%	0% 0% 18% 82% 10% 33% 0% 48%	0% 0% 14% 88% 0% 0% 14%	0% 0% 264 71% 44% 20% 0% 284 71%	0% 0% 19% 67% 33% 50% 0% 19%	0% 0% 0% 84% 84% 31% 24% 85% 38%	75% 25% 44% 56% 40% 25% 45% 45%	055 10055 6,990 425 3379 279 405 6,990 425	50% 50% 50% 57% 57% 50% 50% 50% 50% 50% 50%	O's. O's. 44% 56% 37% 38% 37% 44% 56% Cdn Regional Officetal O's. O's. 13% 49%	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0
Operation of Board of Directors by Genoder  John Street Street  Consensity of Board of Directors by Age  Diversity of Board of Directors by Age  Formation and the art  Formation on the same  Formation on the same  Formation on the same  Formation of Board of Directors by Age  Diversity of Employees per Employee Category  (Street)  Formation of Street  Formation of	Agento Eagle  Ag	4% 90% 90% 10% 10% 10% 10% 10% 10% 10% 10% 10% 1	4% 98% 98% 98% 98% 98% 12% 22% 22% 18% 19% 88% Gelder 22% 42% 19% 19% 19% 19% 19% 22% 22% 22% 22% 22% 22% 22% 22% 22% 2	9% 9% 99% 99% 99% 99% 99% 99% 99% 99% 9	955 923 924 924 925 1755 1755 1256 1256 1256 1256 1256 1256 1256 12	19% 81% 21% 19% 19% 19% 19% 19% 19% 19% 19% 19% 1	12% 89% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12	11% 29% 19% 19% 19% 19% 19% 19% 19% 19% 19% 1	7%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 20	0% 50% 100% 100% 100% 100% 100% 100% 100	9% 3 99 99 99 99 99 99 99 99 99 99 99 99 9	275   275	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 17% 67% 33% 50% 0% 47% 67% 67% 67% 67% 67% 44% 44%	0% 0% 14% 14% 04% 31% 24% 05% 44% 64% 64% 31% 31% 31% 31% 31% 31% 31% 31%	79% 44% 44% 45% 44% 45% 45% 45% 45% 45% 45	05 1000 Annual Service 422 Annual Service Group (MSG) 1000 Ann	500%. 500%.	O'% O'% 44% 56% 37% 38% 37% 44% 56% Cdn Regional Officels) O'% O'% 45% 42% 42% 42% 42% 42% 42%	97% 97% 97% 97% 97% 97% 97% 97% 97% 97%
Operation of Board of Directors by Gender  Special Conference of Board of Directors by Age  Diversity of Board of Directors by Age  Personnel of Board Directors and Board of Board Directors  Personnel of Many Conference Age  Personnel of Many Conference Age  Personnel of Foreign Conferenc	Agnice Eagle Agnice Eagle Ac. 100%. Value Agnice Eagle Agnice	4% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98	4% 98% 28% 72% 20% 31% 18% 19% 85%	6% 94% 94% 97% 73% 15% 15% 15% 15% 15% 56% 66% 66% 66% 66% 66% 66% 66% 66% 6	955 923 924 924 925 1755 1755 1256 1256 1256 1256 1256 1256 1256 12	19% 81% 21% 19% 19% 19% 19% 19% 19% 19% 19% 19% 1	12% 89% 99% 99% 99% 99% 99% 99% 99% 99% 99	11% 20% 19% 19% 19% 19% 19% 19% 19% 19% 19% 19	7%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 20	0% 50% 100% 100% 100% 100% 100% 100% 100	50%   3   50%	275   275	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 264 71% 44% 20% 0% 284 71%	0% 0% 17% 67% 33% 50% 0% 47% 67% 67% 67% 67% 67% 44% 44%	0% 0% 14% 14% 04% 31% 24% 05% 44% 64% 64% 31% 31% 31% 31% 31% 31% 31% 31%	77% 44% 44% 45% 44% 45% 45% 45% 45% 45% 45	05 1000 Annual Service 422 Annual Service Geometry 1000 Annual Service Geo	500%   500%	O'% O'% 44% 56% 37% 38% 37% 44% 56% Cdn Regional Officels) O'% O'% 45% 42% 42% 42% 42% 42% 42%	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0
Operatory of Board of Directors by Gender  1987 1987 1987 1988 1988 1988 1988 1988	Agente Easts  Agente Easts  Agente Easts  Ann  Ann  Ann  Ann  Ann  Ann  Ann	4% 50% 79% 79% 79% 79% 79% 79% 79% 79% 79% 79	4% 4% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98	9% 99% 99% 99% 99% 99% 99% 99% 99% 99%	9% 91% 744, 75% 17% 17% 12% 12% 14% 85%  Keda 13% 57% 57% 57% 57% 57% 57% 57% 57% 57% 57	10% 21% 21% 21% 21% 21% 21% 21% 21% 21% 21	12% 89% 99% 99% 99% 99% 99% 99% 99% 99% 99	11% 20% 11% 11% 11% 11% 11% 11% 11% 11% 11% 1	7%, 23%, 7%, 20%, 20%, 20%, 20%, 20%, 20%, 20%, 20	0% 50% 100% 100% 100% 100% 100% 100% 100	85%   3   100	275   275	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 17% 67% 33% 50% 0% 47% 67% 67% 67% 67% 67% 44% 44%	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 44% 45% 44% 45% 45% 45% 45% 45% 45	(5) (100) (1	50%   50%	O'% O'% 44% 56% 37% 38% 37% 44% 56% Cdn Regional Officels) O'% O'% 45% 42% 42% 42% 42% 42% 42%	25   55   55   55   55   55   55   55
Operatory of Board of Directors by Gender  1982 1983  Possible of Board of Directors by Age  1983 1983  Directly of Board of Directors by Age  1983 1983  Directly of Board of Directors by Age  1983 1983  Directly of Board of Directors by Age  1983 1983  Directly of Board of Directors by Age  1983 1983  Directly of Board of Directors by Age  1983 1983  Directly of Board of Directors by Age  1983 1983  Directly of Board of Directors of Board	Agric 8 Earls  Agric 9 Earls  Agric	4%, 50%, 79%, 79%, 79%, 79%, 79%, 79%, 79%, 79	4% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98	6% 20% 27% 15% 16% 16% 16% 16% 16% 16% 16% 16% 16% 16	9% 91% 91% 91% 91% 91% 91% 91% 91% 91% 9	10% 21% 21% 21% 21% 21% 21% 21% 21% 21% 21	12% 58% 79% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12	11% PPC 15% PP	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	9% 99 99 99 99 99 99 99 99 99 99 99 99 9	85%   3   100	275   