



Agnico Eagle Mines Limited

NIRB File Nos. 05MN047 & 12MN001



Report Title: The Nunavut Impact Review Board's 2023–2024 Annual Monitoring Report for the Doris North Gold Mine and Phase 2 Hope Bay Belt Projects (NIRB File No. 05MN047 and 12MN001)

Project: Doris North Gold Mine and Phase 2 Hope Bay Belt Projects

Project Location: Kitikmeot Region, Nunavut

Project Owner: Agnico Eagle Mines Limited

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Cover Photos: Doris North Property

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List of Acronyms

AEMP	Aquatic Effects Monitoring Program
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
DFO	Fisheries and Oceans Canada
ECCC	Environment and Climate Change Canada
GN	Government of Nunavut
HC	Health Canada
IEAC	Inuit Environmental Advisory Committee
IIBA	Inuit Impact and Benefits Agreement
KIA	Kitikmeot Inuit Association
NIRB	Nunavut Impact Review Board
NWB	Nunavut Water Board
SEMC	Socio-Economic Working Committee
SEMWG	Socio-Economic Working Group
TIA	Tailings Impoundment Area
TC	Transport Canada
WMMP	Wildlife Mitigation and Monitoring Plan

1. Introduction

The Nunavut Impact Review Board (NIRB or Board) was established through Articles 10 and 12 of the *Agreement between the Inuit of the Nunavut Settlement Area and Her Majesty the Queen in right of Canada (Nunavut Agreement)* and is responsible for the assessment of ecosystemic and socio-economic impacts of projects in the Nunavut Settlement Area pursuant to the *Nunavut Agreement*. The NIRB is responsible for post environmental assessment monitoring of projects in accordance with Part 7 of Article 12 of the Nunavut Agreement and s. 135 of the *Nunavut Planning and Project Assessment Act*, S.C. 2013, c. 14, s. 2 (*NuPPAA*).

The purpose of the NIRB's monitoring program as outlined in Section 12.7.2 of the *Nunavut Agreement* and s. 135(3) of the *NuPPAA* are:

- a) *measure the impact of the project on the ecosystemic and socio-economic environments of the designated area;*
- b) *determine whether the project is carried out in accordance with the terms and conditions imposed under subsection 152(6) or set out in the original or amended project certificate;*
- c) *provide the information necessary for regulatory authorities to enforce the terms and conditions of licences, permits or other authorizations that they issue in relation to the project; and*
- d) *assess the accuracy of the predictions contained in the project impact statement.*

This report provides findings that resulted from the Board's monitoring program for the Doris North Gold Mine Project and Phase 2 Hope Bay Belt Project (the Hope Bay Projects) from October 1, 2023 to September 30, 2024.

2. Project Overview

2.1 Project Certificate No. 003, Amendment 02 - Doris North Gold Mine

The original Doris North Gold Mine Project (Doris North) was proposed by Miramar Mining Corporation and consisted of an underground gold mine and associated infrastructure including a main camp, fuel tank farm, office complex, workshops, power generation plant, sewage treatment plant, waste management facilities, and a crusher and mill at the main mine site. When tailings are generated during the milling process, they are deposited in a Tailings Impoundment Area (TIA). The other major portion of the Doris North project is at Roberts Bay with a jetty, fuel tank farm, and laydown area. A 4.8 kilometre (km) all-weather road links Roberts Bay to the main camp and mine site with an airstrip located parallel to a portion of the road. In 2013 the Project Certificate was re-assigned to Hope Bay Mining Ltd. after it acquired Miramar.

In 2016, changes to the project were approved by the Board and resulted in NIRB issuing Project Certificate No. 003, Amendment 02. The amendments to the project included: extending the mine

life by four (4) years, and increasing the mining and milling rate to 2,000 tonnes per day. The Amendment also involved changing the tailings disposal method from subaqueous to subaerial, increasing the amount of tailings to be deposited in the TIA from 458,000 tonnes to 2.5 million tonnes, and discharging treated saline mine water and TIA contact water directly to Roberts Bay. The discharge occurs through a 5.6 km effluent discharge pipeline that runs overland from the site to Roberts Bay, where it extends from a discharge jetty approximately two (2) km underwater to a diffuser.

On December 12, 2017, project modifications in support of the Crown Pillar Recovery were approved by the NIRB, including a temporary trench, a 320-meter (m) spur road, and placement of stockpiled overburden and waste rock as backfill in the trench. Crown Pillar Recovery was carried out and completed in 2018, and the trench was backfilled and reclaimed in 2019.

In March 2020, TMAC Resources Inc. (TMAC) ramped down operations at Hope Bay, with underground mining stopped and stockpiled ore run through the mill at a reduced rate.

In February 2021, TMAC Resources Inc. was acquired by Agnico Eagle Mines Limited (Agnico Eagle) and provided notice to the NIRB of required maintenance and changes to the location of the discharge point for the Roberts Bay Discharge System. The discharge pipe had filled with air, been trapped by sea ice, and had to be cut 1.4 km from shore and placed at 20 m depth (versus the originally proposed location at 2.4 km from shore and 40 m depth). After reviewing the Proponent's self-assessment and parties' comments, the NIRB determined that the proposed modifications did not require further assessment by the NIRB.

In March 2022, Agnico Eagle notified the Nunavut Water Board that commercial production at Hope Bay would be suspended under Part J, Item 4 of Water Licence 2AM-DOH1335. In May 2022, Agnico Eagle submitted the Doris-Madrid Care and Maintenance Plan to the Nunavut Water Board. Care and maintenance activities were incorporated into the Proponent's Doris-Madrid Water Management Plan, Explosives Management Plan, and Operations, Maintenance, and Surveillance Manual: Doris Tailings Impoundment Area Plan. The NIRB received a copy of the Doris-Madrid Care and Maintenance Plan on June 27, 2022.

2.2 Project Certificate No. 009 - Phase 2 Hope Bay Belt Project

The Phase 2 Hope Bay Belt Project (Phase 2) was issued Project Certificate No. 009 in November 2018. Phase 2, once constructed, will include mining for gold at the Madrid North, Madrid South, and Boston mineral deposits located south of the Doris deposit (Figure 2-1).

- On-site accommodations (new camp at Boston);
- Shipping to and from site of supplies via barge, and personnel, and gold bars by aircraft;
- Shipping of fuel to the Project site via tanker vessels;
- Sealifting or airlifting of all hazardous waste generated at the Project site;
- Bulk fuel storage;
- Explosives manufacturing, storage, and use;
- Other mine support facilities; and
- Decommissioning and closure.

Construction of Madrid North began in Spring 2019 for mining operations at the Naartok East Crown Pillar and Madrid North underground decline, including stripping, building of laydown pads, waste rock storage pad, infrastructure pads, the contact pond, and overburden stockpile. Ore was removed from the Naartok East Crown Pillar Pit in Fall/Winter 2019-2020.

As noted in the summary for Doris North above, in March 2020 operations were ramped down at Hope Bay, with TMAC's work at Madrid halted. Operations resumed at lowered levels in 2020 and 2021, and the Naartok East Crown Pillar Pit was completed. Operations at Madrid were halted in 2021 with the closure of the Madrid Portal and removal of some surface infrastructure at Madrid as Agnico Eagle has begun re-evaluating the design of the Madrid operations and carrying out further exploration work.

2.3 Project History

A brief history of the Projects is summarized in Table 2-1.

Table 2-1: Hope Bay Project History.

Year	Activity
September 2006	Project Certificate No. 003 issued to Miramar Hope Bay Limited for the Doris North Gold Mine Project
2008	Doris North Gold Mine Project acquired by Newmont Mining Corporation.
2009	Start of construction at Doris North project.
2012	Site placed into care and maintenance; construction stopped.
March 2013	TMAC Resources Inc. (TMAC) acquired Doris North Gold Mine Project.
April 2013	Project Certificate No. 003 issued to TMAC Resources Inc.
2015	Operations resumed; mine construction resumed.
September 2016	Project Certificate No. 003, Amendment 02 issued to TMAC.
February 2017	Construction activities completed and Operations commenced with first gold pour at Doris North.
May 2017	Start of commercial production at Doris North.
December 2017	NIRB accepted TMAC's self-assessment and acknowledged the non-significant modification of the Crown Pillar Recovery project activities
November 2018	Project Certificate No. 009 issued to TMAC for the Phase 2 Hope Bay Belt Project including the Madrid and Boston sites.

Year	Activity
Winter 2018	Trenching and reclamation of Doris Crown Pillar completed.
Spring 2019	Start of construction at Madrid for Phase 2 Hope Bay Belt.
Fall 2019	Ore recovery started at Naartok East Crown Pillar Trench.
Winter 2019	Underground decline construction started at Madrid.
March 2020	Operations ramped down at Hope Bay due to COVID-19 pandemic. Naartok East Crown Pillar Pit completed.
2020-2021	Operations resume at lower production levels.
2021	Agnico Eagle purchased TMAC Resources Inc. and acquired both the Doris North and Phase 2 Hope Bay Belt Projects. Operations suspended at Madrid and modifications made to the Doris North discharge pipeline into Roberts Bay. No changes to the Project Certificate were required by the NIRB.
2022	Agnico Eagle suspending commercial production at the Doris North site but continued exploration activities.
2023-2024	Doris North and Madrid sites remain in care and maintenance.

3. Monitoring Activities

3.1 Proponent's Responses to the Board's 2022-2023 Recommendations

Based on the NIRB's 2022-2023 monitoring period, the Board issued several recommendations to Agnico Eagle on January 17, 2024. Agnico Eagle provided a response to the NIRB for some of these recommendations on February 15, 2024¹. Additional commentary was provided in the Proponent's *2023 Annual Report*. A summary of information is provided in [Table 3-1](#).

Table 3-1: NIRB 2022-2023 Board Recommendation and Proponent Responses.

Board Recommendation	Agnico Eagle Response
The Board requests that Agnico Eagle and Regulatory Authorities comment on the 2006 and 2016 Doris North commitments and the Phase 2 Hope Bay Belt commitments as part of the Annual Monitoring process commencing in 2024.	The comments on the 2006 and 2016 Doris North Commitment lists are summarized in Section 3.3.2 of this report.

Several observations were also listed by the NIRB based on the content of Agnico Eagle 2022 Annual Report. These observations and the Proponents response are included in [Table 3-2](#) below.

Table 3-2: NIRB 2022-2023 Monitoring Officer Findings and Proponent Responses.

¹ NIRB Doc IDs: 348630 & 348628

Monitoring Officer Finding	Agnico Eagle Response
2022 Socio-economic Report – submission timing did not allow parties to review and comment	
Agnico Eagle submitted the report in July 2023 after the comment period had closed and this meant that Reviewers were unable to comment on the report. As such, the NIRB will be allowing comments to be submitted on the report and the status of the terms and conditions associated with the report during the 2023/2024 Monitoring Year.	No additional information provided
Publicly accessible Project-specific web portal or web page	
Agnico Eagle is required to have a website/portal that contains all non-confidential materials for the file that the information be here. Further, if the material is not available for review or required on the NIRB's Public Registry, the Proponent should include a summary of the material in the annual report.	Agnico Eagle provided a link to their website where the <i>2023 Annual Report</i> is posted (https://aemnunavut.ca/)
Annual Report	
<p>The NIRB requests the following be included in the <i>2023 Annual Report</i>:</p> <ul style="list-style-type: none"> - A summary description of any changes between proposed monitoring measures as included within its FEIS and/or Amended FEIS and the measures it has employed within its evaluation of the effectiveness of project monitoring procedures and plans; - A discussion that references the baseline and all the years that monitoring data has been collected and identifies any trends for each valued ecosystem component. Include this information in table and graphic format in order to clearly demonstrate what is being observed; - Identification of instances where original and/or amended impact predictions can no longer be supported based on project experience to date and an analysis of the effectiveness of management and mitigation strategies currently employed; - A summary of lessons learned from the Project to date which can be applied to both updating existing project plans and to any of Agnico Eagle's other planned or ongoing projects as applicable; - Materials presented in response to Appendix D should match the responses given in each VEC. 	Agnico Eagle provided these updates in their 2023 Annual Report in their self-assessment of compliance to the Project Certificate as well as in their Summary of Post Environmental Assessment Monitoring Program.
Project Certificate No 003	
T&C 26 - the NIRB requests information on how feedback or discussions that happened at the Inuit Environmental Advisory Committee (IEAC) are considered and incorporated into wildlife mitigation	In 2023 Agnico Eagle held two (2) in-person meetings with the committee; the main topics being fisheries offsetting and wildlife monitoring.

Monitoring Officer Finding	Agnico Eagle Response
and monitoring plans or actions regarding the Tailings Impoundment Area.	
T&C 32 – Not all the monitoring plans listed in the Term and Condition are identified in Agnico Eagle’s Management Plan Table in the 2022 Annual Report. The Proponent is asked to update the Monitoring Plans Table in the <i>2023 Annual Report</i> and ensure all plans are listed and submitted to the NIRB independently of Annual Reports.	Agnico Eagle noted that plans within the Environment, Health and Safety Management System are submitted to the NIRB as they are revised or completed. The existing and implemented Hope Bay Project Management Plans are listed in Section 8 of the 2023 Annual Report.
T&C 44 - the NIRB is requesting an updated Human Resources Plan and Wellness Strategy including the Workforce Transition Strategy be submitted simultaneously with the <i>2023 Annual Report</i> as no updates have been received since the Project entered Care and Maintenance.	The updated Human Resources Plan and Wellness Strategy, including a Workforce Transition Strategy, provided in Appendix G of the 2023 Annual Report.
T&C 46 – Information on labour force needs of the Project should be provided to the Government of Nunavut and to the NRIB as the Project transitioned into Care and Maintenance.	As the project remains in Care and Maintenance there was a net loss of positions at Hope Bay and/or transfer of positions in 2023 to other Agnico Eagle operations in Nunavut. Section 5 and Table 10.1-1 of the 2023 SEMP, details overall employment, Inuit and Kitikmeot employment, trainings, and skill levels that were withheld due to Care and Maintenance of site.
Project Certificate No 009	
T&C 2 - the NIRB requests information regarding the Greenhouse Gas (GHG) Reduction Plan for the Project and/or information regarding the status of the Report within the <i>2023 Annual Report</i> .	The Project is currently under Care and Maintenance and this requirement is only necessary during Construction and Operations therefore Agnico Eagle commits to developing a plan prior to re-initiating Operations.
T&Cs 13 and 16 - Agnico Eagle shall report on maintenance or mitigation measures or how it maintained infrastructure in watercourses to prevent the movement of water or fish species in the next annual report.	Agnico Eagle noted they aim to develop project infrastructure in watercourses that does not unduly limit the movement of water or fish species, unless otherwise authorized by Fisheries and Oceans Canada. There was no new activity in 2023 that required DFO authorizations.
T&Cs 19 and 26 – The Proponent shall report on the results of its “audit process” of the wildlife monitoring and mitigation measures.	WMMP was updated in January 2023, and is on the NIRB Registry (ID No. 344536). The WMMP is updated

Monitoring Officer Finding	Agnico Eagle Response
	regularly; in 2023 two (2) in-person meetings were held as part of the audit process.
T&C 32 - The Proponent shall provide a summary of vessel strikes within all future Annual Reports.	Agnico Eagle summarized that no ship strikes occurred in 2023. The 2023 Annual Report notes that no incidents, interactions, or mortalities with marine mammals were recorded in 2023.
T&C 34 - Can Agnico Eagle and the GN clarify what Memorandums of Understanding (MOUs) with which GN department that it has in place in the Kivalliq Region that may be used instead of stand alone plans in the Kitikmeot Region.	The MOU was signed with the Government of Nunavut on February 8, 2024, and it came into effect on the same date.
T&C 44 – Agnico Eagle shall provide an update on consultation with outfitters and other businesses now that COVID-19 restrictions were reduced and an updated Engagement Plan reflecting Agnico Eagle’s current status of Temporary Care and Maintenance.	Collaboration with outfitters is ongoing throughout the year. For example, outfitters reach out to Agnico Eagle often to request use at camp or to fuel snowmachines. This dialog is open and frequent with outfitters. In addition, Agnico Eagle meets with two (2) outfitting groups every year.
T&C 47 – Agnico Eagle is requested to update information related to health and wellness services on site.	Agnico Eagle indicates they inform workers of health and wellness services through the Human Resources department and the on-site clinic, and includes the Mental Health Resiliency Program, Manulife Wellness Program, Mental Health in the workplace, and Employee Aid Program. Agnico Eagle maintains monthly communications with the Department of Health concerning physician community visits scheduling to assist workers in accessing health care in their communities.
Shipping Management Plan	
The NIRB requests clarification regarding how Inuit Qaujimajatuqangit (IQ) was incorporated into the Shipping Management Plan.	Agnico Eagle notes the NTKP (2016) Traditional Knowledge report was the primary source of IQ used in the Plan – e.g., accounts of breeding and migration areas for seabirds and waterfowl, e.g., information on

Monitoring Officer Finding	Agnico Eagle Response
	marine mammals expected to be present, and verifying the sensitive areas and migrations for marine mammals. Baseline data for the Phase 2 FEIS (2017) was collected with guidance from local IQ and conducted with local assistance.

3.2 General Reporting Requirements

Agnico Eagle submitted the Hope Bay Project 2023 Annual Report (*2023 Annual Report*) to the NIRB on April 30, 2024². The *2023 Annual Report* covers both the Doris North Gold Mine Project and the Phase 2 Hope Bay Belt Project, and includes a summary of recent Project activities, monitoring results, and Proponent's assessment of compliance with the Project Certificates. The *2023 Annual Report* also includes the updated management plans listed in Table 3-2.

Table 3-3: Updated Management Plans within the Proponent's 2023 Annual Report.

Plan	Version	NIRB Doc IDs Doris North	NIRB Doc IDs Phase 2
Care and Maintenance Plan	2	349649	349891
Emergency Response and Crisis Management Plan	6	349650	349892
Human Resources Plan	2	349651	349893
Oil Pollution Prevention Plan and Oil Pollution Emergency Plan	2	349652	349894
Quality Assurance Quality Control Plan	14	349653	349895
Shipping Management Plan	3	349908	349909
Spill Contingency Plan	17	349655	349897
Waste Rock, Ore and Mine Backfill Management Plan	11	349656	349898
Doris-Madrid Water Management Plan	18	349657	349899

² NIRB Doc IDs: 349883 & 349641

3.3 Monitoring by Regulatory Authorities

On May 9, 2024, the NIRB invited interested parties to comment on the *2023 Annual Report*, and requested regulatory authorities with expertise or jurisdiction at the Doris North and Phase 2 Hope Bay Belt Projects provide comments on the following:

1. Effects Monitoring
 - i. Whether the conclusions reached by Agnico Eagle in the *2023 Annual Report* are valid; and
 - ii. Any areas of significance requiring further supporting information or any changes to the monitoring program which may be required.
2. Compliance Monitoring:
 - i. Identify the terms and conditions from the Project Certificates which are incorporated into any permits, certificates, licences, or other government approvals issued for the Projects;
 - ii. A summary of inspections conducted during the 2023 reporting period and the results of these inspections; and
 - iii. A summary of the Proponent's compliance status regarding authorizations that were issued for the Projects.

A list of comment submissions received by the NIRB on or before June 24, 2024 is shown in Table 3-3. The comments are summarized below along with Agnico Eagle's responses.

Table 3-4: 2023 Annual Report Comment Submissions.

Comment Submission	NIRB Doc IDs:	
	Doris North (05MN047)	Phase 2 (12MN001)
Kitikmeot Inuit Association (KIA)	350652	350655
Government of Nunavut (GN)	350657	350656
Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)	350658	350653
Environment and Climate Change Canada (ECCC)	350646	350647
Fisheries and Oceans Canada (DFO)	350632	350634
Health Canada (HC)	350633	350635
Transport Canada (TC)	350494 & 350495	350496 & 350497

3.3.1 Compliance Monitoring

3.3.1.1 Kitikmeot Inuit Association

The Inuit Impact and Benefits Agreement (IIBA) between the Proponent and the Kitikmeot Inuit Association (KIA) addresses potential Project impacts to Inuit in the region and aims to promote Inuit culture and land use, and maximize benefits to Inuit, especially related to employment,

contracting, and training. The IIBA Implementation Committee must normally meet at least four (4) times per year to track IIBA implementation, but annually while the Project is in Care and Maintenance. The Proponent's *2023 Annual Report* indicates the IIBA Implementation Committee met in December 2023.

The Framework Agreement between the KIA and Agnico Eagle covers conditions of land use licensing and reporting. The KIA confirmed that Agnico Eagle has provided them with the *Hope Bay Project 2023 Annual Report for KIA Framework Agreement* in accordance with Appendix A to Schedule 3.1 of the Framework Agreement. This report is separate from the *2023 Annual Report* submitted to NIRB.

In 2023 the KIA conducted its site inspection of the Hope Bay mine site and facilities from August 22 to 25, 2023. A total of 63 site components were inspected. The KIA's submission suggests that overall, the Project is being maintained in good condition. Additional information is found within the KIA's submission to the NIRB.

3.3.1.2 Government of Nunavut

The Government of Nunavut (GN) did not conduct any site inspections in 2023 and has not issued any permits or authorizations for this Project.

3.3.1.3 Crown-Indigenous Relations and Northern Affairs Canada

Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) has a mandate for the co-management of water resources and the management of Crown Land in Nunavut under the following applicable acts and regulations:

- The *Department of Crown-Indigenous Relations and Northern Affairs Act*;
- The *Nunavut Land Claims Agreement Act* and the *Nunavut Agreement*;
- The *Arctic Waters Pollution Prevention Act* and Regulations;
- The *Nunavut Waters and Nunavut Surface Rights Tribunal Act* and Regulations; and
- The *Territorial Lands Act* and Regulations.

CIRNAC monitors project activities to ensure compliance with Terms and Conditions in any water licences, land use authorizations such as permits and leases, and the Project Certificate. CIRNAC conducted site inspection on February 28, 2023, and April 10, 2024 to assess compliance of the Project with the Water Licences 2AM-DOH1335, 2BB-BOS1727 and 2BE-HOP2232 and Crown Land Leases 77A/3-1-7 and 77A/3-3-2. CIRNAC noted significant recurring non-compliances related to the storage and containment of hazardous materials and was directed to take corrective actions. Additional information is found within CIRNAC's submission to the NIRB.

3.3.1.4 Environment and Climate Change Canada

The Hope Bay Project is subject to the following legislation under Environment and Climate Change Canada (ECCC)'s mandate:

- Subsection 36(3) of the *Fisheries Act*;

- Metal and Diamond Mining Effluent Regulations (MDMER);
- *Canadian Environmental Protection Act*;
- Environmental Emergency (E2) Regulations;
- Cross-border Movement of Hazardous Waste and Hazardous Recyclable Material Regulations (XBR);
- Storage Tank Systems for Petroleum Products and Allied Products Regulations; and
- *Greenhouse Gas Pollution Pricing Act*/Output-Based Pricing System Regulations.

ECCC noted that in 2023 the Proponent submitted all reports required under the MDMER. ECCC noted MDMER non-compliances with respect to the methods for acute lethality tests required of effluent samples. ECCC issued three (3) Warning Letters in the second and third quarters of 2023. Agnico Eagle noted it has since reviewed and improved its procedures related to sampling, shipping, testing times and communications with labs.

ECCC's planned site inspection for 2023 had to be cancelled as wildfires in the surrounding region made it difficult to secure a charter flight.

3.3.1.5 *Fisheries and Oceans Canada*

Fisheries and Oceans Canada (DFO) has previously issued three (3) Authorizations under the *Fisheries Act* for the Project:

- Approval NU-02-0117.2 was received for the construction of the jetty in Roberts Bay.
- Approval NU-1000-0028 was received for proposed changes to the Doris jetty.
- Approval NU-02-01117.3 was received for the construction of the Doris TIA north dam.

Offsetting required as part of these Authorizations is still being planned, with consultation ongoing since 2018.

DFO did not undertake any compliance monitoring or site visits/inspections in 2023. DFO has indicated that overall, the Proponent is largely compliance with the terms and conditions that pertain to DFO's mandate and that DFO will continue to work with the Proponent to ensure compliance.

3.3.1.6 *Health Canada*

Health Canada has not issued any permits or authorizations for this Project and did not conduct any site inspections in 2023.

3.3.1.7 *Transport Canada*

Transport Canada (TC) noted that the Project's Oil Handling Facility complies with the requirements of the *Canada Shipping Act* and the Marine Transportation Security Regulations.

