



AGNICO EAGLE

HOPE BAY

2024 Annual Report

Submitted to:
Nunavut Impact Review Board

APRIL 2025

Executive Summary

Hope Bay is a gold mining and exploration project located on a property approximately 20 km × 80 km along the south shore of Melville Sound in Nunavut, Canada. It is owned and operated by Agnico Eagle Mines Limited (Agnico Eagle). This report to the Nunavut Impact Review Board (NIRB) has been prepared to summarize the Mine activities and monitoring conducted under Agnico Eagle Project Certificates No. 003 and No. 009 for 2024.

In February 2022, Agnico Eagle made the decision to maintain the suspension of production activities and enter into Care and Maintenance. Care and Maintenance remained in effect for all of 2024; this includes the suspension of ore extraction & milling operations. Agnico Eagle continued advanced exploration activities, as well as the management of facilities, to remain in regulatory compliance with various permits, licenses, and approvals for the Mine.

Activities conducted in 2024 included:

- Successful completion of sealift operations, including the delivery of bulk diesel fuel and Jet-A.
- Installation and commissioning of the composting facility for positive advancement in waste management practices.
- Installation of the North Dam Cooling System to support ice core freezing.
- Initiation of the Rigid Fuel Line installation, accompanied by the widening of Roberts Bay Road.
- Weights were added to the Roberts Bay discharge pipe, and the diffuser was re-attached.
- The Exploration Gravel Track was advanced to Pad 7, immediately before the first approved culvert at the southern end of the central Patch 7 arm.
- Initiation of replacement of Contact Water Pond 2 with Madrid North Sump 1 to enhance stormwater management.
- Segregation and management of underground water and surface water, safe storage within the Tailings Impoundment Area, and discharge to Roberts Bay year-round.

In addition, monitoring activities including wildlife, air quality, water quality, and the aquatic effects monitoring program were continued while under Care and Maintenance as per Project Certificates.

ᑭᓪᓴ ᐱᓄᓂ ᐱᓄᓂ

[illegible][illegible]

Λειτουργία 2024-Γ' Δεφ:

- [illegible]

[illegible]

Ataniuyunut Nainaqhimagyuq

Hope Bay kuulmik qiniqhiajut havaakhaq iniaqtuq nanminirijaujumi imaatut qanittuani 20 km × 80 km hivuraani hinaani Melville Sound Nunavumi, Kanatami. Tamna nanminirijaujuq aulapkaqtaujurlu hapkunanga Agnico Eagle Mines Limited (Agnico Eagle). Una unipkaaqtut Nunavumi Avatiliqiyit Katimayinut ihuaqhaqtahimagyuq naitumik uqaqhiriyaagani Havaami hulijutit amirijutulu havaariyauyut ilagani Agnico-kut Uyarakhiuqtut Havaaganik Iitaqhijunmi No. 003-mi No. 009-milu 2024-mi.

Uvani Iidjuria 2022, Agnico Eagle ihumaliurutigijaat pihimajaangini nutqaqtitaulutik havaktaunikkut hulidjutikhangit uvalu Munarijaunikkut uvalu Ihuaqhainikkut. Munarijaunikkut uvalu Ihuaqhainikkut atuqtauhimmaarniaqtun tamainnun uvani 2024; una ilaujuq nutqaqtitauniq ore unguvaqtirnikkut & auladjutit. Agnico Eagle aulahimaaqtumik hivumuutut qiniqhianikkut hulidjutit, imaalu munaridjutait igluqpait, aulalutik maligatigut maliklugit aalatqiit laisit, laisiit, uvalu angiurtit haffumunga Ujarakhiuqtinun.