275	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	79% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operative of Board of Directors by Gender  John Street Street  Construction of Board of Directors by Age  Diversity of Board of Directors by Age  Diversity of Board of Directors by Age  Posterion and Wart  Posterion on the year  Diversity of Employees per Finelogue Category  (Street)  Diversity of Employees per Finelogue Category  (Street)  Posterion of Street  Posterion of Honor Continues Tames  Tames Tames Tames Tames Tames  Tames Tames Tames Tames  Tames Tames Tames Tames  Tames Tames Tames  Tames Tames Tames Tames  Tames Tames Tames Tames  Tames Tames	Agric 8 Earls  Agric 9 Earls  Agric	4% 4% 59% 59% 59% 59% 59% 59% 59% 59% 59% 59	4% 4% 20% 20% 20% 40% 20% 40% 20% 40% 20% 40% 20% 40% 20% 40% 40% 40% 40% 40% 40% 40% 40% 40% 4	6% 54% 54% 54% 54% 54% 54% 54% 54% 54% 54	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	19% 19% 19% 19% 19% 19% 19% 19% 19% 19%	12% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	11% 11% 11% 11% 11% 11% 11% 11% 11% 11%	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	95 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	250   1   1   1   1   1   1   1   1   1	25. 572-575.  5. 455.  5. 455.  5. 5. 555.  5. 555.  5	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	79% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Objection of Board of Directors by Gender  1987 1992  Processing of Board of Directors by Age  1988 1993  Direction of Board of Directors by Age  1988 1993  Direction of Board of Directors by Age  1988 1993  Processing of Board of Directors by Age  1988 1993  Processing of Board of Directors by Age  1988 1993  Processing of Board of Directors by Age  1988 1993  Processing of The Board of Directors by Age  1988 1993  Processing of The Board of Directors of Directors  Processing of Directors of Directors  Processing of The Board of Directors of Directors of Direc	Agric 8 Earls  Agric 9 Earls  Agric	4% 4% 59% 59% 59% 59% 59% 59% 59% 59% 59% 59	4% 4% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	6% 59% 59% 69% 69% 69% 69% 69% 69% 69% 69% 69% 6	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	19% 19% 21% 21% 21% 21% 21% 21% 21% 21% 21% 21	12% - 22% -	11% 11% 11% 11% 11% 11% 11% 11% 11% 11%	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	55   55   57	#\$ 1   ##   ##   ##   ##   ##   ##   ##	25. 57%; 57%; 45%; 45%; 45%; 45%; 45%; 45%; 45%; 45	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operatory of Board of Directors by Gender  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Employees per Employees Category  1988 1997  Processing of Employees per Employees Category  1988 1997  Processing of Facility Original Processing of Processing	Agric 8 Earls  Agric 9 Earls  Agric	4% 4% 59% 59% 59% 59% 59% 59% 59% 59% 59% 59	4% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	6% 54% 54% 54% 54% 54% 54% 54% 54% 54% 54	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	19% 19% 19% 19% 19% 19% 19% 19% 19% 19%	12% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	11% 11% 11% 11% 11% 11% 11% 11% 11% 11%	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	95 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	250   1   1   1   1   1   1   1   1   1	25. 57%; 57%; 45%; 45%; 45%; 45%; 45%; 45%; 45%; 45	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operatory of Board of Directors by Gender  Special Conference of Secretary Secretary  Figuration of Board of Directors by Age  Figuration of Board of Board of Directors by Age  Figuration of Figuration of Board of Directors of Board of Board Organization  Figuration of Figuration of Figuration  Figuration  Figuration of Figuration  Figuration of Figuration  Figuration  Figuration of Figura	Agric 8 Earls  Agric 9 Earls  Agric	4% 55% 55% 55% 55% 55% 55% 55% 55% 55% 5	4% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	6% 54% 54% 77% 77% 77% 77% 77% 77% 77% 77% 77% 7	9% 915. 9215. 7278. 7278. 7278. 1779. 2295. 1295	19% 19% 19% 19% 19% 19% 19% 19% 19% 19%	12% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	11% 19% 19% 19% 19% 19% 19% 19% 19% 19%	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	55   55   57	#\$ 1   ##   ##   ##   ##   ##   ##   ##	25	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Diversity of Board of Directors by Gender  - Specialists of Board of Directors by Age  - Specialists of Board of Directors by Age  - Province and the area  - Province and	Agric 8 Earls  Agric 9 Earls  Agric	4% 55% 55% 55% 55% 55% 55% 55% 55% 55% 5	4% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	6% 54% 54% 54% 54% 54% 54% 54% 54% 54% 54	9% 915. 9215. 7278. 7278. 7278. 1779. 2295. 