Transport Canada's Navigation Protection Program has issued three (3) approvals for works associated with the Project:

- 8200-02-6565 installation of the jetty in Roberts Bay

- 2018-600028 Approval for Jetty in Roberts Bay; and
- 2018-600006 for Marine Outfall Berm.

TC noted a transfer of ownership must be submitted to TC for these approvals to transfer them from TMAC to Agnico Eagle.

TC did not conduct any site visits or inspections in 2023, nor any monitoring related to the Transportation of Dangerous Goods. TC stated that no complaints/concerns were received regarding the Project's impacts on navigation nor in relation to the Transportation of Dangerous Goods, and no enforcement actions were required.

3.3.2 *Effects Monitoring*

3.3.2.1 *Kitikmeot Inuit Association*

A summary of the comments from the KIA on the Proponent's 2023 Annual Report and Agnico Eagle's responses is provided below in Table 3-.

Table 3-5: Kitikmeot Inuit Association's Comments and Agnico Eagle's Responses on the 2023 Annual Report for the Hope Bay Project.

Number	Comment/Recommendation	Agnico Eagle Response
KIA-NIRB-01	Provide rationale for adjusted alert levels related to water levels in the TIA, and specify current and predicted (2024) water levels within the TIA.	There are both water elevation and thermal monitoring alert levels. Alert /trigger levels are supported by hydrologic and thermal monitoring and modelling studies. Assessment is underway to determine if the Dam will perform thermally as required under elevated water levels (up to 34.0 masl). Water levels are currently 31.22 masl and are expected to remain below 31.0 masl in 2024.
KIA-NIRB-02	Provide results of additional laboratory testing of material from Quarry 2.	Results attached to response package and indicate that rock from Quarry 2 has a low risk of metal leaching and acid rock drainage.
KIA-NIRB-03	Provide additional support that evapoconcentration is occurring at the Contact Water Pond at the Madrid Waste Rock Storage Area.	In previous years, higher concentrations of chlorides have been observed at the CWP, relative to Sump 2, and the understanding was that this was due to evapoconcentration.
KIA-NIRB-04	Clarify if the Effluent Water Treatment Pond (EWTP) actively treated water from the TIA in 2023.	The EWTP was not operational in 2023 and no active treatment of water from the TIA was required.
KIA-	How was excavated material reused at	Material was used for future quarry access

Number	Comment/Recommendation	Agnico Eagle Response
NIRB-05	site during the lowering of Roberts Bay jetty to reduce the grade?	and again for the rigid fuel line road. The material did not show any signs of contamination.
KIA-NIRB-06	Identify activities with potential to increase turbidity levels at Doris Lake and take corrective actions to prevent exceedance of the benchmark level.	The higher turbidity value in Doris Lake is likely due to natural variability (specifically, high rainfall).
KIA-NIRB-07	Mention of the TIA in annual reporting should always include specific section (i.e., saline or contact water).	The Care & Maintenance Plan has been updated accordingly.
KIA-NIRB-08	Water levels and water quality within the TIA should be assessed for both the non-saline section and the saline section of the TIA.	Water levels and water quality are assessed for both the non-saline section and the saline section of the TIA.
KIA-NIRB-09	Saline water should be discharged into the saline section of the TIA.	Compliant saline water will be discharged to Roberts Bay, in accordance with the Metal and Diamond Mining Effluent Regulations (MDMER).
KIA-NIRB-10	Confirm that tailings will be deposited into the contact water section only of the TIA, and not into the saline section.	As the Project is in Care & Maintenance, no tailings are being produced. The Water Management Plan will be updated to reflect where tailings would be deposited if and when the Project resumes operations.
KIA-NIRB-11	Figures are missing from the Water Management Plan.	Appendix G-9 of the <i>2023 Annual Report</i> includes the requested figures.
KIA-NIRB-12	Provide a summary of construction activities and mitigation measures for the lowering of the Roberts Bay Jetty that occurred in 2023.	No-in water work was completed for the lowering of the jetty. Geotextile and silt curtains were installed to mitigate erosion.
KIA-NIRB-13	Provide water quality variable results for underground and TIA water discharged to Roberts Bay as well as threshold MDMER levels and threshold levels for fish.	Water quality results for water that was discharged to Roberts Bay was included in Appendix F of the <i>2023 Annual Report</i> . Threshold levels for water quality is found in Schedule 4 of the MDMER; threshold levels for fish, as per MDMER requirements, are confirmed by conducting acute lethality testing.
KIA-	Provide justification for determination	The observed increases in phytoplankton

Number	Comment/Recommendation	Agnico Eagle Response
NIRB-14	that change in chlorophyll a concentrations in Doris Lake in 2023 was due to natural and/or regional non-Project related factors.	throughout the monitoring period in the reference and exposure lake suggest regional factors such as climate change may be influence Chlrophyll-a concentrations.
KIA-NIRB-15	Provide distance between the location of the spill of drill brine on July 24, 2023 and the nearest aquatic receiving environment, and identify actions implemented to mitigate impacts to the environment.	The nearest aquatic receiving environment is 74 m away. 13 corrective actions have been taken to mitigate impacts to the tundra
KIA-NIRB-16	Water quality sampling should be conducted for both the fresh and saline contact water ponds in the TIA.	A new sampling point is not required for the saline portion of the TIA; saline water from Doris Mine is already monitored at TL-12 (Doris Mine Water Discharge Point).
KIA-NIRB-17	Update the Closure/Post-Closure Section of the Water Management Plan to include details of management of the saline water pond in the TIA at closure.	The need for the Interim Dike at the TIA will be re-evaluated if and when the Project resumes operations and the Water Management Plan will be updated as details are available.
KIA-NIRB-18	Update Table 1-1 in Appendix G.5 of the <i>2023 Annual Report</i> .	Table 1-1 will be updated in the next version.
KIA-NIRB-19	Revise the <i>2023 Aquatic Response Plan for Phytoplankton Biomass</i> to recognize potential for project-related effects on phytoplankton (and relationship between chlorophyll-a and phytoplankton biomass) via changes in water clarity.	The 2022/2023 Aquatics Effects Monitoring Program (AEMP) revealed no effects on water quality that would suggest changes in water clarity parameters were influencing phytoplankton biomass, so details were not included in the report.
KIA-NIRB-20	The 2023 Hydrological Compliance Monitoring Summary has errors in Tables 3-8 and 4.1.1 that need to be revised.	Tables 3-8 and 4.1-1 have been updated.
KIA-NIRB-21	Provide an improved plain-language description of the statistical analysis used to test for trends in water quality and phytoplankton in Doris Lake over time or consider using a more conventional / intuitive /transparent	Additional statistical details provided in response for clarity.

Number	Comment/Recommendation	Agnico Eagle Response
	approach.	
KIA-NIRB-22	In the Aquatic Effects Monitoring Program annual report, concentrations less than the analytical detection limit should be presented as less than the method detection limit (MDL), not as the MD, and where substation is necessary, replaced with half the MDL.	Half the MDL will be used to calculate relative percent difference (RPD) in future reporting.
KIA-NIRB-23	Revise Figure 4.1 in the <i>2023 Annual Report</i> and in the <i>Care & Maintenance Plan</i> to include the timeline /schedule for the construction of the Doris Crown Pillar Recovery Trench.	Figure 4.1 has been updated.
KIA-NIRB-24	Provide an updated Wildlife Mitigation and Monitoring Plan as required by Project Certificate No. 003 Term and Condition #27 and as committed to in response to KIA's comments on the Proponent's <i>2022 Annual Report</i> .	Project Certificate No. 009, T&C 19 allows for a project-wide WMMP, and for this to be updated as needed based on discussions with interested parties. An updated WMMP will be provided with the 2024 Annual Report.
KIA-NIRB-25	The Oil Pollution Prevention Plan / Oil Pollution Emergency Plan has not been meaningfully updated since 2020.	There is no evidence of increased risk to workers or the environment despite the lack of formal revisions, and there have been no spills related to fuel transfer at Hope Bay.
KIA-NIRB-26	Clarify uncertainties in the marine mammal monitoring program related to survey timing, locations, data recording and summarization, marine mammal ID guide, and the planned duration of the program.	Additional details will be provided in future reports. All data in the standard operating procedure will be recorded, the data sheet will be updated for inconsistencies, and the Shipping management Plan will be updated once the Project returns to production.
KIA-NIRB-27	Explain why the 2023 Quarry Blast Noise Monitoring standard operating procedure no longer includes important instructions to minimize extraneous noise and follow-up procedures based on the results;	Agnico Eagle is developing procedures to manage noise from wind. The 2022 and 2023 Quarry Blast Noise monitoring standard operating procedures are meant to be used together. A 2024 standard operating procedure will be developed to

Number	Comment/Recommendation	Agnico Eagle Response
	Confirm if the 2022 and 2023 standard operating procedures are meant to be used together; Confirm the KIA's requested changes from 2022 have been incorporated; Ensure that noise monitoring during blasting continues in 2024 and uses appropriate methods.	include learnings to date and address the KIA's comments.
KIA-NIRB-28	Traffic monitoring data for October through December are missing from the 2022 & 2023 WMMP Compliance Reports and possibly other previous reports. Confirm timing and causes of camera malfunctions.	Traffic monitoring data are summarized seasonally and annually. In future, data can be reported annually September to September. Camera malfunctions become more common as the age of the camera cards increases.
KIA-NIRB-29	The 2023 WMMP Compliance Report does not include results from all 60 wildlife cameras. Explain what happened to the "missing" cameras, why camera efforts from September were so low, and the differences in camera effort reported in different tables. Provide a discussion of cameras with and without side-shield as promised last year in response to KIA's comments on the Proponent's <i>2022 Annual Report</i> .	60 cameras were deployed and none were missing; some have different purposes or are considered possible attractants and therefore not all included in analysis. Cameras were serviced in September, reducing camera effort for that month. This can be addressed by stitching together data from before and after camera check. A list of cameras with side shields will be created during the next servicing event.
KIA-NIRB-30	Provide additional statistical details to confirm interpretations for wildlife VECs of camera Zone of Influence (ZOI) analyses. If ZOI analyses are discontinued in 2024, include change in Project phase (e.g., coming out of Care & Maintenance) as a trigger to resume analyses. ZOI analyses should be considered for wolverine at a minimum.	Model fit statistics and rankings will be provided in the next analysis period. Cameras will continue to be operated and data recorded, but the ZOI analysis will be run every 3 years as opposed to annually. This will be sufficient even for wolverine given the low detection rates for that species. Moving the ZOI analysis to every 3 years was discussed with the IEAC and there were no objectives.
KIA-NIRB-31	Update the Project Air Quality Management Plan to incorporate updated air quality guidelines from various agencies including the 2023 GNWT guidelines.	The 2023 GNWT guidelines reference 2016 dustfall objectives from BC. BC and the NWT no longer have dustfall objectives. The AB objectives are therefore still the relevant current

Number	Comment/Recommendation	Agnico Eagle Response
		jurisdictional standards.
KIA-NIRB-32	Camera monitoring results are presented in a confusing and inconsistent manner. Clarify which camera reporting periods are meant to be presented in the main body of the 2023 WMMP Compliance Report.	The 2023 WMMP Compliance Report included a typo in some of the table headings and will be updated for future reports.
KIA-NIRB-33	Results of snowbank monitoring in the 2023 WMMP Compliance Report need to be presented more clearly and should be checked for errors / inconsistencies.	Snowbank monitoring over most of the road averaged 9.6 cm in 2023 and below 15 cm in all monitoring periods, which cannot conceivably prevent wildlife movement.
KIA-NIRB-34	Provide further rationale for why the wildlife mortalities in 2023 were deemed to be due to natural causes. Wildlife should be submitted for necropsies where cause of mortality is uncertain. Two wildlife mortalities in 2023 were only included in the incidental wildlife observations log and not reported elsewhere.	The cause of the mortalities could not be determined. Wildlife mortalities are reported to the appropriate agencies. Unless requested by the agency, the mortalities are incinerated. The missed mortalities in the annual reporting were an oversight.
KIA-NIRB-35	Provide more information about where the active ptarmigan nest was found in 2023 and whether any mitigation and monitoring measures were implemented.	The area where the nest was found was not an active work site, and no work was planned there through the summer. Therefore, no buffer or flagging was installed and no monitoring occurred.
KIA-NIRB-36	Explain whether the potential Zone of Influence (ZOI) camera monitoring zone will be expanded south and additional cameras added when the “Ladder Area” at Madrid becomes part of the Treatment Zone once Madrid is developed. Additionally, redeploy cameras at Boston at least one year prior to planned construction.	An additional ZOI area south of Madrid will not be added. Current analyses involve three zones arranged in an East-West manner. The Boston camera program will be redeployed one year prior to planned construction.
KIA-NIRB-37	Clarify if both cameras were moved to the new location of the Roberts Bay Waste Management Facility (WMF); Clarify where the “waste sorting area” is located relative to the WMF, and if	Cameras 18 and 21 are placed at the waste management facility. Camera 21 was moved to the new location within the facility, and camera 18 was not moved. The waste sorting area is the same as the

Number	Comment/Recommendation	Agnico Eagle Response
	there is a camera there; Clarify if, when and where, there have been previous wildlife interactions at the WMF or waste sorting area.	waste management facility. There have been no observations of bears investigating the waste facility buildings or acquiring any food rewards.
KIA-NIRB-38	Some numbers and months of wildlife observations and camera detections are inconsistently reported in the 2023 WMMP Compliance Report.	Agnico Eagle has implemented QAQC procedures to improve data management and reporting. Note that ravens were originally included as raptors and are now reported as nest predators.
KIA-NIRB-39	Clarify the triggers for monitoring and potential triggers for management in the new Caribou Height of Land Monitoring standard operating procedure finalized in March 2023.	<p>The standard operating procedure states Height of Land surveys will occur:</p> <ol style="list-style-type: none"> 1. During spring and fall migration, and 2. When local observations or radio-collar data indicate that caribou are within 10 km of Project roads. <p>Height of Land monitoring will occur for six (6) days once triggered and if groups of caribou are observed in the first 6 days then an additional 6 days of monitoring will occur.</p> <p>Outcomes will be reported in the annual report; adaptive management would occur after reporting is complete and after discussion with the IEAC.</p>
KIA-NIRB-40	Confirm if and when lessons learned from recent revegetation studies conducted at Agnico Eagle's Meliadine Mine will be applied at the Hope Bay Project. The decommissioned Windy Camp offers a good opportunity for progressive reclamation and revegetation activities.	Recommendations from Meliadine revegetation studies are not being considered at this time for Hope Bay as the Hope Bay site requires additional assessment. The next steps and timelines for Windy Camp are currently being assessed.
KIA-NIRB-41	The marine bird habitat map in the Shipping Management Plan should be updated /revised for Jenny Lind Island and the Northwestern Brodeur Peninsula; Confirm if vessel operators continue to be provided with materials such as marine wildlife ID guides and	<p>The Shipping Management Plan will be updated as requested when the Project returns to production.</p> <p>Agnico Eagle confirms that vessel operators are provided with all associated materials.</p>

Number	Comment/Recommendation	Agnico Eagle Response
	sightings and incident reporting forms.	
KIA-NIRB-42	Take measures to secure dustfall canisters against wind and bears.	Shims were added to dustfall containers in July 2024 to make them more secure.
KIA-NIRB-43	Confirm if future air quality monitoring reporting will include reports based on calendar year, such that measures of PM2.5 and NO2 can be explicitly compared, and assessed for compliance, to the Canadian Ambient Air Quality Standards (CAAQS).	Future reports will include comparison to the CAAQs using 3 years of data.
KIA-NIRB-44	The 2020 Fuel Transfer Risk Assessment is out of date and requires further clarification.	The requested updates will be included in the OPPP/OPEP with the next round of management plan submissions.
KIA-NIRB-45	Incorporate latest (2022) guidance documents from the Canadian Wildlife Service (CWS) regarding emergency wildlife response into the Oil Pollution Prevention Plan and Oil Pollution Emergency Plan.	Agnico Eagle will consider incorporating ECCC-CWS's 2022 Guidance and Protocols.
KIA-NIRB-46	Incorporate territorial status information from NatureServe and/or from the Canadian Endangered Species Conservation Council when reporting on species of conservation concern.	This information is already included in Table 11 of the 2023 WMMP Compliance Report and in Appendix J of that report.
KIA-NIRB-47	Consider investigations such as vegetation and contaminant testing where a caribou was detected on camera interacting with the TIA.	One caribou was observed on site in 2023; it was walking through and did not stop at the TIA. The TIA does not appear to be an attractant for caribou. As such, no additional tests are planned.
KIA-NIRB-48	Consider undertaking retroactive caribou herd identification analysis of wildlife camera data; Consider including Peary caribou in a future update of the caribou ID guide.	Retroactive analyses will be discussed at the next IEAC meeting. Neither the IEAC nor the Peary caribou Recovery Strategy indicate that these animals occur at Hope Bay. Peary caribou will not be added in the caribou guide as they are typically misidentified Dolphin and Union caribou.
KIA-	Clarify if movement analyses are used	No movement analysis is conducted to

Number	Comment/Recommendation	Agnico Eagle Response
NIRB-49	to define the end of the Beverly/Ahiak calving period, in addition to the beginning; Consider re-analyzing winter range and spring and fall migration dates for Dolphin and Union caribou (including on an annual basis) instead of applying the dates derived from 2004.	separate calving and post-calving because movement is relatively similar between calving and post-calving for this herd. Agnico Eagle will consider whether moving to a movement-based definition of calving would be beneficial.
KIA-NIRB-50	Ensure that camera data are entered/transcribed properly in the Wildlife Mitigation and Monitoring Program Compliance Report, including date/time formatting and ensuring that information is not accidentally displaced.	A formatting issue has been pointed out and will be addressed in future reports. Appendix F will be organized by “Camera No.” and secondly by “Date.”
KIA-NIRB-51	Confirm if repairs to wildlife exclusion screening/skirting were needed and were made at G Wing; clarify if incidental wildlife sightings in Appendices I and J should correspond.	No repairs were identified or required to G Wing screening/skirting after the hare observation. Appendix I includes incidental wildlife observations by biologists; Appendix J are those made by all others on site.
KIA-NIRB-52	Consider including additional exotic vegetation species in the list of invasive species targeted for monitoring; confirm if entire decommissioned Windy Camp area was surveyed for invasive plants; Plan to complete invasive plant monitoring again in 2028.	The invasive species targeted for monitoring at site are those included in the GN’s and GNWT’s lists / databases. The entire area of the decommissioned Windy Camp was surveyed for invasives. The next invasive plant survey will occur in 2028.
KIA-NIRB-53	Explain what caused exceedance of PM2.5 in January 2023.	Very large PM2.5 concentration peaks seen in 2023 were due to forest fires.
KIA-NIRB-54	Explain how nine months of missing precipitation data from the Geonor gauge affected interpretation of atmospheric compliance monitoring results in 2023. Clarify if Doris meteorological station continues to collect precipitation data and if these could have been used for 2023.	Interpretation of atmospheric monitoring data primarily relies on wind direction and wind speed, and less on precipitation. The rain gauge at Doris is no longer operational.
KIA-	Provide more information about how	Consultations have been recorded from

Number	Comment/Recommendation	Agnico Eagle Response
NIRB-55	baseline data are collected and how that data is validated by local and traditional knowledge.	2005 to present and have included information sessions, focus groups, consultation, informed participation, community hall meetings, and negotiation.
KIA-NIRB-56	KIA requests further discussions with Agnico Eagle about how communications can be improved.	Agnico Eagle commits to improving communication within the bounds of the IIBA while the project is under Care & Maintenance.
KIA-NIRB-57	KIA should be consulted regarding how specific actions or programs reflect Inuit Social Values (ISV).	Agnico Eagle is open to discussions with the KIA and other members of the Socioeconomic Working Group regarding ISV.
KIA-NIRB-59	Explain why non-Kitikmeot based businesses are included in the list of Kitikmeot Qualified Businesses in the 2023 Socio-Economic Monitoring Program Report.	The 3 identified businesses marked as "Other non-Kitikmeot" are owned in partnership with Kitikmeot Corporation.
KIA-NIRB-60	Provide Inuit and Kitikmeot employment numbers of contract employees; take steps before the end of Care & Maintenance towards improving levels of Kitikmeot and Inuit employment.	If and when the Project resumes operations, implementation of the training, education and employment provisions of the IIBA will proceed.
KIA-NIRB-	Increase numbers of Inuit employees from other Kitikmeot communities without decreasing numbers from Cambridge Bay.	Currently flights are between Cambridge Bay and Hope Bay only. Despite this, Agnico Eagle will engage every Kitikmeot community in Q4 204 to promote Hope Bay job opportunities.
KIA-NIRB-62	High school achievement awards should be reinstated during Care & Maintenance.	Noted.
KIA-NIRB-63	Create a plan to mitigate the high Inuit employee turnover rate.	Turnover rate was influenced by several factors including COVID-19 and the transition of the Project into Care & Maintenance. If and when operations resume, Inuit employment recruitment, development and retention activities will be implemented.
KIA-NIRB-64	Increase levels of Inuit training now so that when Care & Maintenance is	If and when the Project resumes operations, implementation of the training,

Number	Comment/Recommendation	Agnico Eagle Response
	over Inuit employment can be maximized.	education and employment provisions of the IIBA will proceed.
KIA-NIRB-65	Training offered in 2023 to Inuit worker was basic in nature and not technical; Training should be more versatile and transferable. Clarify what “Organic Growth” training is.	If and when the Project resumes operations, implementation of the training, education and employment provisions of the IIBA will proceed.
KIA-NIRB-66	Community information and career awareness sessions have been paused but should continue during Care & Maintenance.	If and when the Project resumes operations, implementation of the training, education and employment provisions of the IIBA will proceed.

3.3.2.2 Government of Nunavut

A summary of the comments from the GN on the Proponent’s 2023 Annual Report and Agnico Eagle’s responses are provided below in Table 3-.

Table 3-6: Government of Nunavut’s Comments and Agnico Eagle’s Responses on the 2023 Annual Report for the Hope Bay Project.

Number	Comment/Recommendation	Agnico Eagle Response
GN-AR #01	Confirm that snowfall during the snowbank height monitoring program (2020-2023) was within climate norms; If punctuated snowbank height monitoring is discontinued, snowbank height should be incidentally recorded; Provide an explanation for absence of snow track surveys in 2023.	Agnico Eagle will confirm in the 2024 Annual Report that snowfall amounts within long-term averages prior to discontinuing the snowbank height monitoring program. Snowbank monitoring to date has shown consistently low snowbank heights that cannot conceivably prevent wildlife movement. The IEAC does not have any issues with discontinuing this program. Aerial snow track surveys are a separate program currently being developed with the IEAC.
GN-AR #02	Address confounding ambient noise during blasting noise monitoring.	Wind, generators, etc. are a fact of life we need to work with however extraneous noises will be accounted for as best as possible.
GN-AR #03	Add “year” as fixed-effect variable and an interaction term between “year” and “treatment” when analyzing wildlife camera data.	Agnico Eagle agrees that understanding temporal change is an important analysis and will conduct additional statistical analyses in future

Number	Comment/Recommendation	Agnico Eagle Response
		to assess year and the interaction of year with treatment.
GN-AR #04	Future annual reports should the minimum, maximum, and mean of all aircraft data. Long-form tabular data of flight logs should be included with detailed information. There should be a distinction between site maintenance and monitoring flights versus exploration flights.	The minimum, maximum, and mean of weekly flights will be presented. The additional requested raw data is not recorded by pilots. There is no obvious difference between site maintenance/monitoring versus exploration.
GN-AR #05	Specify type of glycol involved in Project activities and spills; if applicable /where possible, use less toxic propylene glycol instead of ethylene glycol.	Alternatives will be considered where the option exists with the manufactures recommended products.
GN-AR #06	Explain the decrease in Inuit employee turnover rate; Indicate how many Inuit employees have been redeployed on other Agnico Eagle projects; Describe incentives to recruit more Inuit employees.	The cause of the fall in turnover rate could be related to the start and end of the COVID-19 pandemic, acquisition of TMAC by Agnico Eagle, and/or the site being placed under Care & Maintenance. Several employees from Hope Bay were redeployed to other Agnico Eagle Operations when the project was placed under Care & Maintenance. Workforce and employment plans will be implemented when and if Project operations resume.
GN-AR #07	Create an anonymous, voluntary housing survey for site personnel.	Agnico Eagle will not be creating its own survey. There is publicly available data that may be referenced.
GN-AR #08	The commitment made in 2006 related to Archaeology should be maintained.	The commitments are no longer relevant. There are applicable T&Cs in the Project Certificate and the commitments are covered in the Cultural Heritage and Natural Resources Management Plan.

3.3.2.3 Crown-Indigenous Relations and Northern Affairs Canada

A summary of the comments from CIRNAC on the Proponent's 2023 Annual Report and Agnico Eagle's responses are provided below in Table 3-.

**Table 3-7: Crown-Indigenous Relations and Northern Affairs Canada
Comments and Agnico Eagle's Responses on the 2023 Annual Report for the
Hope Bay Project.**

Number	Comment/Recommendation	Agnico Eagle Response
CIRNAC #1	Justify reasons for differences in measured arsenic concentrations in water at Portal Decline (BOS-9); Update relevant management plans to clarify what steps will be taken to ensure due diligence sampling will be completed in time for reception of analytical results prior to discharge to the tundra; Explain why the spill on August 5, 2023, was included in the annual report to the NWB but not to the NIRB.	The thawing of ice and therefore the release of trapped metalloids is likely the cause of higher arsenic concentrations in August compared to June. Understanding this, in future BOS-9 will be sample as close to the intended discharge data as possible. Material will not be released to the tundra until the sample comes back and all parameters are within acceptable limits. Exclusion of the spill in the <i>2023 Annual Report</i> to the NIRB was an oversight.
CIRNAC #2	Documentation of updates in management plans needs to be improved.	Agnico Eagle will endeavor to provide details in the document control section of plans, as well as provide indicators within the plan where changes have been made.
CIRNAC #3	All hazardous materials should be stored within secondary containment.	Additional discussions between CIRNAC, Agnico Eagle, and the NWB are planned in the near future.
CIRNAC #4	Continue to provide resolution status of all commitments, pursuant to Project Certificate 003 T&C 1.	As noted in Appendix C of the <i>2023 Annual Report</i> , the majority of these commitments have been superseded by Project Certificate Terms and Conditions or Management Plans and should be considered complete.
CIRNAC #5	Provide information pertaining to labour force needs.	The Hope Bay IIBA contains specific provisions related to training, education and employment, some of which are on hold during Care & Maintenance. If and when site operations resume, labour force needs can be provided.
CIRNAC #6	Continue to provide resolution status of all commitments made during the Phase 2 Hope Bay Belt Final Hearing.	The majority of these commitments have been superseded by Project Certificate Terms and Conditions or Management Plans and should be considered complete.
CIRNAC	Provide more information related to	Agnico Eagle meets with representatives

Number	Comment/Recommendation	Agnico Eagle Response
#7	consultations with outfitting and guide businesses.	of outfitters (EHTO and BHTO) at least twice a year as part of the IEAC. Logistic support and fuel drums have been provided to BHTO. Elu Inlet Lodge to the east of the Project is not active.

3.3.2.4 *Environment and Climate Change Canada*

A summary of the comments from ECCC on the Proponent's 2023 Annual Report and Agnico Eagle's responses are provided below in Table 3-8.

Table 3-8: Environment and Climate Change Canada's Comments and Agnico Eagle's Responses on the 2023 Annual Report for the Hope Bay Project.

Number	Comment/Recommendation	Agnico Eagle Response
ECCC-1	Update the 2023 Atmospheric Compliance Monitoring Report with timelines for the resolution of the Total Suspended Particulate monitoring data collection issue.	Review and diagnosis of the issue is ongoing. Data recovery rates have improved since March 2024.
ECCC-2	Notify ECCC's Canadian Wildlife Service when any mortality events, incidents, and/or interactions with migratory bird species occur.	Agnico Eagle will report to ECCC's Canadian Wildlife Service when any mortality events, incidents, and/or interactions with migratory bird species occur.
ECCC-3	Clarify if post-closure wildlife monitoring has been integrated into project management plans. If so, indicate which plan, and if not, confirm timeline for inclusion.	Agnico Eagle will consider including post-closure wildlife monitoring in the final closure plan.
ECCC-4	Update Spill Contingency Plan to include the possible scenario of a salty water (brine) leak with appropriate mitigation measures to prevent the situation from occurring again.	This issue will be included in the Spill Contingency Plan with appropriate mitigation measures.
ECCC-5	Update Emergency Response and Crisis Management Plan with appropriate responses plan for a toxic gas release or spill within a fixed facility.	A more detailed response plan will be included in future versions of the Emergency Response Plan.
ECCC-6	Update Emergency Response and Crisis Management Plan to include which toxic gases are at risk of being released, with	If/when the Hope Bay Project resumes operations, these specific emergency response procedures will be included

Number	Comment/Recommendation	Agnico Eagle Response
	preparedness measures to addresses any release.	in the Emergency Response Plan.
ECCC-7	Update Spill Contingency Plan with details of the cleanup of residue left from in-situ burning of hydrocarbon spills to ensure the <i>Migratory birds Convention Act</i> (MBCA) and Migratory Birds Sanctuary Regulations (MBSR) are not contravened.	In the unlikely event that in-situ burning of hydrocarbon spill occurs, the MBCA and MBSR will be reviewed.
ECCC-8	Update Spill Contingency Plan with list of commodities stored on site subject to the Environmental Emergency Regulations with a note that a Notice will be required if quantities exceed regulated thresholds.	The Spill Contingency Plan will be updated as requested.
ECCC-9	Implement secondary containment for storage of hazardous chemicals at the sealift location and where appropriate secondary containment is not currently in place.	Additional discussions between CIRNAC, Agnico Eagle and the NWB are planned in the near future.
ECCC-10	Update the <i>2023 Annual Report</i> to clarify if Aquadam installed in 2022 has been decommissioned or whether it continues to be used for water segregation.	The Aquadam was removed and replaced by the Interim Dike immediately downstream (north) of the Aquadam in 2023. The Interim Dike is the mechanism currently in place to segregate saline and non-saline water.
ECCC-11	Consider updating the water quality benchmarks in the Aquatic Effects Monitoring Program (AEMP) to include the Federal Environmental Quality Guidelines.	Agnico Eagle will consider these guidelines in the next update of the AEMP.
ECCC-12	Update all sections of the Water Management Plan to reflect most current saline water management strategy.	The next update of the Water Management Plan will be clear in all relevant sections how saline water/mine water is managed.
ECCC-13	Clarify whether there will be separate water quality monitoring of the saline and freshwater sections of the Tailings Impoundment Area (TIA).	TL-1 (TIA at the Reclaim Pipeline) monitors water quality in the non-saline section of the TIA and TL-12 (Doris Mine Water Discharge Point) monitors water quality in the saline section.
ECCC-	Update Figures 1 and 2 in Water	An updated figure to reflect current

Number	Comment/Recommendation	Agnico Eagle Response
14	Management Plan to reflect current water management strategy.	mine water management will be included.

3.3.2.5 Fisheries and Oceans Canada

A summary of the comments from DFO on the Proponent's *2023 Annual Report* and Agnico Eagle's responses is provided below in Table 3-.

Table 3-9: Fisheries and Oceans Canada's Comments and Agnico Eagle's Responses on the 2023 Annual Report for the Hope Bay Project.

Number	Comment/Recommendation	Agnico Eagle Response
DFO-1	In consultation with DFO, develop a model and monitoring plan for underwater noise and assess impacts of shipping noise on marine mammals. Update Shipping Management Plan to include noise level monitoring with appropriate indicators and thresholds.	Discussions with DFO have been initiated. Note there is no requirement under Project Certificate 009 T&C 33 to monitor underwater noise. Indicators and thresholds to assess potential disturbance to wildlife will be developed in consultation with DFO after the first two years of monitoring.
DFO-2	Provide an updated, more substantial marine mammal monitoring protocol for review and approval by DFO, aimed at effectively detecting and avoiding marine mammals during shipping.	Marine mammal monitoring occurs per the Shipping Management Plan. There is no T&C for the Project requiring a Marine Mammal Observer Program on vessels nor is it common across all vessels in the Canadian Arctic. If the Government of Canada makes this a standard mitigation for all shipping vessels, Agnico Eagle will participate.
DFO-3	In collaboration with DFO, develop a non-Indigenous Species / Aquatic Invasive Species Monitoring Program.	The shipping companies contracted to supply the Project must comply with the Ballast Water Regulations, which reduces the risk of invasive species being introduced.
DFO-5	Provide an Appendix to the Annual Report specific to fish and fish habitat that consolidates all relevant information to allow DFO to more efficiently review information and assess compliance.	Table 5.2-1 of the <i>2023 Annual Report</i> provides a summary of the requested information.

3.3.2.6 Health Canada

A summary of the comments from HC on the Proponent's 2023 Annual Report and Agnico Eagle's responses is provided below in Table 3-10.

Table 3-10: Health Canada's Comments and Agnico Eagle's Responses on the 2023 Annual Report for the Hope Bay Project

Number	Comment/Recommendation	Agnico Eagle Response
HC-01	Continue to monitor dustfall to confirm whether the anomalous results (exceedances) from 2023 were one-time events. Engage Inuit and Indigenous communities to confirm appropriate monitoring locations.	Agnico Eagle will continue to monitor dustfall. Agnico Eagle meets with the IEAC approximately twice a year to discuss monitoring programs and results.

3.3.2.7 Transport Canada

A summary of the comments from TC on the Proponent's 2023 Annual Report and Agnico Eagle's responses are provided below in Table 3-11.

Table 3-11: Transport Canada's Comments and Agnico Eagle's Responses on the 2023 Annual Report for the Hope Bay Project.

Number	Comment/Recommendation	Agnico Eagle Response
TC-01	TC has not received notification of construction plans for the fuel distribution line from the jetty to the fuel tanks.	TC will be conducting a site inspection in August 2024 during which time they can see construction of the fuel distribution line and address questions.
TC-02	Update the Shipping Management Plan to reflect the current Ballast Water Regulations.	The next revision of the Plan will be updated as requested; however it is the shipping companies who would be responsible.
TC-03	TC published voluntary guidance on biofouling management in 2022. The International Maritime Organization's Marine Environment Protection Committee also has guidelines related to biofouling.	Acknowledged; however Agnico Eagle is not responsible for the vessels themselves nor their operations.

3.4 NIRB Monitoring

3.4.1 Compliance with NIRB Project Certificate

The NIRB's detailed assessment of activities undertaken in relation to the Project Certificate is provided in [Appendix A](#) & [B](#) of this report. During the 2023-2024 reporting period, the Proponent continued to provide the required plans and information updates required by the Project Certificate.

Non-compliances are noted, and where appropriate, brought forward as part of this year's recommendations to the Proponent.

3.4.2 NIRB's Site Visit and Public Information Session

NIRB Staff completed a Site Visit to the Doris North and Phase 2 Hope Bay Belt Projects on August 7, 2024. NIRB Staff noted that overall Project facilities were maintained according to the required environmental protection measures under Project Certificates No. 003, Amendment 02 and Project Certificate No. 009. Agnico Eagle has been responsive in addressing any questions raised by NIRB Staff. Even with the site being in care and maintenance with ongoing exploration, Agnico Eagle keeps the site organized.

4. Findings and Recommendations

4.1 Monitoring Officer Findings

Agnico Eagle has provided required reporting under the Project Certificates, and as applicable to the current construction phase of the project; however, NIRB also noted where additional information is still unclear with reference to the Project Certificate, plan, or monitoring program requirement. In addition, the NIRB staff have also provided the following observations regarding the Proponent's implementation of the Project Certificate Terms & Conditions.

1. Term and Condition 49 of PC No. 3 Amendment 02 notes that a housing survey be developed in collaboration with the Government of Nunavut to monitor whether the predictions of Project-induced effects of in-migration remain accurate and can be mitigated in necessary. In their *2023 Annual Report*, Agnico Eagle reported that they were not aware of housing survey being developed in 2023 by the Nunavut Housing Corporation. In the absence of this study, NIRB Staff encourage the Proponent to begin these discussions and development of a strategy.
2. The NIRB is aware of an ongoing discussion between CIRNAC and the Proponent regarding adequacy of secondary containment for hazardous materials and whether closed sea containers are considered to be adequate secondary containment. The NIRB looks forward to receiving an update on the outcome of these discussions from both parties so that it can be applied in Project Monitoring efforts.
3. Through the 2023 annual reporting period, the Proponent indicated an interest in re-evaluating the 2006 and 2016 commitments made through PC No. 003, amendments 01 and 02 to determine which commitments have been completed and no longer require annual reporting. The Board acknowledges the request, any input from parties provided in comments on the *2023 Annual Report*, and will review this in more detail during the next monitoring cycle. For this year, and the Proponent's next Annual Report, NIRB expects to continue tracking all commitments, as appropriate to the current project activities, to maintain a comprehensive update of work to track or resolve each commitment.
4. When on site in August 2024, Agnico Eagle noted there is soil from the site industrial composter being stored until they can confirm how and where it can be used on site. As the Proponent intends to scale up the use of this composter, NIRB staff are requesting an

updated work plan to be provided through the 2024 Annual report discussing potential uses for this soil and evaluate its use in progressive reclamation of the Project.

4.2 Board Recommendations

Agnico Eagle demonstrated general compliance with the Terms and Conditions and Reporting Requirements of the Doris North Gold Mine and the Phase 2 Hope Bay Belt Project Certificates. However, the Board has the following Recommendation for the Proponent in 2024:

In 2021 the wastewater line into Roberts Bay was damaged from ice, and updates in 2022 and 2023 identified further challenges in repairing the diffuser with proposed alternatives to ensure the diffuser remained at depth to avoid future damage from ice. The Proponent's 2023 Annual Report indicated that the work would be completed in the summer of 2024.

Recommendation 1: The Proponent provide an updated design regarding the completed repairs to the wastewater line and diffuser as well as a discussion on how it will prevent future damage. The information should be provided in the 2024 Annual Report to the NIRB

5. Conclusion

The Hope Bay Projects continued in Care and Maintenance throughout the 2023-2024 monitoring period, with Agnico Eagle maintaining its focus on exploration activities. Pursuant to Sections 12.7.2 and 12.7.3 of the *Nunavut Agreement*, the NIRB will continue to work with Agnico Eagle and other Authorizing Agencies to conduct and coordinate monitoring efforts, and to review results and Project compliance in accordance with the requirements set out in Project Certificates No. 003 and No. 009.

Prepared by: Cory Barker, M.Sc.
Title: Manager, Project Monitoring
Date: February 27, 2025
Signature:



Reviewed by: Tara Arko, EP
Title: Director, Operations
Date: February 27, 2025
Signature:



APPENDIX A: COMPLIANCE WITH TERMS AND CONDITIONS AND COMMITMENTS OF PROJECT CERTIFICATE 003, Amendment 02

T&C	Requirement	Compliance Update 2022-2023	Compliance Update 2023-2024	NIRB Comment
1	Monitor the commitments from the Final Environmental Impact Statement (FEIS) (Appendix A of Project Certificate) and any new commitments made during amendments.	Active Deficient-In Progress	Active In Compliance	<p>Appendix C of Agnico Eagle's <i>2023 Annual Report</i> provides a status update of the 2006 Commitments as well as the 2016 Commitments.</p> <p>The NIRB acknowledges Agnico Eagle's comment in their <i>2023 Annual Report</i> that many of the commitments have been completed, are no longer relevant, or are captured elsewhere. The Board is of the opinion there is value in continuing to track all commitments through the NIRB's annual reporting process to maintain a comprehensive project history and provide clear reference to how and when certain commitments have been resolved.</p>
2	Monitor the commitments presented as Exhibit 37 during the Final Hearing (Appendix B of Project Certificate) and any new commitments made during amendments.	Active Deficient-In Progress	Active In Compliance	<p>Appendix C of Agnico Eagle's <i>2023 Annual Report</i> provides a status update of the 2006 Commitments as well as the 2016 Commitments.</p> <p>The NIRB acknowledges Agnico Eagle's comment in their <i>2023 Annual Report</i> that many of the commitments have been completed, are no longer relevant, or are captured elsewhere. The Board finds value in tracking all commitments through the NIRB's annual reporting process and will provide additional direction in the next annual monitoring cycle.</p>
3	Obtain Necessary Permits and approvals	Active In Compliance	Active In Compliance	All permits and other approvals are listed in Section 2 of Agnico Eagle's <i>2023 Annual Report</i> .

4	The NIRB requires a full-time Monitoring Officer for the file	Active in Compliance	Active In Compliance	In 2023-2024, NIRB had several staff complete the duties of the Monitoring officer along with the Manager, Project Monitoring to review file work.
5	To update on Development Plans.	Active In Compliance	Active In Compliance	Agnico Eagle provided an update on development plans for 2024 in December 2023 and information included in Section 4 of Agnico Eagle's <i>2023 Annual Report</i> .
6	To provide notice of alternatives to tailings impoundment area (TIA).	Active In Compliance	Active In Compliance	Tail Lake has been selected as the preferred option for the Tailings Impoundment Area (TIA) and Agnico Eagle confirmed this has not changed.
7	Add Tail Lake to Schedule 2 of <i>Metal Mining Effluent Regulations (now the Metal and Diamond Mining Effluent Regulations (MDMER))</i>	No Longer Active Completed	No Longer Active Completed	Schedule 2 of the Metal Mining Effluent Regulations (now MDMER) was amended on July 9, 2008, to authorize the use of Tail Lake as a Tailings Impoundment Area.
8	Collect atmospheric data and install a Weather Station.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Atmospheric data are presented in the <i>Q1-Q3 2023 Atmospheric Compliance Monitoring Program Report</i>, Appendix D-1 to Agnico Eagle's <i>2023 Annual Report</i>, NIRB Doc ID: 349642. <p>Note: Agnico Eagle should summarize information or the reader within the annual report and the appendix used as supplementary material.</p>
9	N/A	N/A		Removed from the Project Certificate in 2016.
10	To monitor discharge from the Tailings Impoundment Area (TIA) into Doris Creek and compare to predicted impacts.	Active In Compliance	Active In Compliance	The FEIS predicted effects related to TIA discharge to Doris Creek, but Agnico Eagle's <i>2023 Annual Report</i> noted no discharge occurred into Doris Creek in 2023. Instead, TIA water was discharged into Roberts Bay according to its approved Environment Effects Monitoring program (started in 2020). Agnico Eagle's <i>2023 Annual Report</i> detailed the monitoring of marine water quality and acute toxicity testing conducted as required by the MDMER and noted that discharge effluent quality met MDMER limits throughout 2023.

				<p>NIRB notes that the Annual Report included reference to: -July 15, 2023, Agnico Eagle reported the release of 21,432 cubic metres (4,714,381 gallons) of treated underground contact water into Roberts Bay, but test results found it was acutely toxic for <i>Acartia tonsa</i>. Discharge was shut down for investigation. After testing water to ensure it was non-lethal, discharge resumed August 1, 2023.</p> <p>In 2023, Environment and Climate Change Canada issued three (3) warning notices to Agnico Eagle regarding failures to conduct testing, sampling, monitoring, and reporting as prescribed by the regulation. In their <i>2023 Annual Report</i>, the Proponent noted that they have since reviewed and updated their practices to ensure compliance with the MDMER going forward.</p>
11	To maintain monitoring information associated with Tail Lake (TIA) Water Monitoring	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> In its <i>2023 Annual Report</i>, Agnico Eagle confirmed monitoring occurs in accordance with the requirements of the NWB Type A Water Licence 2AM-DOH1335 and noted that all monitoring information is stored on site for the life of the project and provided in monthly reports filed with the NWB. <p>Note: Agnico Eagle is responsible for operating its own webpage/portal where all non-confidential information regarding the Project is posted, including reporting for the Nunavut Water Board.</p>
12	To keep Tail Lake (TIA) Water Monitoring records for the life of the project.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> In its <i>2023 Annual Report</i>, Agnico Eagle stated that sampling results from water quality monitoring activities are archived at site for the life of the Project

				<p>and reported to the Nunavut Water Board on a monthly and annual basis.</p> <p>Note: Agnico Eagle referred to reports that are found on other Regulatory Authority websites which does not meet the requirements of the Project Certificate. If the Proponent is going to refer to a document not included with the annual report, at a minimum the Proponent should provide a summary of the materials or otherwise submit the material to the NIRB for inclusion on the Public Registry.</p> <p>Note: Agnico Eagle is responsible for operating its own webpage/portal where all non-confidential information regarding the Project is posted, including reporting for the Nunavut Water Board.</p>
13	To collect baseline water quality data for the water license application to the Nunavut Water Board.	No Longer Active Completed	No Longer Active Completed	Baseline water quality data from 2006, 2007, and 2008 were previously submitted to the NWB and the Type A Water Licence was issued.
14	To collect additional data for Revised Water Balance Report as part of the water licence application submitted to the Nunavut Water Board.	No Longer Active Completed	No Longer Active Completed	Requirements were met when Type “A” Water Licence 2AM-DOH1335 amended in November 2016 and December 2018.
15	To ensure water discharged into Doris Creek does not exceed discharge criteria.	Active In Compliance	Active In Compliance	TIA effluent is discharged into Robert’s Bay. Agnico Eagle’s <i>2023 Annual Report</i> confirms was no discharge to Doris Creek in 2023.
16	To ensure effluent discharge is in compliance with all applicable regulatory approvals or requirements.	Active In Compliance	Active In Compliance	<p>Section 7 of Agnico Eagle’s <i>2023 Annual Report</i> summarizes the 2023 environmental monitoring results, with details provided in Appendix F <i>2023 Effluent Monitoring Report</i>, NIRB Public Registry ID 349648.</p> <ul style="list-style-type: none"> The <i>2023 Annual Report</i> notes that discharge effluent quality met MDMER limits during the entire period of discharge in 2023.