1295	19% 19% 19% 19% 19% 19% 19% 19% 19% 19%	12% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	11% 19% 19% 19% 19% 19% 19% 19% 19% 19%	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	55   55   57	SE	25	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Objecting of Board of Directors by Gender  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Board of Directors by Age  1987 1997  Processing of Employees per Employee Category  1988 1997  Processing of Employees per Employees Category  1988 1997  Processing of Employees per Employees Category  1988 1997  Processing of Family Continues 1988  Processing of Family Continues 1	Agric 8 Earls  Agric 9 Earls  Agric	4% 55% 55% 55% 55% 55% 55% 55% 55% 55% 5	4% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	6% 54% 54% 54% 54% 54% 54% 54% 54% 54% 54	9% 915. 9215. 7278. 7278. 7278. 1779. 2295. 1295	19% 19% 19% 19% 19% 19% 19% 19% 19% 19%	12% 58% 58% 58% 58% 58% 58% 58% 58% 58% 58	11% 19% 19% 19% 19% 19% 19% 19% 19% 19%	7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7	25	## 1	12. 473. 173. 173. 173. 173. 173. 173. 173. 1	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operatory of Board of Directors by Gender  John Street Committee C	Agence Easts  Ag	45. 45. 500. 775. 775. 775. 275. 275. 275. 275. 275	4% 4% 50% 50% 50% 50% 50% 50% 50% 50% 50% 50	6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6	90. 913. 914. 915. 917. 917. 917. 917. 917. 917. 917. 917	19% 19% 19% 19% 19% 19% 19% 19% 19% 19%	175. 285. 275. 175. 175. 175. 175. 175. 175. 175. 1	11% 15% 15% 15% 15% 17% 17% 17% 17% 17% 17% 17% 17% 17% 17	PS. PS. 253-1. 253-1. 250-1. 2	25	SE	12. 473. 173. 173. 173. 173. 173. 173. 173. 1	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operative of Board of Directors by Genotes and Company of the Comp	Agence Easts  Ag	45	-4% - 4% - 50% - 5	6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6	90. 90. 913. 913. 913. 913. 913. 913. 913. 913	19% 31% 31% 31% 79% 19% 19% 19% 19% 19% 19% 29% 34% 34% 34% 34% 35% 35% 37% 37% 37% 37% 37% 37% 40% 37% 40% 37% 40% 40% 40% 40% 40% 40% 40% 40% 40% 40	175  205  275	115. 150. 150. 150. 150. 150. 150. 150.	PS	25	## 1	12. 473. 173. 173. 173. 173. 173. 173. 173. 1	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operation of Board of Directors by Gender  1987 1992  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors by App  1988 1993  Processing of Board of Directors of Board  1988 1993  Processing of Board of Directors of Board  1988 1993  Processing of Board of Directors of Board  1988 1993  Processing of Facility Colleges of Processing of Board  Processing Processing Of Boa	Agence Easts	45. 45. 45. 45. 45. 45. 45. 45. 45. 45.	- 4% A -	60, 80, 80, 80, 80, 80, 80, 80, 80, 80, 8	90. 90. 913. 913. 913. 913. 913. 913. 913. 913	19% 31% 31% 31% 79% 19% 19% 19% 19% 19% 19% 29% 34% 34% 34% 34% 35% 35% 37% 37% 37% 37% 37% 37% 40% 37% 40% 37% 40% 40% 40% 40% 40% 40% 40% 40% 40% 40	175  205  275	115. 150. 150. 150. 150. 150. 150. 150.	PS	25	## 1	12. 473. 173. 173. 173. 173. 173. 173. 173. 1	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operatory of Board of Directors by Genoder  John Street Committee	Agency Service	45. 45. 45. 45. 45. 45. 45. 45. 45. 45.	-4% - 4% - 4% - 4% - 4% - 4% - 4% - 4%	# 60	# 20	1906   1907   1908	175 N. 17	115	PS. S. P.	-00	## 1	A   A   A   A   A	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Objection of Board of Directors by Gender  The Committee of The Committee	Agency Service	45. 45. 45. 45. 45. 45. 45. 45. 45. 45.	- 45	- 6% - 6% - 6% - 6% - 6% - 6% - 6% - 6%	# 50	1905   1905   1906	15% 15% 15% 15% 15% 15% 15% 15% 15% 15%	115	PS	100   100	Section   Sect	10 A 572 A 5	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operation of Board of Directors by Gender  1987 1992  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors of Board  Processing of The Board  Processing of	Agence Eagle  Ag	45. 45. 45. 45. 45. 45. 45. 45. 45. 45.	-4% - 4% - 4% - 4% - 4% - 4% - 4% - 4%	# 60	# 20	1906   1907   1908	175 N. 17	115	PS. S. P.	-00	Section   Sect	10 A 572 A 5	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operatory of Board of Directors by Gender  1987 1997 1997 1997 1997 1997 1997 1997	Agence Easts  Ag	-0.00 -0.00		- 600	201   201	990   990	100   100	11110 1110 110 1110 1110 1110 1110 1110 1110 1110 1110 1110 1110 1110 1110 11	Print   Print	100   100	Section   Sect	10. 452. 152. 152. 152. 152. 152. 152. 152. 1	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,
Operation of Board of Directors by Gender  1987 1992  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors by Apo  1988 1993  Processing of Board of Directors of Board  Processing of The Board  Processing of	Agence Eagle  Ag	45. 45. 45. 45. 45. 45. 45. 45. 45. 45.	- 45	- 6% - 6% - 6% - 6% - 6% - 6% - 6% - 6%	# 50	1905   1905   1906	15% 15% 15% 15% 15% 15% 15% 15% 15% 15%	11110 1110 110 1110 1110 1110 1110 1110 1110 1110 1110 1110 1110 1110 1110 11	PS	100   100	## 1	10. 452. 152. 152. 152. 152. 152. 152. 152. 1	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9%, 9%, 17%, 14%, 14%, 20%, 98%, 71%, 14%, 15%, 16%, 16%, 12%, 12%, 12%, 12%, 12%, 12%, 12%, 12	0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	77% 44% 45% 44% 45% 45% 45% 45% 45% 45% 45	95 95 95 95 95 95 95 95 95 95 95 95 95 9	50%   50%	0% 0% da% da% da% da% da% da% da% da% da% da	9% 50, 50, 50, 50, 50, 50, 50, 50, 50, 50,