				<ul style="list-style-type: none"> On July 15, 2023, Agnico Eagle reported that its discharge to Roberts Bay was acutely toxic for <i>Acartia tonsa</i> and had released 21, 432 cubic metres (4,714,381 gallons) of treated underground contact water. Discharge was shut down for investigation. After testing water to ensure it was non-lethal, discharge resumed August 1, 2023. In 2023, Environment and Climate Change Canada issued three (3) warning notices to Agnico Eagle regarding failures to conduct testing, sampling, monitoring, and reporting as prescribed by the regulation. In their <i>2023 Annual Report</i>, the Proponent noted that they have since reviewed and updated their practices to ensure compliance with the MDMER going forward.
17	To report any exceedances or compliance problem to regulatory agencies and NIRB's Monitoring Officers.	Active In Compliance	Active In Compliance	Agnico Eagle notes in its <i>2023 Annual Report</i> that it continues to report any exceedances or compliance problems to the NIRB and other relevant agencies, and summarized exceedances and non-compliances for the year.
18	To submit acid rock generation and metal leaching methodology.	Active In Compliance	Active In Compliance	The methodology is within the Hope Bay Project Quarry Management and Monitoring Plan (Agnico Eagle, 2022), NIRB Doc ID: 341973. A brief summary of results is provided in Agnico Eagle's <i>2023 Annual Report</i> with full details provided as Appendix G - <i>Waste Rock, Quarry and Tailings Monitoring Report</i> (NIRB Doc ID: 349656).
19	To monitor the impacts of the jetty on shallow water permafrost.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Thermistor cables and temperature loggers were installed in the jetty foundation in 2009. Monitoring results are presented in the Annual Geotechnical Inspection Report (SRK, 2024)

				<p>Note: Agnico Eagle referenced reports found on other Regulatory Authority websites, therefore the NIRB is relying on compliance updates from those agencies to verify that the requirements of the Project Certificate have been met for other jurisdictions. Agnico Eagle is reminded that if it refers to a document not included in the annual report, a summary of the materials and key results should be included in the annual report.</p>
20	To ensure spill response kits are on hand at Roberts Bay.	Active In Compliance	Active In Compliance	Location of spill kits can be found in the <i>Hope Bay Spill Contingency Plan</i> (Agnico Eagle, 2024), NIRB Doc ID: 349655. Agnico Eagle has a 2024 Transport Canada approved Oil Pollution Prevention/Oil Pollution Emergency Plan (NIRB Doc ID: 349652).
21	To consult on closure of the jetty.	Not Active Yet Not Yet Applicable	Not Active Yet Not Yet Applicable	The jetty remains in use by Agnico Eagle. Agnico Eagle has committed to consult with local Elders, KIA, and NTI on the closure plan for the Roberts Bay jetty.
22	To collect wolverine and grizzly bear baseline data.	Active In Compliance	Active In Compliance	Baseline data collection has been completed. Wildlife cameras have been used to monitor grizzly bears and wolverine since 2016. Agnico Eagle continues to monitor for impacts on wolverine and grizzly bear through its Wildlife Mitigation and Monitoring Program (WMMP); results are presented within the <i>Wildlife Mitigation and Monitoring Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc ID: 349658 through to 349662.
23	To designate a wildlife contact to report wildlife activities.	Active In Compliance	Active In Compliance	Agnico Eagle's Environmental General Supervisor or others in the environmental team report all wildlife interactions, incidents, and mortalities to the NIRB. Reporting is presented in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i> , Appendix D-2

				of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc ID 349658 through to 349662 and summarized within the main body of the report.
24	To ensure on-site staff are trained in matters relating to wildlife monitoring and mitigation. .	Active In Compliance	Active In Compliance	Agnico Eagle's <i>2023 Annual Report</i> notes that all environmental team members are provided with training with respect to bear awareness, waste management, recording wildlife sightings, records management, and general wildlife responsibilities.
25	To monitor and mitigate interactions with wildlife on site and report on any wildlife mortalities within 48 hours.	Active In Compliance	Active In Compliance	Methodology is described in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344511. Results of wildlife monitoring from 2023 are included in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc ID 349658 through to 349662. The Proponent indicated there were no project-related wildlife mortalities in 2023.
26	To consult parties on wildlife monitoring, mitigation measures and measures to discourage bird interaction with the TIA.	Active In Compliance	Active In Compliance	The Proponent meets regularly with the Inuit Environmental Advisory Committee (IEAC) to discuss wildlife mitigation and monitoring. In 2023, two in-person IEAC meetings were held. The main topics were fisheries offsetting, and wildlife height of land surveys, Details are presented in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc ID 349658 through 349662. Agnico Eagle also notes that its Wildlife Mitigation and Monitoring Plan and its annual monitoring results are circulated to Inuit organizations, stakeholders and government agencies for comment through the annual reporting process to the NIRB.
27	To regularly update the Wildlife Mitigation and Management Plan.	Active In Compliance	Active In Compliance	Agnico Eagle last updated the <i>Wildlife Mitigation and Monitoring Plan</i> in 2023, NIRB Doc ID: 344511. The

				latest version of the Plan was submitted with the <i>2022 Annual Report</i> .
28	To produce an annual Socio-Economic Monitoring Plan Report, reflecting the input of the Hope Bay Socio-Economic Working Group, to assess the socio-economic impact of the project.	Active Not rated in 2023 due to timing of submission, commenting in 2024	Active In Compliance	Agnico Eagle provided an updated <i>Socio-economic Monitoring Program Plan</i> to the NIRB on July 17, 2023 (NIRB Public Registry ID 346122). This Plan incorporates feedback from the Hope Bay Socio-Economic Working Group (SEMWG) and the regional Socio-Economic Working Committee (SEMC) received in 2022. The Proponent's <i>2023 Socio-economic Monitoring Report</i> was included as Appendix D-1 to the <i>2023 Annual Report</i> . NIRB Public Registry ID 349907.
29	To develop and implement a Noise Abatement Plan to protect people and wildlife.	Active In Compliance	Active In Compliance	Agnico Eagle monitors noise through its wildlife program as well as its occupational health and safety management program: <ul style="list-style-type: none"> • <i>Hope Bay Health and Safety Management Plan (TMAC, 2017)</i> , NIRB Doc ID: 307433. • <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344511. A standard operating procedure for noise measurement during quarry blasts, and initial results from this monitoring, have been included in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB ID 349658 through to 349662.
30	To monitor and report on on-site air quality.	Active In Compliance	Active In Compliance	Agnico Eagle's air quality, dustfall, and meteorological monitoring results are presented in the <i>Q1-Q3 2023 Atmospheric Compliance Monitoring Program Report – Doris and Madrid Projects</i> , Appendix D-1 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc ID: 349642. A summary is provided in Section 7.1 of the <i>2023 Annual Report</i> .

31	To maintain a Closure and Reclamation Plan.	Active In Compliance	Active In Compliance	<p>Agnico Eagle submitted updated Closure and Reclamation Plans with cost estimates to the Nunavut Water Board in January 2024; these plans are currently being revised to address comments, with final plans to be submitted back to the NWB by September 12, 2024.</p> <ul style="list-style-type: none"> • 2017 Hope Bay Project Boston Conceptual Closure and Reclamation Plan, NIRB Doc ID: 314681 • 2017 Hope Bay Project Doris-Madrid Interim Closure and Reclamation Plan, NIRB Doc ID: 314679
32	To ensure all Management Plans are in place prior to construction.	Active Deficient – In Progress	Active In Compliance	<p>The Proponent has various management plans in place. These are updated as required and submitted with the Proponent's Annual Report or via stand-alone submissions if completed at a later date. Section 8 of the Agnico Eagle's 2023 Annual Report lists all existing and implemented Management Plans.</p>
33	To ensure spill containment and response measures are at Roberts Bay oil handling facility.	Active In Compliance	Active Deficient – In Progress	<p>Location of spill kits can be found in the Hope Bay Spill Contingency Plan (Agnico Eagle, 2024), NIRB Doc ID: 349655. Agnico Eagle updated the Oil Pollution Prevention/Oil Pollution Emergency Plan in 2024, NIRB Doc ID: 349652.</p> <p>Note: CIRNAC raised concerns about the lack of secondary containment of hazardous materials. The Proponent committed to discussions with CIRNAC and the NWB, and outcomes should be reported to NIRB.</p>
34	To give notice of any significant planned changes to the mine facility.	Active In Compliance	Active In Compliance	<p>Agnico Eagle will continue to notify the NIRB of significant changes planned at the mine facility.</p>
35	Duty to Comply to Project Certificate.	Active In Compliance	Active In Compliance	<p>Note: Based on the Proponent's annual reporting, Parties Comments, Proponent Responses, and the NIRB's Site</p>

				Visit, the Proponent appears to generally be in compliance.
36	To monitor Doris Lake Water levels.	Active In Compliance	Not Active / On -Pause	Doris Lake water levels are not monitored during Care and Maintenance.
37	To develop a Groundwater Management Plan.	Active In Compliance	Active In Compliance	<i>Hope Bay Project Ground Water Management Plan (Agnico Eagle, 2022)</i> , NIRB Doc ID: 342596. Note: Agnico Eagle is responsible for operating its own webpage/portal where all non-confidential information regarding the Project is posted.
38	To submit the detailed design of the effluent pipeline and diffuser system six (6) months prior to construction.	No Longer Active Completed	Active In Compliance	The Hazard and Operability Study of the pipeline and marine outfall system was submitted to the NIRB on August 29, 2018. Note: In 2021 the effluent pipeline in Roberts Bay was damaged by ice. Relocation and reattachment of the diffuser was completed in September 2022. In August 2023, Agnico Eagle notified the NIRB that there were further issues with the diffuser. The Proponent has indicated that to keep it from floating to the surface, they will place weights on the discharge pipe and reattach the diffuser at the same time. This work is planned for the summer of 2024.
39	To submit a Hazard and Operability Study of effluent pipeline and diffuser system six (6) months prior to operation.	Active In Compliance	Active In Compliance	Submitted to NIRB in 2018, <i>Marine Outfall Berm, Detailed Design Drawings; and Hazard and Operability Study (August 2018)</i> NIRB Doc ID: 319604.
40	To provide an updated Socio-Economic Monitoring Plan for review of the Hope Bay Socio-Economic Working Group.	Active Not rated in 2023 due to timing of submission,	Active In Compliance	Agnico Eagle provided an updated <i>Socio-Economic Monitoring Program Plan</i> to the NIRB on July 17, 2023 (NIRB Public Registry ID 346122). This Plan incorporates feedback from the Hope Bay Socio-Economic Working Group (SEMWG) and the regional

		commenting in 2024		Socio-Economic Working Committee (SEMC) received in 2022. The Proponent's <i>2023 Socio-economic Monitoring Report</i> was included as Appendix D-1 to the <i>2023 Annual Report</i> . NIRB Public Registry ID 349907.
41	To update the Socio-Economic Monitoring Plan (SEMP) two (2) years prior to planned final closure.	Not Active Yet Not Yet Applicable	Not Active Yet Not Yet Applicable	Agnico Eagle will submit an updated Hope Bay Socio-Economic Monitoring Plan to the regional Socio-Economic Monitoring Committee two (2) years prior to closure.
42	To update the Socio-Economic Monitoring Plan (SEMP) within six (6) months of unanticipated temporary or final closure.	Active Not rated in 2023 due to timing of submission, commenting in 2024	Active In Compliance	The Project was placed in Care and Maintenance in February 2022. Agnico Eagle provided an updated <i>Socio-Economic Monitoring Program Plan</i> to the NIRB on July 17, 2023 (NIRB Public Registry ID 346122). This Plan incorporates feedback from the Hope Bay Socio-Economic Working Group (SEMWG) and the regional Socio-Economic Working Committee (SEMC) received in 2022.
43	To update the Human Resource Plan and Wellness Strategy for the project two (2) years prior to planned Final Closure.	Not Active Yet Not Yet Applicable	Not Active Yet Not Yet Applicable	Agnico Eagle will provide an updated Human Resources Plan and Wellness Strategy with a Workforce Transition Strategy two (2) years prior to planned Final Closure of the Project.
44	To update the Human Resource Plan and Wellness Strategy for the project within six (6) months of unanticipated temporary or final closure of the Project.	Active Non-compliance	Active In Compliance	The Project was placed in Care and Maintenance in February 2022. Agnico Eagle provided an updated Human Resources Plan and Wellness Strategy with a Workforce Transition Strategy as Appendix G of the <i>2023 Annual Report</i> (NIRB Doc ID: 349651).
45	To share information on Youth Employment Initiatives, Education, and other programs	Active In Compliance	Active In Compliance	Agnico Eagle noted in its <i>2023 Annual Report</i> that it continues to collaborate with the Government of Nunavut (Department of Education, Department of Family Services and Nunavut Arctic College) on

				education and training matters. This includes participation in the Nunavut Mine Training Roundtable and the KitIA Employment and Training Working Group. A Memorandum of Understanding with the Government of Nunavut was signed on February 8, 2024.
46	To provide information to the GN and the NIRB regarding Project labour force needs as the Project progresses.	Active Deficient-in progress	Active In Compliance	Details provided in the 2023 Socio-Economic Monitoring Plan Report (Appendix D of Agnico Eagle's <i>2023 Annual Report</i>) (NIRB Doc ID 349907) with specific note that with the site remaining in Care and Maintenance since February 2022, the Project has lost positions and/or there has been a transfer of positions to other Agnico Eagle operations in Nunavut.
47	To report on Training and Education Programs	Active No rating due to timing of submission	Active -included in comment period In Compliance	Details of training provided by Agnico Eagle are provided in the 2023 Socio-Economic Monitoring Plan Report (Appendix D of Agnico Eagle's <i>2023 Annual Report</i>) NIRB Doc ID 349907).
48	To report on Archeological Sites with the GN.	Active In Compliance	Active In Compliance	Agnico Eagle indicated that the required reporting was submitted to the GN Department of Culture and Heritage in December 2023. A summary of the 2023 archaeological field report is provided as Appendix D-4 in the Proponent's <i>2023 Annual Report</i> , NIRB Doc ID 349644.
49	Cooperation with GN / Nunavut Housing Corporation on Housing Surveys	Active Deficient-in progress	Not Active / Not Applicable	Agnico Eagle reported in its <i>2023 Annual Report</i> that it was not aware of housing survey being developed in 2023 by the Nunavut Housing Corporation. Note: The NIRB encourages the Proponent to work with the GN to develop this survey.
50	To remove the underwater discharge pipeline and diffuser when no longer in use.	Not Active Yet Not Yet Applicable	Not Active Yet Not Yet Applicable	The pipeline is still in use and Agnico Eagle has indicated they will work with the NIRB when the time comes.

*The amended Doris North Gold Mine Project Certificate (September 2016)

Project Certificate 003 Commitments (2006)

The 2006 Commitments are included in Appendix A (Commitments from the Final Environmental Impact Statement) and B (Commitments from the Final Hearing) of Project Certificate 003 (NIRB Doc ID: 289692). The following table is a summary provided by Agnico Eagle in its Annual Report. Any additional information has been provided by the NIRB in [Section 3](#) of this report or in the following table.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
AIR QUALITY	
1. Use of an aggressive fuel conservation effort;	Active / In Compliance. Agnico Eagle notes that fuel use is monitored, and consumption is reduced to the extent possible. See <i>Air Quality Management Plan</i> and 2023 <i>Atmospheric Compliance Monitoring Program Report</i> .
2. Use of a brine solution for dust suppression in the underground mine;	<i>Waste Rock, Ore and Mine Backfill Management Plan</i> . Not applicable in 2023-2024 as Project is in Care & Maintenance.
3. Use of coarse rock in roads, airstrip, building pads and laydown areas to minimize dust during construction;	Not specifically identified as a dust mitigation measure in any plan, but the use of waste rock for construction is described within the <i>Waste Rock, Ore and Mine Backfill Management Plan</i> . Not applicable in 2023-2024 as Project is in Care & Maintenance.
4. Driving at designated speeds on site roads;	Active / In Compliance. The speed limit is 50 km/hr or less on all Project roads per the Wildlife Mitigation and Monitoring Plan. The NIRB requests the Proponent describe how speed limits are enforced.
5. Application of water to roadways to reduce dust from ore and waste rock haulage and grading to a minimum;	Active / In Compliance. Dust mitigation is described in the <i>Air Quality Management Plan</i> . Agnico Eagle notes that dust suppressants were applied on an as-needed basis between May 17, 2023, and September 19, 2023.
6. Installation of dust covers, sonic sprays, etc. to suppress dust generation from equipment in the crushing facility;	Dust mitigation is described in the <i>Air Quality Management Plan</i> . N/A for 2023-2024 as Project is in Care & Maintenance.
7. Installation of a dust scrubber on the smelting off-gas stream;	N/A. No smelting at the Doris mine.
8. Submerged release of tailings deposition to avoid tailings dust emissions;	N/A. Tailings are now sub-aerial tailings.
9. Installation of a waste oil burner unit equipped with a settling tank and filter system for particulate removal from the waste oil;	Active / In compliance. See <i>Air Quality Management Plan</i> .

10. Regular servicing of all mobile and stationary engines to maintain efficiency;	Active / In compliance. See Air Quality Management Plan. Agnico Eagle notes this is part of operational best practices and procedures.
11. Proper equipment maintenance; and	Active / In compliance. See Air Quality Management Plan. Agnico Eagle notes this is part of operational best practices and procedures.
12. Adherence to all permits, authorizations, and approvals.	Captured by Project Certificate No. 003 Term and Condition No. 3.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
NOISE	
1. Buildings, structures and material stockpiles will act as physical barriers to noise particularly for outdoor exposed equipment;	Statement that does not need to be tracked.
2. Most powered equipment will be enclosed in insulated buildings;	Active / In Compliance. Agnico Eagle notes this best management practice is implemented where possible.
3. Proper equipment maintenance;	Active / In Compliance. See <i>Air Quality Management Plan</i>
4. There will be noise monitoring in the mill for occupational health and safety;	Captured by Project Certificate No. 003 Term and Condition No. 29; Project Certificate No. 009, Term and Condition No. 4.
5. The on-site Environmental Manager will also conduct routine inspections of the Project operations and look for possible mitigation opportunities; and	Active / In Compliance. Agnico Eagle notes this is part of operational best practices and procedures. See <i>Wildlife Mitigation and Monitoring Plan</i> .
6. Adherence to all permits, authorizations, and approvals.	Captured by Project Certificate No. 003 Term and Condition No. 3.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
WATER QUALITY – TOTAL SUSPENDED SOLIDS	
1. Installing silt curtains in localized areas of permafrost degradation;	Captured by Water Licence 2AM-DOH1335.
2. Applying geo-textile materials or rip rap to areas where slumping is observed to stabilize the shoreline.	Captured by Water Licence 2AM-DOH1335.

3. Identifying and using quarry rock that has a low acid generation and metal leaching potential;	Captured by Water Licence 2AM-DOH1335.
4. Implementing industry best practice methods for explosives use, which will limit residual nitrite and nitrate present in quarried and waste rock;	Active /In Compliance. The Proponent has indicated that best management practices are employed for blasting and explosives use.
5. Complete winter construction of the roads and building pads, which will mitigate the risk of sediment release during construction; and	The Proponent has identified this as an alternative mitigation method.
6. Implementing industry best practices for sediment control and storm water management during and after construction to collect surface runoff, and discharging runoff to the tailings containment area, where the sediments would have the opportunity to settle out.	Captured by Water Licence 2AM-DOH1335.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
PERMAFROST	
1. Additional thermistors will be installed during construction; and	Captured by Water Licence 2AM-DOH1335; and Project Certificate No. 009, Term and Condition No. 9;
2. Reading of these thermistors will be included in routine site monitoring programs to ensure that the condition of the permafrost in close proximity to the key mine activity centres is being monitored to ensure that the permafrost integrity is being maintained through the planned design and mitigation strategies.	Captured by Water Licence 2AM-DOH1335; and Project Certificate No. 009, Term and Condition No. 9;

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
VEGETATION	
1. Avoiding, or reducing, impacts to vegetation units during project planning by reusing previously disturbed areas, where possible;	Active /In Compliance. The Proponent's 2023 <i>Annual Report</i> notes there was no habitat loss in 2023 and that the total Project footprint to date is 141.15 ha, which is significantly less than was predicted to be lost in the 2017 Madrid-Boston FEIS.
2. Avoiding, or reducing, impacts to rare species;	Active /In Compliance. Potential impacts to rare plants in the Madrid-Boston FEIS were assessed in terms of loss of special landscape features (e.g., riparian areas, eskers, beaches) where rare plants may be found. The Proponent's 2023 <i>Annual Report</i> concludes there has been no significant impact to these features to date. The NIRB recommends that rare plant surveys be considered prior to future clearing of any of these special landscape features to confirm whether any rare plants are present and to determine if impacts can be avoided.
3. Implement dust suppression methods (<i>i.e.</i> , spraying with water) on the airstrip and roads during the snow/ice free period.	Active /In Compliance. Dust mitigation is described in the Air Quality Management Plan. Agnico Eagle notes that dust suppressants were applied on an as-needed basis between May 17, 2023, and September 19, 2023.
4. Apply water to roadways to reduce dust from ore and waste rock haulage and minimizing grading;	Active /In Compliance. Dust mitigation is described in the Air Quality Management Plan. Agnico Eagle notes that dust suppressants were applied on an as-needed basis between May 17, 2023, and September 19, 2023.
5. Install dust covers and sonic sprays to suppress dust generation from equipment in the crushing facility;	Dust mitigation is described in the Air Quality Management Plan. N/A for 2023-2024 as Project is in Care & Maintenance.
6. Install a dust scrubber on the smelting off-gas stream;	Complete. Agnico Eagle has indicated the dust scrubber has been installed, and vents to the inside of the mill building, not to the outdoors.
7. Re-contouring closure landforms and placing materials to ensure that the final topography and site conditions are similar to other vegetation units of the same type in the region;	Captured by Project Certificate No. 009, Term and Condition No.8 and No. 18; and Water Licence 2AM-DOH1335
8. Allow areas to revegetate during operations (<i>e.g.</i> , progressive) and promoting natural vegetation regeneration throughout the mine life; and	Captured by Project Certificate No. 009, Term and Condition No.8 and No. 18

9. Using adaptive management approaches to ensure that advances in revegetation research are included in final closure planning efforts.	Captured by Project Certificate No. 009, Term and Condition No.8 and No. 18
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2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
JETTY	
1. Constructing the jetty of clean, crushed rock that has been certified as having low acid generation potential and low metal leaching potential;	Complete / in compliance. The jetty has been constructed in accordance with this commitment and in accordance with the <i>Fisheries Act</i> Authorization issued to the Proponent.
2. Use of silt curtains, as required to reduce suspended sediment to a level to meet the federal Canadian Council of Ministers of the Environment (CCME) (1999) water quality guidelines;	Complete / in compliance. The jetty has been constructed in accordance with this commitment and in accordance with the <i>Fisheries Act</i> Authorization issued to the Proponent.
3. The construction will be timed (<i>i.e.</i> , early July) to avoid the spawning migrations of capelin during the end of July (Supporting Document F4); and	Complete / in compliance. The jetty has been constructed in accordance with this commitment and in accordance with the <i>Fisheries Act</i> Authorization issued to the Proponent.
4. Monitoring measures are outlined in Chapter 6 of the Technical Report. Construction activities will be monitored on terms and conditions of permits and approvals.	Complete / in compliance. The jetty has been constructed in accordance with this commitment and in accordance with the <i>Fisheries Act</i> Authorization issued to the Proponent.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
CARIBOU	
1. Integration of Inuit Qaujimagatuqangit into monitoring programs;	Captured by Project Certificate No. 009, Term and Condition No. 43.
2. Restricting the mine surface footprint to a small and confined area of 53 ha;	The NIRB acknowledges this commitment is no longer relevant given approved project modifications and expansions including development of the Madrid and Boston deposit, however minimizing habitat loss should continue to be a goal.
3. Minimizing the amount of clearing;	Active / In Compliance. The Proponent's 2023 <i>Annual Report</i> notes there was no habitat loss in 2023 and that the total Project footprint to date is 141.15 ha, which is significantly less than was predicted to be lost in the 2017 Madrid-Boston FEIS.

4. Reduce noise by use of muffled exhaust systems;	Active / In compliance. The <i>Wildlife Mitigation and Monitoring Plan</i> and the <i>Air Quality Management Plan</i> note that all machinery will be properly maintained. Agnico Eagle has indicated that completing inspections and maintenance of equipment is part of operational best practices and procedures.
5. All diesel-powered equipment will meet emission guidelines;	Active / In compliance. The <i>Wildlife Mitigation and Monitoring Plan</i> and the <i>Air Quality Management Plan</i> note that all machinery will be properly maintained. Agnico Eagle has indicated that completing inspections and maintenance of equipment is part of operational best practices and procedures.
6. Minimum flying altitude of 300 m above ground level for cargo and passenger aircraft outside of the Project area;	Active / In compliance. Flying altitude requirements are noted in the <i>Wildlife Mitigation and Monitoring Plan</i> . The 2023 WMMP compliance report (NIRB Public Registry ID 344511) confirms that flights abided by these requirements. The NIRB would expect the Proponent to report on any instances where flying altitudes had to be modified due to the presence of wildlife.
7. Vehicles restricted to designated roads and prepared work areas (<i>i.e.</i> , recreational use of off-road vehicles is prohibited);	Active / In compliance. The <i>Wildlife Mitigation and Monitoring Plan</i> notes off-road travel is prohibited except for controlled exploration or environmental monitoring purposes. The NIRB would expect the Proponent to report on any non- compliance issues with regards to this commitment.
8. Implement dust suppression methods (<i>i.e.</i> , spraying with water) on the airstrip and roads during the snow/ice free period (chemical dust suppressants will not be used);	Active/ In compliance. Dust mitigation is described in the <i>Air Quality Management Plan</i> . Agnico Eagle notes that dust suppressants were applied on an as-needed basis between May 17, 2023, and September 19, 2023.
9. Install dust covers and sonic sprays to suppress dust generation from equipment in the crushing facility;	Dust mitigation is described in the <i>Air Quality Management Plan</i> . N/A for 2023-2024 as Project is in Care & Maintenance.
10. Install a dust scrubber on the smelting off-gas stream;	Complete/ in compliance. Agnico Eagle has indicated the dust scrubber has been installed, and vents to the inside of the mill building, not to the outdoors.
11. Conducting pre-project surveys to identify wildlife sensitive locations and protected areas for avoidance;	Active / In compliance. Baseline surveys have been completed. Pre-construction surveys for nests and dens are conducted per the <i>Wildlife Mitigation and Monitoring Plan</i> Section 2.5.
12. Reclaiming areas during operations (<i>e.g.</i> , progressive) and promoting natural vegetation regeneration throughout the mine life;	Captured by Project Certificate No. 009, Term and Condition No.8 and No. 18

13. Wildlife awareness and sensitivity training for on-site personnel;	Active / In compliance. See <i>Wildlife Mitigation and Monitoring Plan</i>
14. Participation in the Bathurst Caribou Management Committee;	The Bathurst Caribou Management Committee was replaced by the Bathurst Caribou Advisory Committee in 2017. The Advisory Committee is composed of 14 public and Indigenous governments /organizations / authorities. Agnico Eagle did participate in the Bathurst Range Plan with published in 2019 by the Government of the Northwest Territories.
15. Implement caribou crossing locations along the road based on local information from the Hunters and Trappers Associations and KIA, among others;	Active/ In compliance. This Commitment has been met with respect to the original construction of the existing Project roads. However, it is important to bear in mind that caribou are mobile and movement patterns may shift in the future. As such, local information from land users, the IEAC, and the KIA may need to be updated to enable adaptive management concepts within the WMMP to be realized (e.g., construction of new road crossings, where needed).
16. Give caribou the right-of-way (<i>i.e.</i> , all vehicles must stop when wildlife are on the road or approaching);	Active / In compliance. Standard procedure per <i>Wildlife Mitigation and Monitoring Plan</i>
17. Allowing natural encroachment of vegetation on and near roads, airstrip, and the active mine site;	Captured by Project Certificate No. 009, Term and Conditions No.8 and No. 18
18. Use of Inukshuks or other initiatives determined through consultation with Elders to deter caribou from site;	Active / in compliance. Deterrence methods are described in the <i>Wildlife Mitigation and Monitoring Plan</i> .
19. Establishing and enforcing speed limits;	Active / in compliance. There is a speed limit of 50 km/h on all roads per the Wildlife Mitigation and Monitoring Plan. The NIRB requests information on how the 50 km/hr speed limit is enforced on Project Roads
20. Implementing procedures for the safe removal of caribou from hazardous areas (<i>e.g.</i> , roads and airstrip); and	Active / in compliance. Deterrence methods are described in the <i>Wildlife Mitigation and Monitoring Plan</i> .
21. Warning drivers when caribou are moving through the area.	Active / in compliance. Details provided in <i>Wildlife Mitigation and Monitoring Plan</i>

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
GRIZZLY BEAR	
1. Integrate Inuit Qaujimagatuqangit into education, monitoring, and response programs;	Captured by Project Certificate No. 009, Term and Condition No. 43.