### **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>&</sup>lt;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%
		Abitibi, Quebec	Abitibi, Quebec	Abitibi, Quebec	Lapland, Finland	Sonora, Mexico	Chihuahua, Mexico	Kivalliq, Nunavut	Kivalliq, Nunavut	Kitikmeot, Nunavut	Northern Ontario	Northern Ontario	Bendigo, Victoria
Boundary for local spend		Canada	Canada	Canada				Canada	Canada	Canada	Canada	Canada	Australia

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)1

Direct Economic Value Cen	oratoa arra Diotribatoa (oo	0002)								
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	Opex	\$1,945,131	\$113,021	\$1,496,001	\$164,813	\$163,922	\$117	\$1,234	\$2,992	\$3,031
	Capex	\$1,322,776	\$66,591	\$1,024,109	\$73,538	\$158,538	\$0	\$0	\$0	\$0
Employee wages and benefits	Opex	\$1,053,596	\$45,451	\$846,793	\$52,108	\$106,728	\$0	\$512	\$2,003	\$0
	Capex	\$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	Payments to Government	\$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>&</sup>lt;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.

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

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

### Health & Safety

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

GRI 403-09 SASB EM-MM-320a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilā	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	4.04	0.00	0.00
4 hadron combination and control to																

### Employee Health and Safety Performance

GRI 403-09 SASB EM-MM-320a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilā	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	0	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	0	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	Kittilā	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	0	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 day, and medical aids over 1,000,000 hours worked. A lost-time injury is an injury that results in one or more daysibilits away from work, excluding the day of the incident. Light day 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 beatment' by a medical practitioner working in a medical facility but does not result in any lost or restricted daysishifts.

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

**Energy Consumption within the Organization** 

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GRI 302-1 SASB EM-MM-130a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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)	475.647.571	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 Electricy 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>&</sup>lt;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	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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

Other diginicant All Emissions, bust, Noise and Vibration													
GRI 305-7													
SASB EM-MM-120a.1	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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>&</sup>lt;sup>3</sup> In absence of site-level monitoring emissions are estimated based on fuel consumption

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 worbook and this report may not add up exactly due to rounding.

<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.

Water Withdrawal (m <sup>3</sup> )															
GRI 303-3 SASB EMAMM-140a.1			Annien Fante	Laftonda	Golden	CMC	Marin .	Lateria	Pinns Altre	Meadowbank	Maliarlina	Hone Bay	Marassa	Detroir Lake	Fosterville
	Value 1	Innlication	Adhico Elidio	Lientonde	Godex	CMC	New	CHIRDS	PIRES ARES	MEHODYDHEK	Mesagine	PODE DW	Mecasa	Delibur Casus	FOSSETVER
Source Surface water	Value -	Application	39 497 602	4.242.967	4 668 401	8 103 553	1 944 288	470.751	375 039	3 388 889	802.402	188 648	4 499 274	8 358 641	2,454,749
	High	for one	7 280 763	1,486,361	1.817.754	0,103,553	1,944,200	470,751	3/5,039	3,300,009	510 108	28 128	4,420,214	525,338	2,454,749
Open water bodie:	Low	for use	7.280,763	1,400,301	1,617,754	- 0	1,944,200	- 0	- 0	900,769	510,106	20,120		525,336	
		meneged	15 727 374	1 886 822	2 850 647	- 0	- 0	395.002	- 0	2.420.100	200 979	160.521		7 833 303	
Surface contact water from precipitation and runot	Low	managed		1,000,022	2,600,647	6.190,000	- 0	390,002	375.039	2,420,100	76,023	100,521	3,976,375	7,033,303	2,454,749
		for use	13,072,186		- 0	610,000	- 0	75,749	3/5,039	- 0	15,294		3,976,375		2,454,749
Water collected from rain and/or snow me	I ngn	for use	701.043		- 0	610,000	- 0	75,749	- 0	- 0	15,294				
	15-1	dewatered	889 784	889.784	- 0	- 0	- 0	- 0	- 0	- 0					
Open water bodie:	Low	dewatered		609,764	- 0	1.303.553	- 0	- 0	- 0	- 0			522.899		
A	LOW	dewassed	1.826.452	889.784			U		1 361 681	4.760	71 971	571 943		0 044 500	799.840
Groundwister			27,177,561		455,123	12,273,606	5,722,838	516,519		4,780	71,971	571,943	2,194,976	2,314,520	799,840
Well	High	for use	150.453	589		4,489	28,752		32,436				13,985	70,202	<u> </u>
	Low	for use	178,308					178,308							<u> </u>
	High	managed	1,344,318	889,195	455,123						0				<u> </u>
Mine Dewsterin	Low	managed	10.683,137				3,974,861	305,048	1,329,245	4,760	71,971	571,943	2,180,991	2,244,318	
	High	for use	0						0		0				
	Low	for use	14.821.345			12,269,117	1,719,225	33,163	0						799,840
Third-party water			482,748		5,389	20,896			0		0		179,019		277,444
Municipal Water System		for use	482,748		5,389	20,896			0		0		179,019		277,444
Third-party water	r Low	for use	0			0	0			0			0	0	
Total Operational Water <sup>2</sup> Withdrawal (m <sup>3</sup> )			23.614.660	1,486,950	1,823,143	12,904,502	3,692,265	287,220	32,436	968,789	525,400	28,128	193,004	595,540	1,077,284
Total Freshwater Withdrawal for Use (m <sup>2</sup> )			8.615.007	1,486,950	1,823,143	635,385	1,973,040	75,749	32,436	968,789	525,400	28,128	193,004	595,540	277,444
Total Low Value Water Withdrawal for Use (m <sup>3</sup> )			14.939.653	-	-	12,269,117	1,719,225	211,471	-			-	-	-	799,840
Percentage water withdrawn from areas with high or extremely high ba	seline water stress accordin	g to WDI	4%	0	0	0	0	100%	100%	0	0	0	0	0	100%

GRI 303-3 SASB EMAMM-140k-1	Agnico Eagle	LaRonde	Goldex	CMC	Kess	La India	Pinos Altos	Meadowbank	Meliadine	Hone Bay	Macassa	Detour Lake	Fosterville
Freshwater Withdrawn for Use Intensity (m <sup>2</sup> of water per tonned of ore processed)	0.13	0.56	0.63	0.03	1.01	0.03	0.02	0.25	0.27	N/A	0.44	0.02	0.43
Freshwater Withdrawn for Use Intensity (m <sub>3</sub> of water per gold oz)	2.45	4.85	12.93	0.93	8.42	1.00	0.33	2.24	1.44	N/A	0.84	0.88	1.00

GRI 303-5													
SASB EM-MM-140s.1	Agnico Eagle	LaRonda	Goldex	CMC	Kesia	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total Water Comsumption <sup>1</sup>	33,156,853	1.014.537	762.808	12,929,907	2.319.103	987.270	1.167.647	1,400,259	454,993	-779.796	3.069.283	6.298.809	3.532.033
Total Water Liked	81.677.767	6.038.514	4.935.389	25.788.999	8.562.458	910.963	3.242.871	4.383.964	2.454.734	28.128	1.183.507	20.164.794	3.983.447
Water Recycled	58.063.107	4,551,564	3.112.246	12.884.497	4.870.193	623,743	3.210.435	3.415.175	1,929,334	0	990.503	19.589.254	2.906.163
Percent Water Recycled	71%	75%	63%	50%	72%2	68%	99%	78%	79%	0%	84%	97%	73%
"Make that is a second by a compating or other bosons as is noticed on eith and is not extended book to the	province and distance for consideration												

Water Monitoring	

Water Withdrawal	LaRonde	Goldex	CMC	Keela	La India	Pinos Altos	Meadowbank	Meladine	Hope Bay	Macassa	Detour Lake	Fosterville
How are withdrawn water volumes measured?	Flow meter		Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter
What is the frequency of volume measurement?	Daily	Daily	Daily	Daily	Daily	Daily	Hourly	Daily	Daily	Daily	Daily	Monthly
How is withdrawn water quality measured? (parameters)	Accredited to	ь	Accredited lab	Accredited lab	On-site lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab
What is the frequency of water quality measurement?	Weekly	NA	Weekly	Daily	Monthly- threemontly	Trimestral	Weekly or monthly	Monthly	Weekly	Weekly	Monthly	Monthly
Is the temperature of withdrawn water monitored?	No	No	Yea	Yea	Yea	No	Yes	Yes	Yes	Yes	No	Yes
Estrained Water												
How are entained water volumes measure?	NA	NA	With a hydrometer	Not messured	Calculated	N/A	Grab sample	Calculated	N/A	flow meter	Water Balance Model	Entrained water volumes are an estimate based on the moisture content and estimated tonnage for the year
What is the frequency of volume measurement?	N/A	NA	Weekly	Daily	Daily	N/A	Daily	Weelly	N/A	Daily	Monthly	Annually
Water Risk Management <sup>1</sup>												
Evaluating impact on local communities <sup>1</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

### Water Discharge (m²)

GRI 303-4, 306-1,306-5													
SASB EM-MM-140a-2	Agnico Eagle	LaRonda	Goldex	CMC	Kesia	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Water Discharged	34,001,058	4,118,214	4.366.105	7.468.148	5.348.023	0	569,073	1,993,390	419,380	1,540,387	3.803.986	4.374.352	
Water Discharged to fresh water bodies	29,198,630	4.118.214	1,314,063	7,468,148	5.348.023	0	569,073	1.223.320	419,380	7,678	3.586.309	4.374.352	
Untreated water discharged to fresh water bodies	7.294.035	0	0	7.265.519	0	0	0	28.516	0	0	0	0	0
Primary treated 1 water discharged to fresh water bodies	10.763.049	0	1,314,063	202.629	3.974.861	0	567.848	0	419.380	0	0	4.284.268	0
Secondary treated* water discharged to fresh water bodies	1,374,387	0	0	0	1.373.162	0	1.225	0	0	0	0	0	0
Tertiary treated* water discharged to fresh water bodies	9.767.159	4.118.214	0	0	0	0	0	1.984.874	0	7.678	3.586.309	90.084	0
Discharged to seafocean	1,532,709	0	0	0	0	0	0	0	0	1.532.709	0	0	0
Untreated water discharged to sealocean	0	0	0	0	0	0	0	0	0	0	0	0	0
Primary treated' water discharged to sealocean	1.164.724	0	0	0	0	0	0	0	0	1.164.724	0	0	0
Secondary treated? water discharged to sea/ocean	367.985	0	0	0	0	0	0	0	0	367,985	0	0	0
Tertiary treated* water discharged to sea/ocean	0	0	0	0	0	0	0	0	0	0	0	0	0
Discharged underground	217.677	0	0	0	0	0	0	0	0	0	217677	0	0
Untreated water discharged underground	217.677	0	0	0	0	0	0	0	0		217677		0
Primary treated* water discharged underground	0	0	0	0	0	0	0	0	0	0	0	0	0
Secondary treated? water discharged underground	0	0	0	0	0	0	0	0	0	0	0		0
Tertiary treated? water discharged underground	0	0	0	0	0	0	0	0	0				
Discharge to third party for reclamation	3,052,042	0	3.052.042	0	0	0	0	0	0	0	0	0	0
Untreated water discharged to third party for reclamation	3.052.042	0	3.052.042	0	0	0	0	0	0	0	0		0
Primary treated 1 water discharged to third party for reclamation	0			0	0	0		0	0				
Secondary treated* water discharged to third party for reclamation		0	0	0	0	0	0	0	0				
Tertiary treated* water discharged to third party for reclamation	0	0	0	0	0	0	0	0	0	0	0	0	0

Serving Visualized Washed Obstices registed to their party for reconstruction.

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Privator Visualized Wish sine to service and discussances that and on food underthe visualize surface.
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Water Treatment and Monitoring													
Water Discharge	Agnico Eagle	LaRonda	Goldes	c CMC	Kesi	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macass	<ul> <li>Detour Lake</li> </ul>	
Type of treasurest used for week distribuyed		Chemical Biological	Passaive	Oxydistion of cyanides, pseciplation of metal and removal of SS in geotubes	Chemical precipitation, Sedimentation, biological relogen netrowal	Activitied Sludge	activated studge	-No treament for Esharp (MBK) -Water Treatment Plan for 1SS and Anseric for some of the water discharged at Whate Tail	Actific for TSS	TSS sumoval	Tetiary	and MBR (membrane bioeaactors) for Teriary	FGM has a Mine Water To attend to Plant which processes the mine wastes the mine and then removes metals such as arrante before it goes back through the Processing Plant, During 2023 we processed 555725473; and we reused 37627343 through the processing the Processing the Processing the Processing the Processing the Processing the Plant, 2023 we processed 555725473; and the resource of the Processing the Proc
Priority substances of concern for which discharges are treated		Thiocyanate, cyanide,ammonia, metala (copper, zinc)	NA	Cyanide and metals	Sulphate, Total nitrogen, TSS, Antimony, Arsenic, Nickel, metals	Coliforms	NOM-001- SEMARNAT-2021	No treatment but TSS is the parameter of concern - MBK TSS/Arsenic - WT	TSS	TSS	FCN and DCu	TSS in Primary and TSS, Phosphorous, Ammonia in Tertiary	NIA
How are water volumes measured?		Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flow meter	Flowmeter	Flow meter	Flow meter	Flow meter	N/A
What is the frequency of measurement?		Hourly	Daily	Hourly	Hourty	Diehr	Diely	Hourly	Daily	Deily	Daily	Hourly	N/A
How is discharge water quality measured? (i.e. by standard effluent parameters)		Accredited lab	Accredited lab	On-site tab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	Accredited lab	N/A
Is the temperature of discharge water monitored?		Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	N/A
Number of incidents of non-compliance with discharge limits	6	2	0	0	0	0		0	0	0	2	2	N/A