2. Education and reinforcement of proper waste management practices to all workers and visitors to the site;	Active / in compliance. <i>Wildlife Mitigation and Monitoring Plan; Hazardous Waste Management Plan; Non-Hazardous Waste Management Plan</i>
3. Implement appropriate waste management protocols, including burning all food wastes in an oil-fired incinerator;	Active / in compliance. <i>Incinerator and Composter Management Plan</i>
4. Eliminate attractants (e.g., food waste, oil products) at the landfill site;	Active / in compliance. Landfill not yet constructed but waste is managed according to the <i>Non-Hazardous Waste Management Plan</i>
5. Separation of food waste and non-food waste at source;	Active / in compliance. <i>Wildlife Mitigation and Monitoring Plan; Non-Hazardous Waste Management Plan</i>
6. Appropriate fencing around the landfill area;	Not Active / Not applicable. Landfill not yet constructed, however rather than fencing, attractants will be minimized.
7. Burn waste oil in waste-oil furnaces or taken off-site for recycling;	Active / in compliance. <i>Hazardous Waste Management Plan (2020)</i> should be uploaded to the Public Registry. Waste materials backhauled off-site are regulated by the <i>Transportation of Dangerous Goods Act</i> .
8. Designate contained areas for worker lunch and coffee breaks;	Active / in compliance. The Proponent has standard operating procedures in place for ongoing education and awareness training related to food waste disposal and feeding wildlife; details are provided in the <i>Wildlife Mitigation and Monitoring Plan</i> . There is no reference to contained areas for lunch and coffee areas however the NIRB is satisfied the standard operating procedures fulfil the intent of this commitment. Should wildlife at site become an issue, the NIRB would revisit this commitment.
9. Educate people on the risk associated with feeding wildlife and careless disposal of food garbage.	Active / in compliance. The Proponent has standard operating procedures in place for ongoing education and awareness training related to food waste disposal and feeding wildlife; details are provided in the <i>Wildlife Mitigation and Monitoring Plan</i> .
10. Ongoing review of the efficacy of the waste management program and adaptive improvement.	Active / in compliance. The NIRB requests the Proponent upload the <i>Hazardous Waste Management Plan (2020)</i> to the Public Registry. <i>Non-Hazardous Waste Management Plan (2017)</i> .

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
BREEDING BIRDS AND WATERFOWL	
1. Conduct land clearing for site infrastructure (e.g., building pad construction and roads) outside of the breeding season;	Clearing occurs outside of the breeding season per the <i>Wildlife Mitigation and Monitoring Plan</i> , Section 2.5. The NIRB requests that the Proponent add Waterfowl/Waterbirds into Table 2.5-1 of the WMMP, with appropriate nesting period and minimum buffer. N/A for 2023-2024 as Project is in Care & Maintenance.
2. Prevent nesting on mine infrastructure and man-made structures; and	Active / in compliance. Waterbirds are using the TIA for staging, foraging, nesting, and rearing. The Proponent continues to monitor water quality to confirm there is no risk to birds; if risk is identified, then deterrence options will be discussed with ECCC and the IEAC. The <i>2023 Wildlife Mitigation and Monitoring Program Compliance Report</i> indicates that water quality in 2023 did not exceed guidelines for wildlife.
3. If a nest site is established and eggs are present, avoid the nest as much as possible and monitor for nest success.	Captured by Project Certificate No. 009 Term & Condition No. 27 & <i>Wildlife Management and Mitigation Plan</i> Section 2.5

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
RAPTORS	
1. Incorporate Inuit Qaujimajatuqangit into operations and monitoring programs;	Captured by Project Certificate No. 009, Term and Condition No. 43.
2. Prevent raptors from nesting on mine infrastructure;	Active. Status unknown. The NIRB requests that any instances of raptors nesting on mine infrastructure are reported on within the Proponent's annual reports.
3. If a nest is established within the mine footprint and eggs are present, avoid the nest as much as possible and monitor for nest success.	Captured by Project Certificate No. 009 Term & Condition No. 27 & <i>Wildlife Management and Mitigation Plan</i> Section 2.5.
4. Establishing and enforcing speed limits; and	Active/ In compliance. The speed limit is 50 km/hr or less on all Project road per the Wildlife Mitigation and Monitoring Plan. The NIRB requests the Proponent describe how speed limits are enforced.
5. Reporting all accidental deaths or injury to raptors as a result of vehicle or aircraft collisions, so that mitigation can be adaptively managed.	Captured by Project Certificate No. 003 Term & Condition No. 25 and Project Certificate No. 009 Term & Condition No. 23

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
ARCHAEOLOGY	
1. All construction activity in the vicinity of the remains will cease immediately;	Proponent must follow all applicable regulations and policies including the <i>Nunavut Archaeological and Paleontological Sites Regulations</i> . Proponent's <i>Heritage Resources Protection Plan</i> should be updated / maintained as appropriate. Please ensure the most recent version is updated to the NIRB's Public Registry. Results of annual field /monitoring programs reported on in each annual report.
2. The project archaeologist and Territorial Archaeologist will be contacted. Then the potential significance of the remains will be assessed; and mitigative options will be identified;	Proponent must follow all applicable regulations and policies including the <i>Nunavut Archaeological and Paleontological Sites Regulations</i> . Proponent's <i>Heritage Resources Protection Plan</i> should be updated / maintained as appropriate. Please ensure the most recent version is updated to the NIRB's Public Registry. Results of annual field /monitoring programs reported on in each annual report.
3. If the significance of the remains is judged to be sufficient to warrant further action and they cannot be avoided, the project archaeologist in consultation with the Territorial Archaeologist, will determine the appropriate course of action;	Proponent must follow all applicable regulations and policies including the <i>Nunavut Archaeological and Paleontological Sites Regulations</i> . Proponent's <i>Heritage Resources Protection Plan</i> should be updated / maintained as appropriate. Please ensure the most recent version is updated to the NIRB's Public Registry. Results of annual field /monitoring programs reported on in each annual report.
4. In the case of human remains, the RCMP will be contacted. In addition, a Coroner and/or physical anthropologist may be involved, if necessary. If the remains are determined to be archaeological, representative of local communities as well as the Inuit Heritage Trust will be consulted to determine how to handle the remains; and	Proponent must follow all applicable regulations and policies including the <i>Nunavut Archaeological and Paleontological Sites Regulations</i> . Proponent's <i>Heritage Resources Protection Plan</i> should be updated / maintained as appropriate. Please ensure the most recent version is updated to the NIRB's Public Registry. Results of annual field /monitoring programs reported on in each annual report.
5. An education program will ensure that all personnel involved in exploration and development activities are aware that heritage resources are protected by law and that if any archaeological, historic or human remains are uncovered during any such activities, these remains must be reported, and disturbance must	Proponent must follow all applicable regulations and policies including the <i>Nunavut Archaeological and Paleontological Sites Regulations</i> . Proponent's <i>Heritage Resources Protection Plan</i> should be updated / maintained as appropriate. Please ensure the most recent version is updated to the NIRB's Public Registry. Results of annual field /monitoring programs reported on in each annual report.

cease until the remains are dealt with appropriately. The Territorial Archaeologist of the Government of Nunavut will be notified, and a qualified archaeologist will assess the incident.	
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2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
HEALTH SERVICES	
1. All employees will undergo a pre-employment medical. This will ensure that the site medical staff are able to provide the best care and treatment to employees as the site is remote from full medical services;	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> .
2. Qualified medical personnel will be available at site twenty-four hours a day and seven days a week. They will be able to treat minor illnesses. As employees will spend half of their time at site, this should relieve some burden from the local health facilities;	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> .
3. Emergency response and contingency plans are in place for medical evacuation if required;	Completed. See <i>Emergency Response and Crisis Management Plan</i> , and <i>Health and Safety Management Plan</i> .
4. Alcohol and drug education will be provided to all employees and the site will continue to be an alcohol and drug free operation;	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations.
5. Miramar (<i>the Proponent</i>) will continue to follow health guidelines, procedures and protocols for camp food. Waste handling and storage will meet all appropriate territorial regulations and standards to avoid any health concerns for employees;	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> .
6. Communication and cooperation processes have been put in place with medical personnel in the camps, the Nunavut HSS, the Yellowknife hospital, appropriate monitors and inspectors, and regional health authorities. The new health Centre that opened in Cambridge Bay in 2005 will also provide a higher level of service;	See <i>Emergency Response and Crisis Management Plan</i> , and <i>Health and Safety Management Plan</i> .

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
HEALTH SERVICES	
7. All Project contractors and subcontractors are bound to the guidelines, procedures and protocols developed by Miramar (<i>the Proponent</i>);	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> .
8. Miramar (<i>the Proponent</i>) will provide government inspected country food periodically at the mine site. During operations the medical staff will be able to provide information on diet and nutrition;	Active/ In compliance. Country Food Kitchen remains open, and its use is summarized in the Proponent's <i>2023 Annual Socio-Economic Monitoring Program Report</i> .
9. To avoid employee injury, Miramar (<i>the Proponent</i>) will ensure that safety is the highest priority for the Project;	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> . Proponent shall continue to report annually on number of lost time incidents.
10. Miramar (<i>the Proponent</i>) will ensure transportation equipment is regularly inspected for safety; and	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> .
11. Miramar (<i>the Proponent</i>) will take safety into account when planning contractor delivery schedules.	Proponent must abide by the <i>Mine Health and Safety Act</i> and associated regulations. Proponent maintains a <i>Health and Safety Management Plan</i> .

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
SAFETY AND PROTECTION SERVICES	
1. Miramar (<i>the Proponent</i>) will liaise with the RCMP and produce regular updates on project activities and plans that could influence RCMP workloads, communications between camp management and RCMP, and efficiency of RCMP response to calls for service from the camps and from project-related community calls;	Active / Status unknown. The Proponent should provide a description of how and when updates are or have been provided to the RCMP.
2. Miramar (<i>the Proponent</i>) will conduct criminal record checks prior to hiring employees to screen out those convicted of crimes of violence such as sexual assault; and	Captured / updated by IIBA and <i>Human Resources Plan</i>
3. Miramar (<i>the Proponent</i>) will provide counseling and life skills training workshops.	Captured by the IIBA. Note: Proponent's socio-economic reporting should include non-confidential summary of information such as how often these services are used overall. The

	Proponent should also review the training workshops periodically to ensure relevance.
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2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
SOCIAL SERVICES	
1. In order to support the emotional health of employees and avoid burden on community facilities, Miramar (<i>the Proponent</i>) will make available a number of methods of communications for workers with their families such as telephone and Internet.	Captured by the IIBA.
2. Miramar (<i>the Proponent</i>) plans to keep family groups or community groups of workers together for support while away from home;	Captured by the IIBA.
3. Miramar (<i>the Proponent</i>) will conduct an extensive orientation program to ensure that all workers are given full training, understand Miramar policies and procedures and have support to adjust to camp life; includes full safety training;	Captured by the IIBA.
4. Miramar (<i>the Proponent</i>) will provide a workplace where individuals are treated in a fair, equitable and respectful manner to attract and retain good workers and reduce stress on employees;	Human Resources Plan
5. Miramar (<i>the Proponent</i>) will provide an issues resolution process for employees to be able to resolve any grievances and issues to avoid undue stress and pressure;	Human Resources Plan
6. As much as possible, Miramar (<i>the Proponent</i>) will encourage opportunities for Inuit to speak and maintain their own language while at the same time operating in the language of the camp as long as safety of the employee, others or job performance are not compromised;	Captured by the IIBA.
7. Alcohol and drug education will be provided to all employees and the site will continue to be an alcohol and drug free operation; and	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
SOCIAL SERVICES	
8. Miramar (<i>the Proponent</i>) will provide to all employees a free and confidential Employee and Family Assistance Program (EFAP) that will provide emotional, psychological and mental health counseling for employees and their immediate families for work stress, marital and family issues.	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
EMPLOYMENT	
1. Provide the support of a Manager, Community Relations to support community liaison and facilitate workers integration into the work force;	Captured by the IIBA.
2. Provide a workplace where individuals are treated in a fair, equitable and respectful manner in order to attract and retain workers;	Human Resources Plan
3. Provide free flights to mine employees travelling to and from work between the four key communities and the mine site. The flights will not go through Yellowknife. MHL (<i>the Proponent</i>) will consider flights to other communities as appropriate to attract and retain Inuit workers;	Captured by the IIBA.
4. Raise the level of understanding about the type of employment opportunities in the mining industry so that the key communities can make informed choices and about employment and career opportunities;	Captured by the IIBA.
5. Provide hamlets, and education and training institutions within the four key communities with list of potential jobs, education/training requirements and certificates and transferable skills to other jobs for which individuals might be qualified;	Captured by the IIBA.
6. Work with hamlets and training institutions to develop skills assessment and community databases of potential mine site	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
EMPLOYMENT	
trainees and workers, taking into consideration privacy and other applicable legislation;	
7. Work with employment personnel in the key communities to develop a strategy that helps each hamlet retain sufficient skilled individuals to effectively manage the Hamlets;	Captured by the IIBA.
8. Miramar (<i>the Proponent</i>) will strictly enforce the Harassment Policy that states that harassment of any kind is not tolerated, will be investigated and discipline may include termination;	Captured by the IIBA.
9. Miramar (<i>the Proponent</i>) will provide an issues resolution process to ensure the employees grievances and issues are dealt with in a timely and appropriate manner so they do not consider leaving the company;	Human Resources Plan
10. Provide ongoing support for employees of the four key communities and other northern hires that recognize cultural differences at the worksite;	Captured by the IIBA.
11. Identify and communicate project employment opportunities early in project development;	Captured by the IIBA.
12. Raise the level of understanding about the type of employment opportunities in the mining industry so that the key communities can make informed choices and about employment and career opportunities;	Captured by the IIBA.
13. Communicate employment opportunities and skill requirements to interested organizations, government agencies and communities, in an open, transparent, and timely fashion in cooperation with each hamlet, the KIA, and the appropriate government departments and agencies by postings in public places, on the Internet, and in local and government agencies and departments;	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
EMPLOYMENT	
14. With KIA collaboration, design and implement an Inuit recruitment strategy to ensure that every effort is being made to recruit employees from Nunavut and particularly the four key communities;	Captured by the IIBA.
15. Require contractors and subcontractors to structure Inuit and northern employment policies and plans, complete with reporting and monitoring systems, to comply with the Miramar's (<i>the Proponent</i>) benefits plans and agreements, and their commitments to employ workers from the four key communities and other northern communities;	Captured by the IIBA.
16. Establish on-the-job support systems and resources to help develop worksite and life skills;	Captured by the IIBA.
17. Require employees to be age 18 for employment during construction and operations (except specific student programs). This is governed by Miramar (<i>the Proponent</i>) employment policies and <i>the Mines Act</i> with regard to underground mining. This will deter youth from leaving school to work on the Project; and	Proponent must abide by all relevant legislation.
18. Work proactively with contractors, unions, communities, educational institutions, and government agencies to develop and recruit qualified workers.	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
ECONOMY	
1. A commitment has been made to facilitate workshops for workers and their families regarding money management, budgeting and retirement planning so that workers can make informed choices about how they spend their money.	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
EDUCATION AND TRAINING	
1. Work with employment personnel in the four key Hamlets to develop a strategy that helps each Hamlet retain sufficient skilled individuals to manage the Hamlet effectively;	Captured by the IIBA.
2. Establish on-the-job support systems and resources to help develop worksite and life skills;	Captured by the IIBA.
3. Before construction, continue to promote awareness among residents and secondary school students in the four employment impact communities about employment and career opportunities, and also the education and qualifications needed to access these opportunities;	Captured by the IIBA.
4. Work with school organizations, elementary and secondary schools, and students within the four key communities in the environmental assessment area to promote employment and career opportunities associated with the project, while emphasizing the need to complete high school to qualify for these and other postsecondary learning and career opportunities;	Captured by the IIBA.
5. Work with training institutions, school organizations and government agencies to share industry-specific needs to allow them to develop appropriate <i>curricula</i> , if required;	Captured by the IIBA.
6. Continue annual Summer Camp for students to the Kimberlite Career and Technical Centre in Yellowknife to get exposure to trades and technology options;	Captured by the IIBA.
7. Provide youth within the four key communities in the environmental assessment area with exposure to the mining industry through periodic classroom visits by mine personnel as well as providing summer employment and job shadowing for students;	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
EDUCATION AND TRAINING	
8. Waive formal educational requirements, where appropriate, to reduce barriers for potential Inuit employees;	Captured by the IIBA.
9. Support some trades training on-site where appropriate with the short life of mine;	
10. Continue to provide scholarships in each of the key communities to encourage further education;	Captured by the IIBA.
11. Ensure on-the-job training manuals take into account cultural differences and language skills, perhaps through a greater use of pictures and diagrams to encourage Inuit workers into the mine; and	Captured by the IIBA.
12. Work with KIA, Department of Education (who are piloting the Nunavut Community Skills Database), hamlets and training institutions to develop skills assessment and community databases of potential mine site trainees and workers, taking into consideration privacy and other applicable legislation.	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
BUSINESS OPPORTUNITIES	
1. Provide an annual business opportunities forecast to local businesses to identify foreseeable procurement requirements;	Captured by the IIBA.
2. Where possible, provide lead time, and identify project components of the construction and operations phases for the four key communities and other northern businesses to help them develop the ability to qualify and effectively compete for contracted work;	Captured by the IIBA.
3. Endeavour to pre-qualify the four key communities, and offer feedback and assistance in understanding how to fill gaps in their qualifications;	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
BUSINESS OPPORTUNITIES	
4. Provide information on bidding procedures, subcontracting and joint venture opportunities, to help the four key communities and other northern businesses effectively pursue business opportunities;	Captured by the IIBA.
5. Facilitate northern sourcing by structuring work packages and sub-packages, where appropriate, to better align with the capacities of qualified northern businesses (e.g., bid packages of varying sizes or broken down sufficiently so as to encourage Inuit participation);	Captured by the IIBA.
6. Require bidders on major contracts to submit, as part of their bid, a local content plan that specifies how they will optimize the participation of the four key communities and other northern businesses in executing their work;	Captured by the IIBA.
7. Give particular emphasis to local content plans when evaluating bids, and subsequently awarding work and supply packages for the Project;	Captured by the IIBA.
8. Ensure that awarded contracts are monitored by the IIBA Implementation Committee and actual contract awards are reviewed to track Inuit content;	Captured by the IIBA.
9. Monitor implementation of local content plans to ensure that procurement contractor commitments are met, and adhere to terms in the benefits and access agreements;	Captured by the IIBA.
10. For Inuit owned businesses, waive bonding until a successful contractor is selected;	Captured by the IIBA.
11. Continue open communications with the four key communities and other northern businesses about Project requirements, including timing, and specification of goods and services required by the Project;	Captured by the IIBA.

2006 Commitments	Agnico Eagle self-assessment on 2023-2024 Status
BUSINESS OPPORTUNITIES	
12. Supply information about the four key communities and other northern businesses to potential contractors, in support of local content plans; and	Captured by the IIBA.
13. Provide feedback to unsuccessful bidders from the four key communities and other northern communities to help them bid more successfully in the future.	Captured by the IIBA.

Project Certificate 003 Commitments (2016)

The following commitments are associated with the 2015 Doris Amendment application and associated Public Hearing Report dated June 13, 2016.

2016 Commitments	Compliance Update 2022-2023	Compliance Update 2023-2024	NIRB Comment
Government of Nunavut			
Technical Comment 2 - Subject to approval by the KIA, the Proponent commits to share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives including the DNSEMC.	Active In Compliance	Active Not rated in 2023 due to timing of submission, commenting in 2024	Agnico Eagle references the reader to the SEMP submitted in July of 2022. The NIRB looks forward to an update from the Government of Nunavut and KIA on the status of the commitment as well.
Technical Comment 7 - The Proponent commits to added mitigation in the form of a conceptual Workforce Transition Strategy that would be implemented at Project Closure. The Strategy will be provided to the NIRB as part of the Human Resource Strategy (synonymous with the Human Resource Plan and Wellness Strategy) and may be revisited from time to time during the Project to review and revised on an as needed basis. In collaboration with the K-SEMC, the Proponent will begin socio-economic planning no less than two years before the expected date of final closure. Planning will detail specific measures that may mitigate, at least to some extent, the potential for negative effects as a result of Project closure. In collaboration with	Not Yet Active Not Yet Applicable	Active Deficient- in progress	Agnico Eagle stated that the final closure not expected to occur in 2023. As the Proponent is in a temporary closure, updates for some plans are due and are discussed in the Term and Conditions above.

2016 Commitments	Compliance Update 2022-2023	Compliance Update 2023-2024	NIRB Comment
the K-SEMC, in the event of premature (temporary or final) closure of the Project, the Proponent will continue all socio-economic monitoring responsibilities for no less than three (3) years following premature closure and agree on appropriate measures, to ensure that the impacts of premature closure are managed to the greatest reasonable extent.			
Technical Comment 8 - The Proponent agrees that Project activities associated with the Doris Amendment will be subject to the existing Doris North Socio-Economic Monitoring Program (SEMP). The Proponent intends to continue the Doris North SEMP as one program, considering all Project activities, and complementing existing monitoring and reporting. The monitoring program and this Terms of Reference shall apply to any project phase or development granted pursuant to Article 12, Part 8 of the Nunavut Land Claims Agreement and any additional Project Certificate Terms and Conditions established as a result.	Active In Compliance	Active Not rated in 2023 due to timing of submission, commenting in 2024	Agnico Eagle references the reader to the SEMP submitted in July of 2022 and will be reviewed in the 2023/2024 Monitoring Year. The NIRB looks forward to an update from the Government of Nunavut and other participants on the status of the commitment as well.

2016 Commitments	Compliance Update 2022-2023	Compliance Update 2023-2024	NIRB Comment
2 - The Proponent is prepared to communicate with the GN, outside of the NIRB process, regarding the sharing of Project information, to the extent possible, to assist governments in the preparation of their annual fiscal outlooks and tax forecasts.	N/A	Active Not rated in 2023 due to timing of submission, commenting in 2024	Agnico Eagle references the reader to the SEMP submitted in July of 2022 and will be reviewed in the 2023/2024 Monitoring Year. The NIRB looks forward to an update from the Government of Nunavut on the status of the commitment as well.
3 - To the extent such communications would be consistent with and would not contravene the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA) the Proponent agrees to communicate with the Department of Education headquarters staff on initiatives relating to youth employment in their Human Resources Plan, and other programs that may relate to education, in order to assist the Department of Education to identify common points of interest and action that would help integrate the Proponent's activities into the existing Department of Education program, and communication and delivery plans.	N/A	Active Not rated in 2023 due to timing of submission, commenting in 2024	Agnico Eagle references the reader to the SEMP submitted in July of 2022 and will be reviewed in the 2023/2024 Monitoring Year. The NIRB looks forward to an update from the Government of Nunavut and the KIA on the status of the commitment as well.