### Water Bodies affected by water discharges and/or runoff

GRI 308-5	La Boorte	Grider	CMC	Kees	Latetia	Pinns Altro	Masshankank	Malarina	Hone Ray	Marassa	Detroir Lake	Fosterville
When is first efficient discharact	Domenian Cree		In a stream	River Loukinen	NIA	La Bateria and Concherio Stream	Second Portage Lake Whale Tail South Mammoth Lake	Meladine Lake	Robert's Bay	Amikougami Creek	MRB.1 (Easter Creek), UC.1 (unnamed Creek - Discharges to Lindbergh Creek), ECD (East Creek), MWP-FD (Sunday Creek)	N/A
Size of water body used for effluent discharge (m3)	N/A	NIA	N/A	N/A	NAG	M/A	Renned Brotana	MA	N/Δ	95	N/Δ	n
Average flow of river used for efficert discharge (m3 per second)	3	NA	NA	22	NA	INTERMITENTE	N/A	N/A	N/A	1	0.15 / 0.80	0
Number of protected species in the water body used for discharge	N/A	N/A	None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Is receiving water body designated as protected area	No	No	No	No	NA	No	No	No	No	No	No	۰
Is the amount of effluent discharged average 5 % or more of annual average volume?	Yes	No	No	No	NA	No	Yes	No	No	Yes	Yes	0
Have discharges been designated by professionals as having or highly likely to have significant impacts on the water body a	No	No	No	No	N/A	No	No	No	No	No	No	٥
Is the water body recognized by professionals to be particularly sensitive due to its relative size, function or status as a rare, threatened, or endagened avatem?	No	No	No	No	NA	No	No	No	No	No	No	0
Is the water body a Ramsar-listed wetland or conservation area?	No	No	No	No	NA	No	No	No	No	No	No	0
Is the water body identified as having a high biodiversity value?	No	No	No	No	N/A	No	No	No	No	No	No	0
Does the water body and related habitat have a high value or importance to local communities?	No	No	No	Yes	N/A	No	No	No	No	Yes	Yes	0

### Materials, Tailings & Waste

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	1,656,466	3.842.649	1,918,143	0	441.588	25.434.854	650,667
Total Gold (Oz) <sup>1</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 10	0% thereafter											
3 Updated silver production unit from 'thousands of Oz' to 'Oz' & revised data for Pinos	Altos site on August 8th, 2024												

<b>Total Waste</b>	Congrated	(Minoral	and I	Mon-Minora	Macto!

GRI 306-2													
SASB EM-MM-150a.7	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	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)	47,402,729	3,891,773	119	14,145	2,406,170	13,158,628	350	24,772,922	1,349	90	71	3,156,881	232
Total Waste Generated (tonnes)	204,519,527	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>	Kittilä	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	3.695.423												
pits (tonnes)	3,093,423	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	203.053												
(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	33.744.940												
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	1,338,601												
(tonnes)	1,330,001	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)	60.933.565	2,707,398	2,800,764	19,583,538	2,025,863	0	1,656,467	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	1,469,851												
(tonnes)	1,409,001	935,647	0	0	534,204	0	0	0	0	0	0	0	0
Potentially Hazardous Mill tailings placed in surface tailings containment	7,106,057												
(tonnes)	7,100,037	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	1,656,467	0	1,918,143	0	325,845	25,430,000	642,900
	0.550.057												
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
	49,798,400												
Non-Hazardous Mill tailings placed in surface tailings containment (tonnes)		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%	35%	47%	1%	26%	0%	29%	0%	18%	0%	16%	0%	31%
Total Mined Material	204,497,986	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	110,070,098	1,904,530
Total Hazardous Mined Material	47.381.189	3,891,101	0	0	2,405,830	13,157,963	0	24,770,715	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

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	Kittilä	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	82	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	1,696	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	0	2
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	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	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-160a.2	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Predicted to occur	Yes	No	No	No	Yes	No	Yes	No	Yes	No	No	No
Actively mitigated	Yes	No	No	No	Yes	No	Yes	No	Yes	No	Yes	No
Under treatment or remediation	Yes	No	No	No	Yes	No	No	No	Yes	No	Yes	No

### Agnico Eagle Mines Limited

### 2023 Sustainability Performance Data

### **Environmental Stewardship**

Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas

GRI 304-1, 304-2													
SASB EM-MM-160a.3	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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 (< 5km) to protected or high biodiversity areas?		No	No	No	Yes	No	Yes	No	No	No	No	Yes	Yes
Does the mine have significant direct and indirect impacts on biodiversity?		No	No	No	No	No	No	No	No	No	No	No	No
Does the mine have any designated land to protect or restore?		No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes
Total area (ha) of leased/owned site 1.2	98,623	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>	13,277	608	330	2,074	1,881	562	715	2,252	633	124	410	3,399	289
Site area (ha) currently undisturbed <sup>2</sup>	85,346	759	189	371	599	2,756	6,491	1,343	274	5,681	3,629	60,694	2,560

### Habitats Protected or Restored

GRI 304-3	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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 succesfully restored (ha)	0	0	0	0	0	0	0	0	0	0	0	0	0
Status of restoration		N/A	Not Sarted	Not Sarted	N/A	In Progress	In Progress	In Progress	Not Sarted	Not Sarted	In Progress	Not Sarted	In Progress
Do partnerships exist with third parties to protect or restore distinct habitat?		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

### Protected or High Biodiversity Areas

GRI 304-1	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Operation's position in relation to protected or high biodiversity areas	N/A	N/A	N/A	Adjacent	In the area	N/A	N/A	N/A	N/A	N/A	Adjacent	Adjacent
Ecosystem of Protected or High Biodiveristy Areas	N/A	N/A	N/A	Terrestrial	Terrestrial	N/A	N/A	N/A	N/A	N/A	Terrestrial	Terrestrial
Is the area protected under national legislation?	N/A	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No	No
If applicable IIUCN Protected Area Management Category	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	la
Is the area protected under the Ramsar Convention?	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	No	Nο

### IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations

SASB EM-MM-160a.3	Agnico Eagle <sup>1</sup>	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Total IUCN Red list species and national conservation list species	3,461	343	364	355	343	468	328	86	107	102	382	72	
Critically endangered	5	0	0	0	1	1	0	0	0	0	0	0	
Endangered	22	3	2	3	3	0	0	0	0	0	3	1	
Vulnerable	82	7	8	7	18	3	0	4	4	4	6	4	
Near Threatened	96	10	10	10	13	9	0	3	3	4	14	4	
Least Concerned	2,775	322	341	332	301	309	17	79	98	94	354	63	
Other	481	1	3	3	7	146	311	0	2	0	5	0	

### Cyanide Management

SASB EM-MM-150a.9	Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Cyanide use (tonnes)	23,639	2,507	0	3,594	631	4,292	950	2,020	1,274	0	499	7,474	3
otal significant cyanide incidents that require reporting under applicable regulations <sup>1</sup>	2	0	0	2	0	0	0	0	0	0	0	0	
Cyanide releases off the mine site requiring response or remediation	0	0	0	0	0	0	0	0	0	0	0	0	
Cyanide releases on or off the mine site resulting in significant adverse effects to health	0	0	0	0	0	0	0	0	0	0	0	0	
Cyanide releases on or off the mine site resulting in significant adverse effects to the en-	6	6	0	0	0	0	0	0	0	0	0	0	
Cyanide releases on or off the mine site requiring reporting under applicable regulations	9	6	0	2	0	0	0	0	0	0	0	0	
Releases cause applicable limits for cyanide to be exceeded	0	0	0	0	0	0	0	0	0	0	0	0	

### **Environmental Fines & Sanctions**

Agnico Eagle	LaRonde	Goldex	CMC	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
	No	No	No	No	No	No	No	No	No	No	No	No
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	No	No	No	No	No	No	Yes	No	Yes	No	No	No
0					-				-		-	-
0												-
	Agnico Eagle  0 0 0 0	Agnico Eagle LaRonde	Agnico Eagle         La Ronde         Goldex         CMC         Kittilå         La India         Pinos Altos         Meadowbank           0         No         Yo         No         No	Agnico Eagle         La Ronde         Goldex         CMC         Kittilä         La India         Pinos Altos         Meadowbank         Meliadine           0         NiA         No         No	Agnico Eagle	Agnico Eagle   La Ronde   Goldex   CMC   Kittilä   La India   Pinos Altos   Meadowbank   Meliadine   Hope Bay   Macassa	Agnico Eagle					

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

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

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

		ndigenous	

GRI MM5 SASB EM-MM-210a.2	LaRonde	Goldex	Canadian Malartic Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville	
Is the operation adjacent1 or on indigenous peoples' territory	Yes	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	
Do formal agreements exist with indinenous peoples	Yes	No	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	No	

Do formal agreements exist with indigenous peoples

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

GRI 413-1	LaRonde	Goldex	Canadian Malartic Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Has the mine been subject to a social impact assessment	No	Yes	Yes	Yes	No	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
Link to public disclosure	N/A			Public Disclosure		VERSIÓN EN FISICO - PERIODICO EL AHORA				N/A		
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 vulnerable¹ 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

as there a torman local community generalize process. The "Vulnerable groups are defined as groups at higher fisk 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

iine											
LaRonde	Goldex	Canadian Malartic Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
No impacts	Potential impacts	Potential impacts	No impacts	No impacts	No impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts
No impacts	No impacts	Potential impacts	No impacts	No impacts	No impacts	No impacts	No impacts	Potential impacts	No impacts	No impacts	No impacts
Actual Impacts	Actual Impacts	Actual impacts	Actual impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Potential impacts	Actual impacts
	No impacts	LaRonde Goldex  No impacts Potential impacts  No impacts No impacts	LaRonde Goldex Canadian Malartic Complex  No impacts Potential impacts Potential impacts  No impacts No impacts Potential impacts	LaRonde Goldex Caradian Malariac Complex Kittilä No impacts Potential impacts Potential impacts No impacts No impacts No impacts Potential impacts No impacts	LaRconde         Goldex         Caractains Materic Cemplex         Kittilä         La India           No impacts         Potential impacts         No i	LaiRonde         Goldex         Canadian Materiario Complex         Kittiliä         La India         Pinos Altos Pinos Altos           No impacts         Potential impacts         No impacts	LaRonde         Goldex         Caradism Marianc Complex         Kittlill         La India         Pinos Altos         Meadowbank           No impacts         Potential impacts         No im	LaiRonde         Goldes         Carsdain Malarier Complex         Kittilä         La India         Pinos Altos         Mesidowbanik         Meliadine           No impacts         Potential impacts         Potential impacts         No impacts	LaRonde         Goldex         Carantam Marain: Complex         Kittlå         La India         Prios Altos         Mesdowbank         Meladine         Hope Bay           No impacts         Potential impacts         Potential impacts         No impacts         No impacts         No impacts         Potential impacts         No i	LaiRonde Goldes Carusdan Malaric Krittia La India Piros Altos Meadowbank Meliadine Hope Bay Macassa No impacts Potential impacts Potential impacts No impa	LaiRonde Goldex Canadian Malariaric Kittilä La India Pinos Altos Meadowbank Meliadine Hope Bay Macassa Detour Lake No impacts Potential impacts Potential impacts Potential impacts No impa