Commitment No.	Commitment summary	Status 2023-2024	Notes/reference
GN-2	Subject to approval by the KIA, the Proponent commits to share relevant data concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives.	In Compliance	Captured by Project Certificate No. 003 Term and Condition No. 47
GN-7	The Proponent commits to a Workforce Transition Strategy to be implemented at Project Closure. In collaboration with the K-SEMC, the Proponent will begin socio-economic planning no less than two years before the expected date of final closure. In the event of premature (temporary or final) closure, the Proponent will continue all socio-economic monitoring responsibilities for at least three (3) years and agree on appropriate measures to ensure impacts are managed to the greatest reasonable extent.	In Compliance	Captured by Project Certificate No. 003 Term and Condition No. 43 and No. 44
GN-8	The Proponent agrees that the Project activities associated with the Doris Amendment will be subject to the existing Doris North Socio-Economic Monitoring Program.	In Compliance	Captured by Project Certificate No. 003 Term and Condition No. 40
2	The Proponent is prepared to communicate with the GN, outside of the NIRB process, regarding the sharing of Project information, to the extent possible, to assist governments in the preparation of their annual fiscal outlooks and tax forecasts.	In Compliance	The Proponent notes information is available in the <i>2023 Socio-Economic Monitoring Program Report</i> (NIRB Public Registry ID 349910. Appendix D3 of Agnico Eagle's <i>2023 Annual Report</i>).
3	To the extent such communications would be consistent with and would not contravene the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA) the Proponent agrees to communicate with the Department of Education on initiatives relating to youth employment and other programs that may relate to education, in order to assist the Department of Education to identify common points of interest and action that would help integrate the Proponent's activities into the existing Department of Education program, and communication and delivery plans.	In Compliance	Captured by Project Certificate No. 003 Term and Condition No. 45.

APPENDIX B: COMPLIANCE WITH TERMS AND CONDITIONS AND COMMITMENTS OF PROJECT CERTIFICATE 009

NIRB Guidance on Regulatory and Administrative Responsibilities

Requirement	Compliance Update 2022-2023	Compliance Update 2023-2024	Update summary
NIRB Monitoring Conditions			
1. Appointment of Monitoring Officer(s)	Active In Compliance	Active In Compliance	Completed by NIRB and overseen by Manager, Project Monitoring
2. NIRB to report annually on the monitoring program (in English, Inuinnaqtun, and Inuktitut)	Active In Compliance	Active In Compliance	Completed by NIRB: reports issued report for 2023 in December January 2024; and 2024 report in February, 2025
3. NIRB to conduct periodic community meetings updates regarding its Monitoring Program	Active In Compliance	Active In Compliance	Completed by NIRB on August 29, 2024
4. NIRB to schedule periodic site inspections.	Active In Compliance	Active In Compliance	Completed by NIRB on August 7, 2024
General Regulatory Requirements			
5. Proponent must obtain all required federal and territorial permits and approvals.	Active In Compliance	Active In Compliance	The Proponent has the permits it requires for the construction, operation, and exploration.
6. Proponent must comply with environmental laws and regulations, take prompt action to remedy non-compliance, and report any non-compliance.	Active In Compliance	Active In Compliance	Summary of compliance provided in Section 6 of Agnico Eagle's <i>2023 Annual Report</i> .
7. Posting of adequate performance bonding.	Active In Compliance	Active In Compliance	Summary included in Agnico Eagle's <i>2023 Annual Report</i>
Monitoring Records			
8. Information requirements for monitoring reporting.	Active In Compliance	Active In Compliance	Monitoring information provided in the Proponent's <i>2023 Annual Report</i>

9. Make significant monitoring results and/or summaries of significant results available in English, Inuinnaqtun, and Inuktitut, to the extent feasible.	Active In Compliance	Active In Compliance	Executive summary was provided in the <i>2023 Annual Report</i> in both Inuktitut and Inuinnaqtun.
10. Maintain the records, including results, of all Project-related monitoring data and analysis for the life of the Project, including closure and post-closure monitoring.	Active In Compliance	Active In Compliance	Agnico Eagle has indicated it maintains records, including results, of all Project-related monitoring data and analysis for the life of the Project.
11. Maintenance of an up-to-date Environmental Impact Statement and monitoring programs.	Active In Compliance	Active In Compliance	Updated management and monitoring plans and current versions within the <i>2023 Annual Report</i> .
12. Publicly accessible Project-specific web portal or web page to make available in a central location all significant non-confidential monitoring and reporting information submitted to regulatory authorities.	Active Deficient	Active – In progress	The Proponent has posted their 2022 and 2023 Annual Reports https://aemnunavut.ca/hopebay-documents/ Note: The Proponent's website should also have a copy of their Annual Report for the Nunavut Water Board.
Engagement			
13. Provide on-going opportunities for consultation and comment on any substantive revisions to the Project-specific monitoring program, modelling, studies, management plans, management measures, and reporting.	Active In Compliance	Active In Compliance	The Proponent participates in the project-specific Inuit Environmental Advisory Committee (IEAC) and Socio-Economic Monitoring Working Group (SEMWG) to review and update environmental and socio-economic management and monitoring plans.
14. To the extent feasible, the NIRB will provide an opportunity for comment on any substantive revisions to the Project-specific monitoring, modelling, studies, management plans, management measures, and reporting provided by the Proponent under the Project Certificate.	Active In Compliance	Active In Compliance	Completed by NIRB: commenting period in May 2024 followed by giving Agnico Eagle an opportunity to address comments on July 2024.

Project Certificate No. 009

T&C	Requirement	Compliance Update 2022-2023	Compliance Update 2023-2024	NIRB Comment
1	The Proponent shall maintain an Air Quality Management Plan.	Active In Compliance	Active In Compliance	<i>Air Quality Management Plan 2019</i> , NIRB Doc ID: 324635.
2	The Proponent shall maintain a Greenhouse Gas Emissions (GHG) Reduction Plan.	Active Deficient in-progress	Active Deficient in-progress	Project is currently in Care & Maintenance. Agnico Eagle committed to developing a standalone GHG Reduction Plan prior to re-initiating operations.
3	The Proponent shall maintain a Mine Closure and Reclamation Plan.	Active In Compliance	Active In Compliance	Agnico Eagle submitted updated Closure and Reclamation Plans with cost estimates to the Nunavut Water Board in January 2024; these plans are currently being revised to address comments, with final plans to be submitted back to the NWB by September 12, 2024. <ul style="list-style-type: none"> • <i>2017 Hope Bay Project Doris-Madrid Interim Closure and Reclamation Plan</i>, NIRB Doc ID: 314679 • <i>2017 Hope Bay Project Boston Conceptual Closure and Reclamation Plan</i>, NIRB Doc ID: 314681
4	The Proponent shall, in consultation with relevant parties maintain a Noise Abatement Monitoring Plan.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • Agnico Eagle monitors noise through its wildlife program as well as its occupational health and safety management program: • <i>Hope Bay Health and Safety Management Plan (TMAC, 2017)</i>, NIRB Doc ID: 307433. • <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344511. • A standard operating procedure for noise measurement during quarry blasts, and initial results from this monitoring, have been included in the <i>Wildlife Mitigation and Monitoring Program</i>

				<i>Compliance Report</i> , Appendix D-2 of Agnico Eagle's 2023 Annual Report, NIRB ID 349658 through 349662.
5	The Proponent shall maintain a stand-alone Acid Rock Drainage and Metal Leaching Management Plan.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • <i>Hope Bay Project Quarry Management Plan</i> (Agnico Eagle, 2022), NIRB Doc ID: 342154 • <i>Hope Bay Project Waste Rock, Ore and Mine Backfill Management Plan</i> (Agnico Eagle, 2024), NIRB Doc ID: 349898 • <i>Hope Bay Project Aquatic Effects Monitoring Plan</i> (TMAC, 2018) • <i>Doris TIA Operations, Maintenance and Surveillance Manual</i> (Agnico Eagle, 2024) <p>Note: The NIRB requires a copy of the TIA Manual (2024) and the AEMP (2018) for filing on its Public Registry.</p>
6	To undertake site-specific geotechnical investigations, permafrost monitoring, mapping and thermal analysis.	Active In Compliance	Inactive / In Care & Maintenance	<p>The Proponent notes that:</p> <ul style="list-style-type: none"> • The Doris, Madrid and Boston foundation conditions are documented in <i>Geotechnical Design Parameters and Overburden Summary Report</i> (SRK, 2017), NIRB Doc ID: 314671 • Construction is executed as per the Technical Specifications and Earthworks and Geotechnical Engineering Report (SRK 2018). <p>Note: Agnico Eagle referenced reports on other Regulatory Authority websites therefore NIRB will require compliance updates from those agencies. Agnico Eagle is reminded that if a secondary report is being referenced in the Annual Report, a summary of the materials and key messages should be provided in the annual report to the NIRB.</p>

7	To maintain an Erosion Management Plan.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Erosion control is detailed within the <i>Hope Bay Project Doris-Madrid Water Management Plan</i> (Agnico Eagle, 2024), NIRB Doc ID: 349898; and <i>Hope Bay Project Boston Water Management Plan</i> (TMAC, 2017), NIRB Doc ID: 314692. Erosion control and monitoring is required per the Project's Type A Water Licence (2AM-DOH).
8	To develop and implement a program to progressively reclaim disturbed areas within the project footprint.	Active In Compliance	Active In Compliance	<p>Agnico Eagle submitted updated Closure and Reclamation Plans with cost estimates to the Nunavut Water Board in January 2024; these plans are currently being revised to address comments, with final plans to be submitted back to the NWB by September 12, 2024.</p> <ul style="list-style-type: none"> 2017 <i>Hope Bay Project Doris-Madrid Interim Closure and Reclamation Plan</i>, NIRB Doc ID: 314679 The Proponent's 2023 <i>Annual Report</i> notes that reclamation activities at Windy Camp have been completed. 2017 <i>Hope Bay Project Boston Conceptual Closure and Reclamation Plan</i>, NIRB Doc ID: 314681
9	To implement a Thermal Monitoring Plan to identify potential changes in talik distribution and flow paths.	Active Deficient-In Progress	Active In Compliance	<ul style="list-style-type: none"> Thermal monitoring is undertaken as part of the annual geotechnical inspections required for the Project's Water Licence. The thermal monitoring plan is addressed within the <i>Hope Bay Project Groundwater Management Plan</i> (Agnico Eagle, 2022), NIRB Doc ID: 342595.

10	The Proponent shall monitor effects on surface waters.	Active In Compliance	Active In Compliance	<p>The aquatic monitoring methodology is described in the following plans:</p> <ul style="list-style-type: none"> • <i>Hope Bay Project Aquatic Effects Monitoring Plan (TMAC, 2018)</i> • <i>Hope Bay Project Doris-Madrid Water Management Plan (Agnico Eagle, 2024)</i>, NIRB Doc ID: 349899 • <i>Hope Bay Project Boston Water Management Plan (TMAC, 2017)</i>, NIRB Doc ID: 314692 • Annual Monitoring results are provided in the 2023 AEMP Annual Report (March 2024), Appendix to the 2023 <i>Annual Report</i> NIRB Doc ID 349887, 349888 <p>Note: The NIRB requires a copy of the AEMP (2018) for filing on its Public Registry.</p>
11	To maintain an Aquatic Effects Monitoring Program (AEMP) designed to appropriately characterize the receiving environment, assess impact predictions and prevent adverse impacts.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • <i>Hope Bay Project Aquatic Effects Monitoring Plan (TMAC, 2018)</i> • 2023 AEMP Annual Report (March 2024), Appendix to the 2023 <i>Annual Report</i> NIRB Public Registry ID 349887, 349888 <p>Note: The NIRB requires a copy of the AEMP (2018) for filing on its Public Registry.</p>
12	To maintain an appropriate setback distance between project quarries and borrow pits from waterbodies.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • Agnico Eagle continues to maintain appropriate setbacks from fish-bearing or waterbodies. • <i>Hope Bay Project Quarry Management and Monitoring Plan (Agnico Eagle, 2022)</i>, NIRB Doc ID: 339247.
13	To ensure that infrastructure in watercourses are designed and constructed in such a manner that they do not unduly	Active Deficient – In Progress	Active In Compliance	Agnico Eagle noted it consults with Fisheries and Oceans Canada prior to commencement of any work in fish-bearing streams to discuss required approvals, preferred approaches and applicable management

	prevent or limit the movement of water or fish species.			<p>practices. Agnico Eagle has received the following Authorizations from Fisheries and Oceans Canada (DFO):</p> <ul style="list-style-type: none"> • Approval NU-02-0117.2 was received for the construction of the jetty in Roberts Bay. • Approval NU-1000-0028 was received for proposed changes to the Doris jetty. • Approval NU-02-01117.3 was received for the construction of the Doris TIA north dam. <p>There were no new activities in 2023 requiring DFO Authorizations. A summary of project impacts and mitigation related to fish and fish habitat in 2023 was provided in the Proponent's <i>2023 Annual Report</i>.</p>
14	To engage with Fisheries and Oceans Canada (DFO) to develop project specific thresholds, mitigation and monitoring for any blasting activities that would exceed the requirements.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • No project-specific thresholds, mitigation and monitoring requirements were developed or sought from Fisheries and Oceans Canada for blasting activities in 2023.
15	To implement all applicable DFO management practices to avoid and mitigate serious harm to fish as a result of the construction, operations, and decommissioning of winter ice roads.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • Water use for construction of the winter ice road followed Fisheries and Oceans Canada guidance including screening the water pipes to prevent entrainment of fish. • Water withdrawal remained under limits are set by the Nunavut Water Board. <p>Note: Within its annual report to the NIRB, the Proponent should provide a summary of winter ice road construction and use from the past year (e.g., date constructed, date decommissioned, any significant changes in route or water taking locations).</p>

				<p>Note: Agnico Eagle is also responsible for operating its own webpage/portal where all non-confidential information regarding the files is kept including the <i>2023 Annual Report</i> for the Nunavut Water Board.</p>
16	The Proponent shall implement all applicable Fisheries and Oceans Canada best management practices to avoid and mitigate serious harm to fish as a result of water crossing construction, operations, and decommissioning for all fish-bearing water crossings.	Active Deficient – In Progress	Active In Compliance	<p>Agnico Eagle noted it consults with Fisheries and Oceans Canada prior to commencement of any work in fish-bearing streams to discuss required approvals, preferred approaches and applicable management practices. Agnico Eagle has received the following Authorizations from Fisheries and Oceans Canada (DFO):</p> <ul style="list-style-type: none"> • Approval NU-02-0117.2 was received for the construction of the jetty in Roberts Bay. • Approval NU-1000-0028 was received for proposed changes to the Doris jetty. • Approval NU-02-01117.3 was received for the construction of the Doris TIA north dam. <p>There were no new activities in 2023 requiring DFO Authorizations. A summary of project impacts and mitigation related to fish and fish habitat in 2023 was provided in the Proponent's <i>2023 Annual Report</i>.</p>
17	To maintain a section in the Wildlife Mitigation and Monitoring Plan (WMMP) on invasive plant species and rare plant species with details on mitigation and monitoring.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • Details about monitoring and mitigation of invasive plants are within the <i>Wildlife Mitigation and Monitoring Plan (2023)</i>, NIRB Doc ID: 344536. • The loss of potential rare plants is included in the <i>Wildlife Mitigation and Monitoring Program</i>, Appendix D3 of Agnico Eagle's <i>2023 Annual Report</i>, NIRB Doc ID: 349900 to 349904 <p>There were no changes to the footprint in 2023 therefore no additional habitat loss.</p>

18	To ensure that the progressive reclamation outlined in the Mine Closure and Reclamation Plan encourage recolonization by native plant species.	Active In Compliance	Active In Progress	<p>A description of the progressive reclamation programs is included in:</p> <ul style="list-style-type: none"> • <i>2017 Hope Bay Project Boston Conceptual Closure and Reclamation Plan</i>, NIRB Doc ID: 314681 • <i>2017 Hope Bay Project Doris-Madrid Interim Closure and Reclamation Plan</i>, NIRB Doc ID: 314679 <p>Agnico Eagle submitted updated Closure and Reclamation Plans with cost estimates to the Nunavut Water Board in January 2024; these plans are currently being revised to address comments, with final plans to be submitted back to the NWB by September 12, 2024.</p> <p>Agnico Eagle has indicated it will conduct site assessments at Windy Camp to identify ways to promote natural revegetation. Agnico Eagle also notes that it has conducted revegetation studies at its Meliadine and Whale Tail Mine Sites (NIRB Public Registry ID 338868), however further assessment is required at Hope Bay before lessons learned from elsewhere can be applied at Hope Bay.</p>
19	The Proponent shall maintain either a Project-specific Wildlife Mitigation and Monitoring Plan (WMMP) or include the Project-specific details in a belt-wide plan.	Active In Compliance	Active In Compliance	<p>Agnico Eagle held two in-person meetings with the Inuit Environmental Advisory Committee (IEAC) in 2023 regarding specific elements of the WMMP; details are provided in the Proponent's 2023 WMMP Compliance Report (NIRB Public Registry ID 349900 to 349903), Appendix D2 to the <i>2023 Annual Report</i>.</p> <ul style="list-style-type: none"> • The WMMP addresses Project Certificates 003 and 009. • <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344536.

20	The Proponent shall maintain a Road Management Plan which includes traffic monitoring and snowbank height monitoring.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Road management is discussed within the <i>Wildlife Mitigation and Monitoring Plan</i> (Agnico Eagle, 2023), NIRB Doc ID: 344536. Road traffic and snowbank monitoring results are included in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i>, Appendix D2 of Agnico Eagle's 2023 Annual Report, NIRB Doc ID: 349900 to 349903. The Proponent is proposing to discontinue snowbank monitoring going forward as results to date indicate they do not pose a barrier to movement.
21	To include criteria and procedures within its Wildlife Mitigation and Monitoring Plan governing the deterrence of wildlife.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Mitigation measures are described within section 2.9 of the <i>Wildlife Mitigation and Monitoring Plan</i> (Agnico Eagle, 2023), NIRB Doc ID: 344536 The <i>Wildlife Mitigation and Monitoring Program Compliance Report</i>, Appendix D2 of Agnico Eagle's 2023 Annual Report, NIRB Doc IDs: 349900 to 349903, indicates that in 2023 deterrence measures were used on five occasions for grizzly bears and once for a caribou.
22	To specify within its Wildlife Mitigation and Monitoring Plan specific mitigation measures, trigger distances, and group size thresholds for the protection of caribou and muskox.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Mitigation measures are described within section 2.2.2 of the <i>Wildlife Mitigation and Monitoring Plan</i> (Agnico Eagle, 2023), NIRB Doc ID: 344536. The measures are updated as new data are collected and analyzed. <p>The <i>Wildlife Mitigation and Monitoring Program Compliance Report</i>, Appendix D2 of Agnico Eagle's 2023 Annual Report, NIRB Doc IDs: 349900 to 349903, indicates that in 2023 there was only one interaction/incident involving caribou, and none involving muskox.</p>

23	To file an incident report with the local wildlife conservation office for all direct wildlife mortalities.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> There was one wolverine, one shearwater, and one red fox, one arctic fox, and two songbird mortalities in 2023. The cause of death was not determined. <p>Note: The KIA pointed out some inconsistencies in reporting in 2023 and ECCC reminded the Proponent that all incidents /mortalities involving migratory birds must be reported to the agency.</p>
24	To implement measures to prevent the use of water attenuation ponds and tailings storage areas by wildlife.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Mitigation measures are described within Sections 2.2.6 and 2.2.7 and 3.1.11.2 of the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344536. The Proponent regularly monitors water quality in the TIA and if exceedances of wildlife guidelines are found, a toxicological risk assessment will be conducted, and deterrence methods will be determined through consultation with Environment and Climate Change Canada and the Inuit Environmental Advisory Committee. Results from 2023 are summarized in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i>, Appendix D2 of Agnico Eagle's 2023 Annual Report, NIRB Doc IDs: 349900 to 349903. The Proponent's 2023 <i>Annual Report</i> indicates that wildlife are not frequently using the TIA (one grizzly bear, 21 caribou, one red fox, and three birds were observed in the TIA area in 2023).
25	To conduct an assessment of the potential for its planned transmission lines to impact the movement and use of project areas by wildlife.	Not Yet Active Not Yet Applicable	Not Yet Active Not Yet Applicable	<ul style="list-style-type: none"> No transmission lines were constructed or planned in 2023-2024.

26	To monitor usage of contact water ponds by water birds and shorebirds.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> The Proponent's <i>2023 Annual Report</i> indicates that birds are not frequently using the TIA.
27	Should it be necessary to undertake Project-related construction within the raptor-breeding period, the Proponent shall conduct a pre-construction survey of potential cliff-nesting habitat.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Pre-construction surveys for raptor nests and development of nest management plan is described within the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344536. No surveys were conducted in the vicinity of Madrid North in 2023 as no construction occurred in the area.
28	To maintain a Migratory Birds Protection Plan or as an addition to the Wildlife Mitigation and Monitoring Plan mitigation measures for wind turbines.	Not Active Yet Not Yet Applicable	Not Active Yet Not Yet Applicable	<ul style="list-style-type: none"> No turbines were constructed or planned in 2023-2024.
29	To maintain a Shipping Management Plan.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> <i>Shipping Management Plan, Version 3 (Agnico Eagle, 2024)</i>, NIRB Doc ID: 349909.
30	To contract only Transport Canada certified vessels to carry cargo or fuel and ensure shippers are informed of Proponent's management plans.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Agnico Eagle confirmed it contracts only Transport Canada Certified vessels to carry cargo or fuel for the Projects. Agnico Eagle provides to shippers the <i>Shipping Management Plan, Version 3 (Agnico Eagle, 2024)</i>, NIRB Doc ID: 349909. The Proponent's <i>2023 Annual Report</i> indicates that there was only one vessel for the Hope Bay project that year.
31	The Proponent shall provide its contracted vessel operators with maps and descriptions of key marine habitats.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Maps and descriptions of key marine habitats are provided to shippers with the <i>Shipping Management Plan, Version 3 (Agnico Eagle, 2024)</i>, NIRB Doc ID: 349909. Vessels are to avoid these habitats by at

				<p>least 500 m and wildlife are to be given the right of way.</p> <p>Note: The Proponent has committed to update the Shipping Management Plan with additional key habitats as requested by the KIA in 2024.</p>
32	To report any accidental contact by project vessels with marine mammals or seabird colonies to Fisheries and Oceans Canada and Environment and Climate Change Canada.	Active In Compliance	Active In Compliance	<p>No marine wildlife incidents were reported along the shipping routes in 2023.</p> <ul style="list-style-type: none"> • The <i>Shipping Management Plan, Version 3 (Agnico Eagle, 2024)</i>, NIRB Doc ID: 349909 has provisions to report any vessel strikes. • Shipping summary is provided in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i>, Appendix D2 of Agnico Eagle's 2023 <i>Annual Report</i>, NIRB Doc IDs: 349900 to 349903.
33	The Proponent shall develop a monitoring protocol for assessing disturbance to marine wildlife resulting from project-related underwater noise in Roberts Bay.	Not Active Yet Not Yet Applicable	Active In Progress	Marine wildlife monitoring details provided within <i>Shipping Management Plan, Version 3 (Agnico Eagle, 2024)</i> , NIRB Doc ID: 349909. Noted 2023 was the first year of monitoring. Indicators and thresholds will be developed following 2 years of monitoring, once the rate of wildlife observations is known.
34	The Proponent shall continue to be an active member in the Hope Bay Socio-Economic Working Group.	Active Deficient-in Progress	Active In Compliance	<p>Agnico Eagle updated its Socio-Economic Monitoring Plan in 2023 to reflect the Project's Care & Maintenance status: <i>Hope Bay Project Socio-economic Monitoring Program Plan Update (2023)</i>, NIRB Public Registry ID 346118</p> <ul style="list-style-type: none"> • The SEMP was reviewed by the Hope Bay Socio-Economic Working Group in 2022 and feedback was incorporated into the updated Plan.
35	To submit an updated Hope Bay Socio-Economic Monitoring Plan to the Kitikmeot Socio-Economic Monitoring Committee following an unanticipated	Active Non- Compliance	Active In Compliance	Agnico Eagle updated its Socio-Economic Monitoring Plan in 2023 to reflect the Project's Care & Maintenance status: <i>Hope Bay Project Socio-economic Monitoring Program Plan Update (2023)</i> , NIRB Doc ID 346118.

	temporary closure or prior to the final closure.			<ul style="list-style-type: none"> The SEMP was reviewed by the Hope Bay Socio-Economic Working Group in 2022 and feedback was incorporated into the updated Plan.
36	To submit an updated Human Resources Plan and Wellness Strategy following an unanticipated temporary closure or prior to the final closure.	Active Non-Compliance	Active In Compliance	<p>Following the placement of the Project into Care & Maintenance in 2022, Agnico Eagle established a Workforce Transition Committee and updated its Human Resources Plan:</p> <ul style="list-style-type: none"> <i>Human Resources Plan</i> (2023), NIRB Doc ID 349893, Appendix G3 of Agnico Eagle's 2023 Annual Report.
37	The Proponent shall track and report on project procurement of local and regional businesses and competition for access to local and regional businesses by existing customers.	Active Deficient- in Progress	Active In Compliance	<p>Overall decrease in procurement opportunities noted for 2023 given the Project is in Care & Maintenance.</p> <ul style="list-style-type: none"> Contracting and business expenditures are summarized in the <i>Hope Bay Project 2023 Socio-economic Monitoring Program Report</i> (2024). NIRB Doc ID 349910. Appendix D3 of Agnico Eagle's 2023 Annual Report.
38	The Proponent is encouraged to submit staff schedule forecasts.	Active Deficient-in progress	Active Deficient-in progress	<ul style="list-style-type: none"> Project workforce was reduced due to the COVID-19 pandemic and ongoing site Care & Maintenance status. Agnico Eagle signed a Memorandum of Understanding with the Government of Nunavut on February 8, 2024; the Proponent and the GN will work together to forecast staff schedules once employment levels start to increase.
39	The Proponent should include in its annual report the levels of Inuit employment at the Project as well as barriers and opportunities to achieving the levels of employment.	Active Not rated in 2023 due to timing of submission,	Active In Compliance	<p>Kitikmeot Inuit represented 5% of total workforce effort in 2023 and Inuit from elsewhere represented 1%.</p> <ul style="list-style-type: none"> Details provided in <i>Hope Bay Project 2023 Socio-economic Monitoring Program Report</i> (2024). NIRB Public Registry ID 349910. Appendix D3 of Agnico Eagle's 2023 Annual Report.

		commenting in 2024		
40	The Proponent is encouraged to identify and register all trades occupations working with the Project.	Active In Compliance	Active In Compliance	All Hope Bay apprentices are registered with the Government of Nunavut Department of Family Services Nunavut Apprenticeship Certification Unit. <ul style="list-style-type: none"> There were no apprenticeship opportunities in 2023 due to the Project being in Care & Maintenance.
41	The Proponent is encouraged to work with training organizations offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for the Inuit.	Active In Compliance	Active In Compliance	Agnico Eagle is an active member of the Nunavut Mine Training Roundtable aimed at supporting mine training. Agnico Eagle is also a member of the Kitikmeot Employment and Training Stakeholder working Group aimed at coordinating and sharing information on employment. <ul style="list-style-type: none"> A Memorandum of Understanding was signed between Agnico Eagle, the GN and the KitIA in August 23 allowing the parties to work together on employment and training.
42	The Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior.	Active Not rated in 2023 due to timing of submission, commenting in 2024	Active In Compliance	In 2023, 15 Kitikmeot Inuit were hired and four moved to care & maintenance roles. No Inuit employees were redeployed to Agnico Eagle Projects elsewhere in Nunavut. <ul style="list-style-type: none"> Demographic details provided in <i>Hope Bay Project 2023 Socio-economic Monitoring Program Report</i> (2024). NIRB Public Registry ID 349910. Appendix D3 of Agnico Eagle's 2023 Annual Report.
43	The Proponent should work with the local and regional Inuit organizations to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs.	Active In Compliance	Active In Compliance	Agnico Eagle continues to be part of the Hope Bay Inuit Environmental Advisory Committee (IEAC) where information is shared with other parties. In 2023, there were 2 in-person IEAC meetings; discussions focused on fisheries offsetting and wildlife height of land survey design and implementation. Details are provided in the <i>Wildlife Mitigation and Monitoring Program</i>

				<i>Compliance Report</i> , Appendix D-2 to the Proponent's 2023 Annual Report.
44	The Proponent is strongly encouraged to consult with outfitting businesses that operate in the regional study area.	Active Deficient – In Progress	Active In Compliance	The Proponent has indicated that outfitters reach out to them often to request use at camp or to fuel snowmachines. Agnico Eagle also meets with two (2) outfitting groups every year.
45	The Proponent shall conduct archaeological surveys prior to land disturbance related to the Project and report survey results to applicable parties.	Active In Compliance	Active In Compliance	2023 Archaeological investigations undertaken under NU Archaeologist's Permit 2023-12A. <ul style="list-style-type: none"> Investigations summarized within the Agnico Eagle <i>Hope Bay Project Archaeological Site Status Report 2023</i>, NIRB Doc ID: 349886, Agnico Eagle's Appendix D4 of the <i>2023 Annual Report</i>.
46	The Proponent shall report any archaeological sites discovered during the construction, operation, and closure phases to applicable parties.	Active In Compliance	Active In Compliance	Investigations summarized within the Agnico Eagle <i>Hope Bay Project Archaeological Site Status Report 2023</i> , NIRB Doc ID: 349886, Agnico Eagle's Appendix D4 of the <i>2023 Annual Report</i> .
47	The Proponent shall inform the workers of the range of health and wellness services available on site throughout the life of the Project	Active Deficient – in Progress	Active In Compliance	Agnico Eagle provides various on-site health and wellness services and informs workers of these services through its Human Resources department and the on-site clinic as well as reporting monthly with the Government of Nunavut's Department of Health.
48	The Proponent is encouraged to promote consideration for Inuit culture and Inuit Qaujimaningit through the establishment of cross-cultural training initiatives.	Active In Compliance	Active In Compliance	In 2023 Agnico Eagle developed a new 3-hour cross-cultural awareness training program, that they plan to deliver to all employees in 2024.
49	The Proponent shall maintain a current Community Involvement Plan.	Active In Compliance	Active In Compliance	Community engagement activities from 2023 are summarized in Section 5 of Agnico Eagle's <i>2023 Annual Report</i> . <ul style="list-style-type: none"> <i>Community Involvement Plan (TMAC, 2016)</i>, NIRB Doc ID: 314715.

50	The Proponent shall conduct soil sampling to determine metal levels of soils in areas with berry-producing plants.	Active In Compliance	Active In Compliance	Plant tissue metal concentrations have been sampled from various project locations in prior years. The Proponent has indicated that no construction will occur in areas with berry-producing plants that have not already been assessed.
51	To conduct additional studies prior to and during operations to ensure that toxic trace element concentrations anticipated to increase in the aquatic environments during operation do not exceed regulatory requirements.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> Potentially toxic metals in marine and freshwater environments are tracked through the <i>Aquatic Effects Monitoring Program (AEMP)</i> 2023 Results are summarized in the <i>2023 Aquatic Effects Monitoring Program Report</i> NIRB Doc ID: 349887, Appendix D5 of Agnico Eagle's 2023 Annual Report No exceedances have been detected to date.
52	The Proponent shall ensure that areas used to store fuel or hazardous materials include sufficient secondary containment and that all oil handling facilities have the required Oil Pollution Emergency Plan (OPEP) in place.	Active In Compliance	Active Deficient – In progress	<ul style="list-style-type: none"> Reportable spills documented in Section 6 of Agnico Eagle's 2023 Annual Report. <i>Spill Contingency Plan (2024)</i>, NIRB Doc ID: 349897 <i>Oil Pollution Prevention/Oil Pollution Emergency Plan (2024)</i>, NIRB Doc ID: 39894 <p>Note: CIRNAC raised concerns about the lack of secondary containment of hazardous materials. The Proponent committed to discussions with CIRNAC and the NWB, and the NIRB looks forward to receiving the results of this work.</p>
53	To implement a monitoring and mitigation program for the tailings pipelines to ensure that the integrity of this infrastructure is maintained for the life of the Project.	Active In Compliance	Active In Compliance	<p>These measures evaluated as part of the existing <i>Doris TIA Operations, Maintenance and Surveillance Manual</i>.</p> <ul style="list-style-type: none"> In addition, tailings pipeline and other land-based infrastructure are assessed annually as part of the Doris TIA Annual Geotechnical Inspection (SRK 2024). The Proponent has indicated the investigations concluded that the TIA and the North and South Dams are functioning as designed.

				Note: Agnico Eagle is responsible for operating its own webpage/portal where all non-confidential information regarding the files is kept including the Annual Reports for the NIRB and the Nunavut Water Board.
54	To provide updates on the status of ongoing exploration programs and other related physical activities associated with the Hope Bay Belt Property.	Active In Compliance	Active In Compliance	<ul style="list-style-type: none"> • Agnico Eagle provided a summary of 2023 exploration activities within Section 5 of its 2023 Annual Report. • Exploration activities consisted of underground and surface drilling around Madrid and Doris. The exploration site at Boston was maintained but not occupied during summer months.

Project Certificate 009 Commitments (2017)

The following commitments were made at the 2017 FEIS Addendum Final Hearing and are included in Appendix B of the NIRB Project Certificate No 009, NIRB Doc ID: 320991.

NIRB No. (Proponent Reference)	Commitment	Status 2023-2024	NIRB Comment
1 (KIA- FEIS-03)	TMAC will speak with the KIA prior to the hearings to come to agreement as to where sedge samples can be collected for baseline purposes. Based on a meeting on April 30, 2018, it was agreed to collect a baseline of 30 samples at Boston and 30 samples at the Tailings Impoundment Area and additional samples at reference sites. TMAC will produce a sampling plan for review by the KIA prior to construction.	Complete / In- Compliance	Completed with the input of KIA. See the <i>2018 Wildlife Mitigation and Monitoring Compliance Report</i> submitted March 28, 2019, Sections 5.2.1 and 5.3.1. NIRB ID No. 325077 (12MN001) (or 324640 for 05MN047).
2 (KIA- FEIS-07)	TMAC will abide by occupational health and safety regulations, and provide our workers with a safe work environment, including work camp accommodation areas.	Active In Compliance	Agnico Eagle noted that the health and safety of workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector and there is a Health and Safety Plan to provide the framework for implementation.

3 (KIA- NIRB-09)	TMAC commits to conduct vegetation monitoring if the results of dust fall monitoring indicate that there is the potential for effects on tundra vegetation beyond that predicted in the PDA.	Active In Compliance	Agnico Eagle stated that no action required at this time.
4 (KIA- NIRB-10)	TMAC commits to including a section in the Wildlife Mitigation and Monitoring Plan (WMMP) on invasive plant species detection and management, and report in the annual compliance report.	Complete / In Compliance.	Captured by Project Certificate No 009 Term & Condition No. 17.
5 (KIA- FEIS-11)	TMAC will quantify road traffic as a number of vehicle passes per day throughout a year on the two main segments of the road (Doris to Madrid and Madrid to Boston) and report annually in the WMMP compliance report.	Active In compliance	<p>Road traffic monitoring results are included in Section 2.2 of the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i>, Appendix D2 of Agnico Eagle's 2023 Annual Report, NIRB Doc IDs: 349900 to 349903.</p> <p>As the road between Madrid and Boston has not been constructed, the information is not required yet.</p> <p>Request the following information to assess compliance:</p> <ul style="list-style-type: none"> • Clarify what “consecutive monitoring periods” mean with respect to the Road Traffic Monitoring program as described in the 2021 WMMP and WMMP Compliance Report. Since the wildlife cameras are continuously operating, a more conservative approach would be to assign the next month as the subsequent monitoring period. • Include the maximum (and minimum) daily transits for the wildlife camera-based road traffic monitoring data, as the maximum values should be compared against the FEIS predictions, rather than daily averages. • Remind Project staff to complete their hauling traffic logs.
6 (KIA- FEIS-11)	TMAC will consider the traffic levels, observed effects to large mammals, and reflect on adaptive management options in consultation with the IEAC.	Active In Compliance	To be considered in the future as Madrid and/or Boston develop.

			Note: KIA requested Agnico Eagle commit to consultation with the IEAC if adaptive management options are needed to mitigate traffic impacts on large mammals.
7 (KIA- FEIS-12)	TMAC commits to conducting additional migration surveys at the proposed wind turbine pad locations prior to construction.	Not Active Yet Not Yet Applicable	No turbines constructed in 2023, baseline work will be conducted prior to construction. KIA requested: <ul style="list-style-type: none"> • Ensure that future planned baseline surveys for wind turbines follow the guidance provided in ECCC (2017). • Allow the KIA to review the migration survey plan prior to implementation.
8 (KIA- FEIS-12)	TMAC commits to designing the transmission line to meet the Edison Institute guidelines.	Not Active Yet Not Yet Applicable	No transmission lines were constructed in 2023. KIA requested that Agnico Eagle ensure that the future transmission line is constructed following best practices for reducing bird strikes and mortality.
9 (KIA- FEIS-13)	TMAC commits to using the habitat maps that use Terrestrial Ecosystem Mapping for wildlife management purposes and when reporting habitat loss in the annual WMMP report.	Active In Compliance	Terrestrial Ecosystem Mapping is used to report habitat loss in the <i>Wildlife Mitigation and Monitoring Plan Compliance Report</i> Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB ID 349658 through 349662. KIA supports status
10 (KIA- FEIS-14)	TMAC will work with DFO, the KIA, and Inuit Environmental Advisory Committee to identify candidate offsetting options with a preference for developing a community-based offsetting program located near Cambridge Bay.	Active In Compliance	Agnico Eagle stated that consultation regarding offsetting plans commenced in 2018 and continued through 2023.
11 (KIA- FEIS-14)	TMAC will undertake field surveys in summer 2018 to ground-truth preliminary offsetting site options.	Active In Compliance	<i>2023 Annual Report</i> summarized various field programs were completed and consulted on to support offsetting plans. Consultation continued through 2023.
12 (KIA- FEIS-15)	TMAC will apply adaptive management processes during monitoring Should a high groundwater sensitivity case result in habitat losses that exceed those	Active In Compliance	Agnico Eagle committed that offsetting would be accomplished as required by DFO.

	predicted for the base case, TMAC would apply an offsetting plan (as required by DFO) that is commensurate with these losses.		KIA noted that the required monitoring for potential Project effects due to issues with groundwater flows, and an adaptive management process has been developed by Agnico Eagle. The required Fisheries Offsetting Plan is still outstanding.
13 (KIA- FEIS-17)	Monitor potential changes to arsenic in the Project lakes through the AEMP instead of what was proposed during the assessment of the Project.	Complete In Compliance	Agnico Eagle indicated that arsenic is included as one of the water quality parameters monitored per the approved Hope Bay Project: <i>Aquatic Effects Monitoring Plan</i> (TMAC 2018). As stated in the Plan (Table 4.4-1), the CCME arsenic guideline of 0.005 mg/L is used as a water quality benchmark for effects monitoring. <i>KIA supports status</i>
14 (KIA- NIRB-19)	TMAC agrees to add free cyanide which has a CCME water quality guideline of 0.005 mg/L and total cyanide to the AEMP parameter suite for Aimaokatalok Lake and Reference Lake B.	Active In Compliance	As stated in the approved <i>Hope Bay Project: Aquatic Effects Monitoring Plan</i> (Section 3.2-2; TMAC 2018), total and free cyanide will be monitored in the Aimaokatalok Lake and Reference Lake B. KIA requested confirmation that free cyanide continues to be included in the AEMP at all sites, and particularly for Aimaokatalok Lake and Reference Lake B.
15 (DFO- 3.1.1)	TMAC will develop and provide watercourse and site-specific engineering plans to Fisheries and Oceans Canada, supported by measured or modelled stream flow data prior to construction.	Active In Compliance	See Project Certificate No 009 Term and Condition Nos. 13 and 16.
16 (DFO- 3.1.1)	TMAC will work with DFO, the KIA, and the Inuit Environmental Advisory Committee during the regulatory phase to develop a construction plan for watercourse crossings that will include mitigation measures to reduce impacts to fish and fish habitat during construction.	Active In Compliance	See Project Certificate No 009 Term and Condition Nos. 13 and 16
17	TMAC will work with DFO and abide by any monitoring and reporting requirements.	Active	See Project Certificate No 009 Term and Condition Nos. 13 and 16.

(DFO-3.1.1)		In Compliance	
18 (DFO-3.1.2)	TMAC will monitor water levels and flows in fish bearing lakes and streams that are predicted to be potentially impacted by the Project during mining.	Active In Compliance	Conducted as part of the <i>Hope Bay Project Aquatic Effects Monitoring Plan (TMAC, 2018)</i> . The NIRB requests information from DFO on this commitment. The NIRB requests a copy of the Plan for the Public Registry
19 (DFO-3.1.3)	TMAC will work with DFO, the KIA, and the Inuit Environmental Advisory Committee during the regulatory phase to gain consensus on acceptable construction monitoring and reporting for freshwater pipeline infrastructure that will include the mitigation measures to be implemented to reduce impacts to fish and fish habitat during construction. TMAC anticipates that these requirements would be included in an authorization from DFO issued prior to construction.	Not yet Active / Not yet Applicable	Freshwater pipeline infrastructure as it relates to the Madrid-Boston Project is not yet scheduled.
20 (DFO-3.2.1)	Should the Phase 2 Hope Bay Project be approved, during the regulatory phase TMAC will work with DFO-FPP, KIA, and IEAC to develop and finalize a marine offsetting plan which is acceptable to all parties and complies with the Fisheries Protection Policy Statement (2013) and the Fisheries Productivity Policy: A Proponent's Guide to Offsetting (November 2013).	Active In Compliance	Agnico Eagle noted this will be achieved in consultation with DFO, the KIA and IEAC. KIA noted that the offsetting plan remains outstanding. The NIRB requests information from both the Proponent, DFO, and IEAC on this commitment.
21 (DFO-3.2.2)	TMAC commits to updating the guidance package for vessel operators to include information on sensitive marine mammal habitats in the Northwest Passage.	Active In Compliance	Captured by Project Certificate No 009 Term and Condition No. 31.
22 (DFO-3.2.2)	TMAC also commits to discussing mitigation measures for marine mammals in the Northwest Passage that are common to all vessels in Arctic waters, or as provided	Active In Compliance	DFO requested information regarding the marine monitoring of the Project and the Proponent referenced:- <i>Shipping Management Plan (2024)</i> , NIRB Doc ID 349909 provided

	in a DFO guidance document for Arctic waters. All mitigation is contingent on vessel safety.		to vessel operators and contains measures to mitigate adverse impacts to marine mammals. The NIRB requests information from DFO regarding the Proponent's response on this commitment.
23 (ECCC-4.1.1)	TMAC commits that new incinerators will be tested within 6 months of installation. A representative stack test on existing incinerators will be conducted after a significant change to site activities with the potential to change the waste stream or every 3 years, whatever is more frequent.	Active In Compliance	Per Agnico Eagle's <i>Air Quality Management Plan (TMAC, 2019)</i> , NIRB Doc ID: 324635, stack testing completed in 2022 and will be completed again in 2025 or sooner if there is a change that may alter the waste stream. See Project Certificate No 009 Term and Condition No. 1.
24 (ECCC-4.1.1)	In the event TMAC has emission exceedances related to incineration, TMAC will investigate to determine the possible source(s) and potential impacts of the exceedances and adaptive management options will be assessed and applied based on the identified contributing factors.	Active In Compliance	Addressed in Agnico Eagle's <i>Air Quality Management Plan (TMAC, 2019)</i> , NIRB Doc ID: 324635.
25 (ECCC-4.1.3)	TMAC commits to implementing continuous NO ₂ monitoring during peak construction and during a time in operations. The results of the monitoring program will be included in the air quality portion of the Nunavut Impact Review Board Annual Report. The monitoring plan will be adjusted based on the results and effectiveness of adaptive management with consideration given to the CAAQS. In the event that emissions increase due to a change in operations, TMAC commits to additional NO ₂ monitoring.	Active In Compliance	Addressed in Agnico Eagle's <i>Air Quality Management Plan (TMAC, 2019)</i> , NIRB Doc ID: 324635. Monitoring results provided in Appendix D1 of Proponent's <i>2023 Annual Report, Q1-Q3 2023 Atmospheric Compliance Monitoring Program Report</i> , NIRB Public Registry ID 349884.
26 (ECCC-4.1.4)	TMAC commits to update the Air Quality Management plans to provide description of process undertaken to achieve 75% dust management efficiency.	No Longer Active Completed	Addressed in Agnico Eagle's <i>Air Quality Management Plan (TMAC, 2019)</i> , NIRB Doc ID: 324635. Dustfall monitoring results provided in Appendix D1 of Proponent's <i>2023 Annual Report, Q1-Q3 2023 Atmospheric</i>

			<p><i>Compliance Monitoring Program Report</i>, NIRB Doc ID 349884.</p> <p>Monitoring results suggest dustfall is less than predicted, however it is not clear if this is true along the roads. The NIRB expects Agnico Eagle to report on efficiency of dust mitigation measures implemented each year, including along the roads.</p>
27 (ECCC-4.2.1)	TMAC agrees to include a section in the 2018 WMMP listing the species at risk, and relevant mitigation.	No Longer Active Completed	The Proponent included the Species at Risk were included in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536
28 (ECCC-4.2.2)	TMAC agrees to add the post-construction monitoring for the proposed wind turbine the existing discussions with ECCC and interested parties on site-wide bird monitoring.	Not Active Yet /Not Yet Applicable	As required after turbine construction.
29 (ECCC-4.2.2)	TMAC agrees to investigate and discuss preventative operational mitigation measures for wind turbines during periods of poor visibility at peak bird migration periods.	Not Active Yet Not Yet Applicable	As required after turbine construction.
30 (ECCC-4.2.2)	TMAC agrees to submit data sets to the centralized bird/bat monitoring database known as the “Wind Energy, Bird and Bat Monitoring Database”.	Not Active Yet Not Yet Applicable	As required after turbine construction.
31 (ECCC-4.2.3)	<p>TMAC commits to updating the WMMP to include more detail on the existing monitoring and mitigation for waterbirds in the TIA, including:</p> <p>1) TMAC will conduct a baseline survey for waterbirds and shorebirds at the TIA, in consultation with ECCC, to characterize the bird community and use of the TIA.</p>	No Longer Active Completed	<p>Agnico Eagle stated that additional baseline surveys for waterbirds and shorebirds at the TIA occurred in 2018 and 2021 and results are in the 2018 and 2021 WMMP compliance reports.</p> <p>The commitments were included in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344536.</p> <p>See also Project Certificate 009 Term and Condition No. 24.</p>

	<p>2) TMAC will monitor water quality in the TIA on a regular basis during operations of the Project as per our existing water licence requirements.</p> <p>3) If the baseline survey indicates that birds are using the TIA, TMAC will conduct a toxicological risk assessment in consultation with ECCC.</p> <p>If that risk assessment indicates that there is a reasonable risk to birds due to living in the TIA above baseline conditions then TMAC will monitor for ongoing usage of the TIA by birds and will engage with the IEAC and ECCC on methods for deterrence of waterbirds.</p>		
32 (ECCC-4.2.4)	TMAC is open to having dialog with ECCC on collaboration for common eiders in the Bathurst and Elu Inlets Key Marine Habitat Sites.	Active Deficient	<p>Agnico Eagle stated “noted” in its compliance table.</p> <p>The NIRB requests information from both the Proponent and ECCC on this commitment.</p>
33 (ECCC-4.3.6)	TMAC has re-considered its position of adopting a copper SSWQO for the Phase 2 Hope Bay Belt Project and will instead monitor potential changes to copper in the Project lakes through the AEMP.	Complete / In Compliance.	<p>The Proponent noted that copper is included as one of the water quality parameters to be monitored in the approved <i>Hope Bay Project: Aquatic Effects Monitoring Plan</i> (the Plan; TMAC 2018). As stated in the Plan (Table 4.4-1), the CCME hardness-dependent copper guideline will be used as a water quality benchmark for effects monitoring.</p> <p>The NIRB requests a copy of the Plan for the Public Registry.</p>
34 (ECCC-4.3.7)	TMAC has re-considered applying an SSWQO for arsenic at this early juncture of the Phase 2 Hope Bay Belt Project. Instead, it will monitor potential changes to arsenic in the Project lakes through the AEMP.	Complete / In Compliance.	<p>The Proponent noted that arsenic is included as one of the water quality parameters to be monitored in the approved <i>Hope Bay Project: Aquatic Effects Monitoring Plan</i> (the Plan; TMAC 2018). As stated in the Plan (Table 4.4-1), the CCME arsenic guideline of 0.005 mg/L will be used as a water quality benchmark for effects monitoring.</p>