### Community Response Mechanisms

GRI MM7	Agnico Eagle	LaRonde	Goldex	Canadian Malartic Complex	Kittilä	La India	Pinos Altos	Meadowbank <sup>2</sup>	Meliadine <sup>2</sup>	Hope Bay	Macassa	Detour Lake	Fosterville
Total number of community grievances or complaints¹ by category	214	4	28	7	1	0	46	1	2	0	1	0	124
Environmental	1	0	(	0	0	0	1	0	0	0	0	0	0
Health & Safety	4	0	(	0	0	0	4	0	0	0	0	0	0
Social and Communities	9	0	(	0	1	0	5	0	1	0	0	0	2
Economic opportunities (e.g. employment & procurement)	27	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
Land and resource use	1	0	(	0	0	0	1	0	0	0	0	0	0
Mining practices and activities	172	4	26	3 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	5 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
Number of complainants during the year	107	4	26	3 4	1	0	46	1	2	0	1	0	22

### Significant disputes¹ or incidents² relating to land use, customary rights or local communities and indigenous peoples

				Canadian Malartic									
	Agnico Eagle	LaRonde	Goldex	Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	continues to

Descriptions of any disputes or incidents

Typical disput flows to a conflict these regions and the local community and/or indigenous peoples that carent be resolved by the parties involved and requires legal or other 3rd pays intervention or results in disruptions (a.g. road blockade) to operations for a period of time

\*Indicates refer to a legal action registered with Payloc or recognized authorities through a formal process, or an instance of ron-compliance identified by the organization through established procedures.

Incidents refers to a legal action registered with Agrico or recognized authorities through a formal process, or an instance of non-compliance identified by the organization through estandards refers to a legal action registered with Agrico or recognized authorities through a formal process, or an instance of non-compliance identified by the organization through estandards.

Non-compliance with laws and regulations in the social and econom	iic area											
			Canadian Malartic									
	LaRonde	Goldex	Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Where there any significant fines or non-monetary sanctions for non-	No.	No.	N1-	No.		N1-	No.	A1-	M.	No.	No.	No
compliance with social or economic laws and/or regulations?	INO	No	INO	NO	No	No	NO	NO	NO	NO	INO	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

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

assessment'?

'This includes assessment as part of the human rights criteria included in Agrico Eagle's RMMS

'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	Kittilā	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the operation publicy 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
Link to public disclosure	See below	Public Disclosure	Public Disclosure	Public Disclosure	See below	See below	Public Disclosure	Public Disclosure	N/A	N/A	N/A	Public Disclosure
Additional Relevant Links		Website	Documentation									

## Community of Interest Feedback on engagement and outcomes

and publicy reported	LaRonde	Goldex	Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the operation publicy report on COI feedback on engagements and outcomes?	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	N/A	N/A	Yes
Links while discharge	See below	Public Disclosure	Public Diclosure	Public Disclosure	See below	See below	Public disclosure - Under 'Recent Document' tab, all answers to comments are listed by COI	Public Disclosure Under 'Recent Document' tab, all answers to comments are listed by COI	N/A	N/A	N/A	Public Disclosure

### Effectiveness of community engagement system

Level AAA- 4. Public reporting includes dislocuse of the effectiveness of the engagement system	LaRonde	Goldex	Canadian Malartic Complex	Kittilä	La India	Pinos Altos	Meadowbank	Meliadine	Hope Bay	Macassa	Detour Lake	Fosterville
Does the operation publicy report on the effectiveness of the engagement system?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	No
Link to public disclosure	See below	Public Disclosure	Public Diclosure	Public Disclosure	See below	See below	Public Disclosure	Community Communication System	N/A	N/A	N/A	N/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	Meeting	Visite sous-terre et rencontre: Mise à jour du complexe minier LaRonde, Collaboration autochtone,
	l'ensemble des parties prenantes (14 novembre		résultats du cadre de bon voisinage, gestion environnementale, suivi de l'eau et des résidus, gestion
	2023) incluant une visite sous-terre		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 Lz5, 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	Workshop	Mise à jour de nos opérations, vibrations et sismicité, résultats du cadre de bon voisinage,
	2023		communications et suivi des implications de l'équipe des relations avec le milieu
LaRonde	Kiosques dans les communautés de Preissac et de	Other	Kiosque tenu dans les communauté pour discuter avec les citoyens de leurs préoccupation et du cadre
	Cadillac 8 et 10 mai, 10 et 12 juillet, 11 et 14		de bon voisinage ainsi que des moyens pour nous rejoindre.
LaRonde	Envoi de textos, courriel et appel téléphonique	Other	Communications des événements sismiques et des vibrations
LaRonde	Participation à plusieurs événements dans les	Community Event	Emplois, opérations minières, visite virtuelle, relations communautaires, cadre de bon voisinage, etc.
	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.		
Goldex	Pour ajouter une nouvelle rangée, selectionner la		
La India	Ampliación de red de Agua en Tarachi	Site Tour	Proyecto red de agua
La India	Rehabilitación de carcamos	Site Tour	Apoyo a ganaderia 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 Yepachi	Meeting	Evaluación del proyecto- 2da etapa
Pinos Altos	Becas educativas	Technical Hearing	Incorporación de un comité
Pinos Altos	Iniciativa de capacitación comunitaria	Survey	Alianza estrategica con el ICATECH
Pinos Altos	Capacitación a transportistas ejidales	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 a	
and publicy reported	ind outcomes is actively sought
	Summary of COI feedback on engagement and outcomes
LaRonde	Plusieurs processus d'échanges sont mis en place avec les COII 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 ourriel dédiée, une pages Facebook (plus de 150 publications en 2023), un mécanime de traitement des plaintes et des précrupations (4 plaintes reque et traitées en 2023), l'envoie de textos, courriels et appets étéphoniques automatisés (23 envoie 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 perfinents.
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 dislocuse of the effectiveness of the engagement system	
	Summary of effectiveness of the engagement system
LaRonde	Les processus mentionné ichaut sont inclus dans notre cadre de bon voisinage qui démontre un niveau de satisfaction des parties prenantes de 92%. L'ensemble des plaintes reques ont été traités. Le nombret débonnement à notre service de communication automatièse a supremét de 6% yessant de 414 abonnement à 100 services service de 200 services au supremét de 6% yessant de 141 abonnement à 419 an 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 ejidales para comunicar los hallazgos y/o temas de interés
	El comité comunitario de sostenibilidad es un espacio en donde se informa publicamente a nuestros actores de interés sobre los compromisos establecidos y, se recibe
Pinos Altos	retroalimentación por parte de las comunidades de interés.