			The NIRB requests a copy of the Plan for the Public Registry
35 (ECCC-4.3.10)	TMAC will update the Madrid-Boston AEMP with an Aquatic Response Framework. The updated AEMP will be provided to the interested parties prior to the May Final Hearing in Cambridge Bay.	Complete / In Compliance.	Agnico Eagle has indicated the approved <i>Hope Bay Project: Aquatic Effects Monitoring Plan</i> (TMAC 2018) includes a Response Framework (Section 4). The NIRB requests a copy of the Plan for the Public Registry
36 (ECCC-4.3.10)	TMAC will improve the harmonization between the AEMP and MMER programs in the updated Madrid-Boston AEMP.	Complete / In Compliance.	The Proponent indicated that the <i>Hope Bay Project Aquatic Effects Monitoring Plan (TMAC, 2018)</i> harmonizes the AEMP and MDMER programs by incorporating all sampling programs under one cover. The NIRB requests information from ECCC on this commitment. The NIRB requests a copy of the Plan for the Public Registry.
37 (ECCC-4.3.10)	TMAC will update the Madrid-Boston AEMP with an Aquatic Response Framework with environmental thresholds that trigger further mitigation/information collecting similar to the approach taken for the Doris AEMP.	Complete / In Compliance.	Agnico Eagle has indicated the approved <i>Hope Bay Project: Aquatic Effects Monitoring Plan</i> (TMAC 2018) includes a Response Framework (Section 4). The NIRB requests a copy of the Plan for the Public Registry
38 (ECCC-4.3.11)	TMAC will develop an Environmental Management Plan (EMP) prior to the initiation of cargo dock construction activities. The EMP will include, though not exclusively, mitigation measures for managing total suspended solids and turbidity, monitoring procedures, detailing sampling locations and frequency, as well as proposed limits and trigger values, in order to satisfy all applicable requirements during construction activities.	Not Active Yet Not Yet Applicable	Agnico Eagle indicated that the cargo dock was not constructed in 2023 and no plans for construction in 2024.
39 (ECCC-4.3.12)	TMAC maintains that the updating of predictive models will be used as adaptive management to refine closure requirements. TMAC will update near-field mixing modelling and water quality predictions in the receiving environment of Roberts Bay if substantial	Active In Compliance	The Proponent stated that the water and load balance modelling is well-calibrated for most parameters in 2023. The NIRB requests information from ECCC on this commitment.

	changes are predicted to the effluent water quality following the re-calibration of the broader Project predictive models. The specific details for the site-wide predictive model re-calibration frequency will be determined in the water licencing phase.		
40 (GN-13)	If the GN accepts the NO ₂ CAAQS, TMAC will implement a program of continuous NO ₂ monitoring to ensure adequate follow up of the proposed mitigation to meet the hourly average CAAQS for NO ₂ .	No Longer Active Completed	Agnico Eagle notes the GN has communicated this is not required. The NIRB requests information from the GN on this commitment.
41 (GN-14)	<ul style="list-style-type: none"> a) TMAC will conduct noise measurements during quarry blasts at 2.8 and 4 km to confirm predictions. b) TMAC will confirm that the overpressure value of 96 Lpeak dBZ will not exceed at 2,800 m from the location of the blast. c) TMAC will conduct a behaviour monitoring program during blasts if caribou are observed beyond 2.8 km to evaluate how caribou respond to blasts. d) TMAC will include methods in WMMP to determine potential calving ground overlap with the Project. 	Active In Compliance	Incorporated into WMMP: <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536.
42 (GN-15)	TMAC commits to an update of the Non-hazardous Waste Management Plan to include appropriate layout drawings of landfill facilities once Issue for Construction designs have been prepared.	Not Active Yet Not Yet Applicable	Landfill not yet constructed.
43 (GN-16)	<p>TMAC commits to update the Hazardous Waste Management Plan to:</p> <ul style="list-style-type: none"> ▪ Remove reference to disposal of hazardous waste within the Doris Tailings Impoundment Area; and 	No Longer Active Completed	The Proponent referred the reader to the <i>Hope Bay Project Hazardous Waste Management Plan (Agnico Eagle, 2020)</i>

	<ul style="list-style-type: none"> Remove reference to disposal of bottom ash generated from open burning and incineration in the underground mines. <p>TMAC also clarifies that the disposal of hydrocarbon contaminated material and plastic bags from prepackaged explosives containers within the underground mines is currently an approved practice under the existing Doris License and TMAC does not intend to change this. This disposal strategy will therefore remain in the Hazardous Waste Management Plan.</p>		
44 (GN-17)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include rare plant mitigation and an annual summary of potential habitat loss when construction occurs in new areas.	Complete / In Compliance.	Captured by Project Certificate 009 Term and Condition No. 17.
45 (GN-18i)	The Proponent shall conduct analyses of collar data to quantify the zone-of-influence of Project components on caribou and Project effects on caribou movement during the operating phase of the Project. The study area of these analyses shall encompass the existing Doris North mining operation, Madrid North and South sites, Boston site, and all connecting roads. The Proponent shall collect such additional caribou collar data, over and above those made available to the Proponent by the Government of Nunavut, as are necessary to operationalize this term and condition with reasonable statistical power. This may be achieved through collaboration with the GN or other parties.	Active In Compliance	A description of the types of monitoring used for caribou (cameras, collars, and height of land and snow track surveys), and how monitoring data are used to calculate a potential Zone of Influence (ZOI) around the project is contained within the WMMP: <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536. Monitoring and analyses will continue over time.
46 (GN-18ii)	<p>Revision of Wildlife Mitigation and Monitoring Program (WMMP) to include.</p> <ul style="list-style-type: none"> The Project's effects on caribou movements will be monitored at a local scale using behavioral 	Active In Compliance	Agnico Eagle continues to be part of the Hope Bay Inuit Environmental Advisory Committee (IEAC) where information is shared with other parties. In 2023, there were 2 in-person IEAC meetings; discussions focused on fisheries

	<p>observations from height-of-land surveys and snow track study.</p> <ul style="list-style-type: none"> ▪ The design of these monitoring programs will be developed in consultation with the Government of Nunavut and the Inuit Environmental Advisory Committee, will use methods supported by peer reviewed literature and will consider statistical power. ▪ The snow track study will be designed to estimate the index of permeability of Project roads to caribou. These programs may be discontinued after definitive results are obtained or if statistical power cannot be achieved by means of reasonable sampling design and effort, as determined by NIRB. 		offsetting and wildlife height of land survey design and implementation. Details are provided in the <i>Wildlife Mitigation and Monitoring Program Compliance Report</i> , Appendix D-2 to the Proponent's 2023 Annual Report. Agnico Eagle also notes that its Wildlife Mitigation and Monitoring Plan and its annual monitoring results are circulated to Inuit organizations, stakeholders and government agencies for comment through the annual reporting process to the NIRB. The WMMP was last updated in 2023: <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536. Monitoring and analyses will continue over time with updates to the WMMP as appropriate.
47 (GN-19)	The Proponent shall undertake a survey to create a geospatial model of the final structural attributes including height and slope, of the Project's roads along the length of each road segment. The data from this survey should be used to generate maps showing road heights and shoulder slopes for inclusion in the annual report. This model should also be made available for all intervenors for further assessment of potential road effects and for wildlife effects monitoring.	Not Active Yet Not Yet Applicable	Madrid – Boston all-weather road not constructed yet.
48 (GN-19)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include analyses of caribou road crossing behaviour. These analyses will use available data from collars, snow track surveys, and height-of-land monitoring. Results will be presented in annual reports.	Active In Compliance	Included in <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 and results are presented within the <i>Wildlife Mitigation and Monitoring Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's 2023 Annual Report, NIRB Doc IDs: 349658 through 349662.
49 (GN-19)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include monitoring and report snowbank heights along Project roads. This program	Active In Compliance	Included in <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 and results are presented within the <i>Wildlife Mitigation and Monitoring</i>

	will allow estimation of mean height and variance at a series of designated monitoring locations that are representative of snow conditions along the roads. This program will continue until operational snow management is characterized.		<i>Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc IDs: 349658 through 349662. Note: In 2023/2024 the Proponent proposed discontinuing the snowbank survey as results indicate snowbank heights are minimal and not a barrier to wildlife.
50 (GN-19)	The power transmission line remains an outstanding issue between TMAC and the Government of Nunavut.	Not Yet Applicable	No transmission lines have been built and none are planned for 2024.
51 (GN-20)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include traffic monitoring annually and seasonally. This information shall be used for comparison with the traffic rates predicted in the FEIS and to support Project monitoring for wildlife effects.	Complete / In Compliance.	Included in <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536. Captured by Project Certificate 009 Term and Condition No. 20.
52 (GN-20)	The peak traffic rates as presented in table 4.5-1 in FEIS Vol. 3 (or those identified by the Proponent, during the Project's NIRB review) shall be established as Project monitoring thresholds. If the annual or seasonal traffic rates estimated from Project monitoring exceed the established thresholds by greater than 25% in two consecutive monitoring periods, TMAC shall conduct a revised assessment of the potential impacts of this excess traffic on wildlife. The monitoring data, analysis of effects shall be submitted in the annual WMMP compliance report for NIRB consideration	Active In Compliance	Established in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 and results are presented within the <i>Wildlife Mitigation and Monitoring Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc IDs: 349658 through 349662.
53 (GN-21)	The Proponent shall conduct analyses of collar data to quantify the zone-of-influence of Project components on caribou and Project effects on caribou movements during the operating phase of the Project. The study area of these analyses shall encompass the existing Doris North mining operation, Madrid North and South sites, Boston site and all connecting roads. The	Active In Compliance	See Commitment GN-18i

	Proponent shall collect such additional caribou collar data, over and above those made available to the Proponent by the Government of Nunavut, as are necessary to operationalize this term and condition with reasonable statistical power. This may be achieved through collaboration with the GN or other parties		
54 (GN-22)	The caribou-protection measure of a 1.5 km setback remains an outstanding issue between TMAC and the Government of Nunavut.	Complete / No Longer Active.	See Project Certificate 009 Term and Condition No. 22.
55 (GN-23)	<p>The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include den monitoring for big game and develop buffers around the dens.</p> <ul style="list-style-type: none"> During construction and operations, ground-based observations will be conducted regularly during the denning season to identify active big game den sites within 1 (one) km of the Project that may require mitigation. All active big game dens within 1 (one) km shall have a den-specific management plan, developed in consultation with the GN Department of Environment (FEIS Annex Vol. 8-3, s.2.4, Table 2.4.1). 	Active In Compliance	<p>Incorporated into the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i>, NIRB Doc ID: 344536</p> <p>The NIRB requests information from GN on this commitment.</p>
56 (GN-24i)	<p>The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following:</p> <p>Should construction of new areas occur in the raptor breeding period, TMAC will conduct a pre-construction survey of potential cliff-nesting habitat within 2 km of the Proposed Phase 2 Hope Bay Belt Project development prior to construction to ensure sites have been accounted for from previous surveys.</p>	Complete / In Compliance	Captured by Project Certificate 009 Term and Condition No. 27

57 (GN-24ii)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include restrictions if nests are discovered and construction activities shall not begin until a nest protection plan is developed with appropriate buffers and in consultation with the Regional Manager of Wildlife (GN-DOE). Should a nest be built on project infrastructure, the recommended cessation of construction activities within a no-disturbance buffer does not apply, but development of a nest-specific management plan is recommended.	Complete / In Compliance	Captured by Project Certificate 009 Term and Condition No. 27
58 (GN-24iv)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include nest-specific management plan for all potential nest sties within 1 kilometre of the Project will have a nest-specific management plan developed in consultation with GN-DOE.	Complete / In Compliance	Captured by Project Certificate 009 Term and Condition No. 27
59 (GN-25i)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include reporting of fixed-wing landings/take-offs at Project airstrips will be recorded. These data will be reported in the annual WMMP compliance report. The reported information will be used to verify EIS predictions regarding flight frequency.	Active In Compliance	Established in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 and results are presented within the <i>Wildlife Mitigation and Monitoring Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc IDs: 349658 through 349662.
60 (GN-25ii)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include a helicopter flight log and will be reported in the annual WMMP compliance report. The reported information will be used to (1) verify the accuracy of EIS predictions about the frequency and distribution of helicopter traffic; (2) verify assumptions about helicopter traffic that were made in the noise modeling study; and (3) facilitate other Project effects	Active In Compliance	Established in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 and results are presented within the <i>Wildlife Mitigation and Monitoring Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc IDs: 349658 through 349662.

	monitoring programs such as wildlife ZOI and movement studies.		As there were information requests in the 2023 Comments from the GN regarding helicopters, the NIRB requests an update from GN on this commitment.
61 (GN-25iii)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to have a 600 m horizontal avoidance buffer for operation of helicopters near caribou also applies to helicopters on the ground such that engine starts and takeoffs of helicopters will be suspended when caribou are observed within the buffer distance, subject to the operational safety discretion of the pilot.	Complete/ In Compliance	Established in the <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 and results are presented within the <i>Wildlife Mitigation and Monitoring Program Compliance Report (ERM, 2024)</i> , Appendix D-2 of Agnico Eagle's <i>2023 Annual Report</i> , NIRB Doc IDs: 349658 through 349662.
62 (GN-26)	The WMMP will be revised to clarify that driver rules used for caribou will be applied to muskoxen. And Figure 2.2-1 Driver Mitigation for Caribou) will be applied to muskoxen.	Complete / In Compliance	The <i>Wildlife Mitigation and Monitoring Plan (Agnico Eagle, 2023)</i> , NIRB Doc ID: 344536 has been updated accordingly.
63 (HC-4.1.4)	NO ₂ mitigation: Wind power generation may be pursued, which would be expected to reduce NO _x emissions due to reduced power plant operation.	Not Active Yet Not Yet Applicable	While the NIRB agrees this is more of a statement than a specific commitment, the NIRB notes the Proponent's <i>Air Quality Management Plan</i> (TMAC, 2019, NIRB Doc ID 325079) includes NO _x emissions monitoring which will help evaluate the effectiveness of current and potential air quality mitigation measures and would provide context in the event that wind power generation is pursued.
64 (HC-4.1.4)	NO ₂ mitigation: Consideration of taller stacks at the Madrid North and Boston power plants to promote greater dispersion.	Active In Compliance	The NIRB requests the Proponent provide commentary in future annual reports on specific mitigation measures that have been adopted to reduce NO _x emissions. The NIRB notes the Proponent's <i>Air Quality Management Plan</i> (TMAC, 2019, NIRB Public Registry ID 325079) includes NO _x emissions monitoring which will help evaluate the effectiveness of current and potential air quality mitigation measures.

65 (HC-4.1.4)	NO ₂ mitigation: Consideration for additional NOx emissions reductions during detailed Project design. These may include energy efficiency methodologies	Active In Compliance	The NIRB requests the Proponent provide commentary in future annual reports on specific mitigation measures that have been adopted to reduce NOx emissions. The NIRB notes the Proponent's <i>Air Quality Management Plan</i> (TMAC, 2019, NIRB Public Registry ID 325079) includes NOx emissions monitoring which will help evaluate the effectiveness of current and potential air quality mitigation measures.
66 (TC-4.1.1)	TMAC will comply with the regulations under the Canadian Aviation Regulations under Subpart 7 (307.01).	Complete / In Compliance.	Agnico Eagle must by law follow these Regulations. TC is requested to confirm compliance.
67 (INAC- FC#3)	TMAC will install and use silt curtains during in-water construction of the cargo dock as stipulated in the FEIS Volume 5, Section 10.5.3.2 unless directed otherwise by DFO during the regulatory phase.	Not Active Yet Not Yet Applicable	Agnico Eagle noted that the cargo dock was not constructed in 2023.
68 (INAC- FC#5)	TMAC will, as part of the next formal update to the Project Closure and Reclamation Plan, post issuance of the Water Licenses, include pertinent information and recommendations from Newmont and KIA's active revegetation trials at Hope Bay. This site-specific information will inform how revegetation can be applied, as appropriate, at closure.	In Compliance	Captured by Project Certificate No. 009, Term and Condition No.8 and No. 18
69 (GN-03)	TMAC will continue to support sexual health awareness and education by providing workers access to sexual health information throughout the life of the Project.	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 47.
70 (GN-03)	The Proponent shall ensure that all reportable diseases are reported as per the existing regulations. Further, the Proponent will develop capacity to reduce public health related diseases that are demonstrated to be linked to camp populations when data is presented to the Proponent regarding regional increases in related diseases.	Active / Deficient	The NIRB requests information from the Proponent and the GN on this commitment.

71 (GN-03)	TMAC will continue to inform workers of the range of health services available on-site throughout the life of the Project.	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 47.
72 (GN-03)	The Proponent shall, on a regular and on-going basis, participate in discussions and dialogue with the GN Department of Health in connection with Project activities, policies, or Project-induced public health issues which may have effect on health and social services facilities, programs and services.	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 47.
73 (GN-04)	The Proponent will communicate to the GN available information on major changes to Project-related tax and in the case that any major change occurs, or as needed. This communication will not preclude either party from contracting the other to request an updated estimate of territorial taxes.	Active / In Compliance	Agnico Eagle indicated that no major changes to Project-related tax payment have occurred to date. Reporting on payments to the GN occurs annually in compliance with the <i>Extractive Sector Transparency Measures Act</i> .
74 (GN-05)	The Proponent will periodically review the Community Involvement Plan (CIP) and as required, shall update the CIP to ensure that it reflects current and relevant stakeholders, as well as effective communication and engagement methods with stakeholders throughout the life of the Project.	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 49.
75 (GN-06)	<p>The Proponent continues to be an active member in the Hope Bay Socio-Economic Working Group. Invited members of this Working Group shall include the Proponent, the Government of Nunavut, Indigenous and Northern Affairs Canada, and the Kitikmeot Inuit Association. Working Group members may invite new participants to participate, on an as-needed basis.</p> <p>The central focus of the Hope Bay Socio-Economic Working Group shall be on collaborating to ensure that the Hope Bay Socio-Economic Monitoring Plan</p>	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 34 and Project Certificate No. 003 Term and Condition No. 28.

	<p>provides for appropriate Project-specific socio-economic effects monitoring as required throughout the life of the Project. The Hope Bay Socio-Economic Monitoring Plan shall apply to the Project as described in the FEIS.</p> <p>The Proponent, reflecting the input of the Hope Bay Socio-Economic Working Group, shall produce an annual Hope Bay Socio-Economic Monitoring Plan report.</p>		
76 (GN-06)	<p>Within one (1) year of the issuance of a Project Certificate, the Proponent shall submit an updated Hope Bay Socio-Economic Monitoring Plan (SEMP) to the Hope Bay Socio-Economic Working Group for review. The SEMP shall identify updates, changes, and any amendments made to the Terms of Reference for the Hope Bay Socio-Economic Working Group. Updates to the SEMP shall reflect the changing circumstances as outlined in the Hope Bay Final Environmental Impact Statement and Final Hearing Report. Any changes as agreed to by the Hope Bay Socio-Economic Working Group shall be submitted to the Nunavut Impact Review Board.</p>	Complete / No Longer Active.	Captured by Project Certificate No. 003 Term and Condition No. 40.
77 (GN-07 & GN-11)	<p>The Proponent shall reach out to third parties to deliver financial management programs such as financial literacy, financial planning, and personal budgeting. TMAC will approach Nunavut Housing Corporation and GN Department of Family Services (or other GN departments as appropriate) to solicit input and/or participate in the delivery of programming to Project workers.</p>	Active / In Compliance	The Proponent has indicated they continue to evaluate options for the delivery of financial management programs to Project workers.

78 (GN-07)	The Proponent will track statistics regarding the delivery of the financial management programming. The Proponent will share relevant data concerning the implementation and success of training and education programs during the Kitikmeot SEMC annual meeting, so long as these data are consistent with and not limited by obligations under the Hope Bay IIBA.	In Compliance	Captured by Project Certificate No. 003 Term and Condition No. 47.
79 (GN-08)	<p>The Proponent is strongly encouraged to submit staff schedule forecasts to the Nunavut Impact Review Board and to the Government of Nunavut six (6) months prior to each phase of the Project (construction, operations, closure). Staff schedule forecasts should be inclusive of:</p> <ul style="list-style-type: none"> ▪ Title and number of positions required by department or work area; ▪ Potential start dates; ▪ The level of education required (with reference to the specific positions); and <p>Whether on-the-job or other forms of training and certification will be required (with reference to specific positions).</p>		Captured by project Certificate No. 003 Term and Condition No. 46 and Project Certificate No. 009 Term and Condition No. 38.
80 (GN-08)	In order to ensure alignment with necessary skill-sets needed to work at the Project, the Proponent will consult the Government of Nunavut's Career Development Division during the development of staff schedule forecasts. A new schedule shall be submitted following any significant deviation from original predictions.	Active / In Compliance.	The Proponent has indicated they have communicated to the GN the impacts of the Project being in Care & Maintenance on jobs / staffing. The NIRB would expect a new schedule to be shared once Project operations resume.
81 (GN-08)	The Proponent's Human Resources shall make best efforts to collaborate with the Government of Nunavut's Career Development Officer, Regional	Active / In Compliance.	The Proponent has indicated they have provided regular project updates to project stakeholders including the GN's Department of Family Services.

	<p>Manager of Career Development, and Director of Career Development. Semi-annual calls, at a minimum, should be initiated by the Proponent with these Government of Nunavut representatives regarding:</p> <ul style="list-style-type: none"> ▪ Employee recruitment and retention issues; ▪ Internal and/or partnered training and development of employees; and <p>Long-term labour market plans to facilitate training in communities.</p>		
82 (GN-09)	The Proponent commits to ongoing discussion with the GN Department of Family Services and other stakeholders regarding training opportunities and requirements to fill the skills-gap of the Kitikmeot workforce.		Captured by Project Certificate No. 009 Term and Condition No. 40 and 41, and Project Certificate No. 003 Term and Condition No. 45.
83 (GN-10)	If the Government of Nunavut and the Nunavut Housing Corporation develop an anonymous voluntary housing survey, the Proponent shall make the survey available to Nunavummiut site personnel and the Proponent will return any completed surveys to the Government of Nunavut.	Not Active Yet Not Yet Applicable	The Proponent has indicated that the housing survey initiative is being led by the Nunavut Housing Corporation and a survey has not yet been developed. The NIRB requests information from GN on this commitment.
84 (GN-11)	<p>The Proponent will support the communication to Project workers of education, training materials, and programs (i.e., homeownership) developed by the Nunavut Housing Corporation.</p> <p>The Proponent shall reach out to third parties to deliver financial management programs such as financial literacy, financial planning, and personal budgeting. TMAC will approach Nunavut Housing Corporation and GN Department of Family Services (or other GN departments as appropriate) to solicit input and/or participate in the delivery of programming to Project workers.</p>	Active / Deficient	Agnico Eagle has stated it will re-establish efforts to deliver financial management training and disseminate home ownership information.

85 (INAC-FC#7)	TMAC shall collaborate with the Hope Bay Socio-Economic Working Group (SEWG) to ensure that the Hope Bay Socio-Economic Monitoring Program provides for appropriate Project-specific socio-economic effects monitoring of the potential effect of competition for labour. Specific indicator(s) will be developed as agreed to by the SEWG and considering the input of the Kitikmeot Socio-economic Monitoring Committee, to track and report on the extent to which the Project-related competition for labour may impact Kitikmeot communities. Activities related to monitoring and development of mitigation, including use and disclosure of information and data, will adhere to the SEWG Terms of Reference.	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 34 and Project Certificate No. 003 Term and Condition No. 28. and No. 40
86 (INAC-FC#8)	TMAC shall collaborate with the Hope Bay Socio-Economic Working Group (SEWG) to ensure that the Hope Bay Socio-Economic Monitoring Program provides for appropriate Project-specific socio-economic effects monitoring of Project procurement of local and regional businesses and competition for access to local and regional businesses by existing customers. Specific indicator(s) will be developed as agreed to by the SEWG, and considering the input of the Kitikmeot Socio-economic Monitoring Committee, to track and report on the extent to which the Project procures from Kitikmeot businesses and the extent to which existing customers are unable to access goods and services, consistent with provisions of the Hope Bay Impact and Benefit Agreement (IIBA). Activities related to monitoring and development of mitigation, including use and disclosure of information and data, will adhere to the SEWG Terms of Reference.	In Compliance	Captured by Project Certificate No. 009 Term and Condition No. 37