Hulidjutit havaktaujut uvani 2024 ilaujut:

- Nakuujumik iniqhigumik umiakuuqtittijukhanik, taapkualu agjaqtaujut angijunik uqhurjuunik unalu Jet-A tingmitit uqhukhainik.
- Iliurainiq uvalu havaklugit ikualatitiviup ihuaqtumik hivumurnikkut iqakunik munagidjutikkut atuqtaujuq.
- Iliurainiq uminga North Dam Cooling System ikajuriami hikuanik qiqitiriami.
- Aullaqtirnia Rigid Uqhurjuanut Tuqhuaq iliuraiddjutikhat, ilaujut hiliktikhugu Roberts Bay Apqutaa.
- Uqumaitilaangit ilauvakhimajut talvunga Roberts Bay anniavikhanik tuqhuangit, unalu hiamitiutikhat allatqiingujurlu ilauffaaqtaujuq.
- tamna Qiniqhiajuq Ujaraliamik Naunaijaut takhijaujuq talvunga Pad 7, qilaminuaq hivulliqpaak angiqtaujuq tuqhuarjuuq hivuraani nungutinnagu Patch 7 talinga.
- Aullaqtirnia himautikharnik Iliurarvikhat Imarnik Tahiraq 2 Madrid North Sump 1 ihuatqijamik hilarlukangat imarnik munagidjutikharnik.
- Avikturniit uvalu munagidjutit nunap ataani imaq uvalu qangani imaq, qajangnaitumik tutquumavik iluani Iqakkut Imaijarvat Najugaa, uvalu kuvijut hamunga Roberts Bay ukiuraaluk.

Ilagiyaani, amirijutini hulijutit ilaqaqtut uumayunik, hilap halumaniganik, immarikniganik, immaqmiuyulu aktuqtaunignik amirijutinik havaamik atuqhimaqtut Munariyauhimaqtulugu Hanaviuhimaqtulugulu Havaamik Iitaqhijutimi atuquyainik.

Executive Summary	i
ᑭᐃᓂᓪ ᑭᐃᓂᓪ ᑭᐃᓂᓪ	iii
Ataniuyunut Nainaqhimayuq	v
Table of Contents	vii
List of Tables	viii
List of Appendices	ix
Acronyms and Abbreviations	xi
1. Introduction	1-1
2. List of Authorizations Obtained	2-1
3. Summary of Project Activities in 2024	3-1
3.1 Doris	3-1
3.2 Madrid	3-1
3.3 Boston	3-2
4. 2025 Workplan	4-1
4.1 Construction and Operational Work Plans for 2025	4-1
4.1.1 Doris	4-1
4.1.2 Madrid	4-1
4.1.3 Boston	4-2
5. Performance on Project Certificate Terms and Conditions.....	5-1
5.1 Doris North Project Certificate No. 003.....	5-1
5.2 Madrid-Boston Project Certificate No. 009	5-49
6. Compliance with Regulatory Instruments	6-1
6.1 Annual Inspection Activities	6-1
6.2 Warning Letters with Respect to MDMER	6-1
6.3 Unauthorized Discharges and Spills	6-1
6.4 Water Licence Compliance	6-1
7. Summary of Post Environmental Assessment Monitoring Program	7-1
7.1 Air Quality	7-2
7.2 Noise	7-4
7.3 Permafrost.....	7-4
7.4 Vegetation and Special Landscape Features	7-5
7.5 Terrestrial Wildlife and Wildlife Habitat	7-6
7.6 Freshwater Environment.....	7-14

7.7	Marine Environment	7-21
7.8	Archaeology	7-25
7.9	Socio-Economics	7-26
8.	Management Plans	8-1
	References	1
	Appendix A: Concordance	1
	Appendix B: Site Layout	1
	Appendix C: Status Update with Project Certificate Commitments	2
	Appendix D: Compliance Monitoring Reports	3
	Appendix D.1: Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report – Doris and Madrid Projects	4
	Appendix D.2: Hope Bay Project: 2024 Wildlife Mitigation and Monitoring Program Compliance Report	5
	Appendix D.3: Hope Bay Project: 2024 Socio-Economic Monitoring Program Report	6
	Appendix D.4: Hope Bay Mine Archaeological Site Status Report 2024	7
	Appendix D.5: Hope Bay Project: 2024 Aquatic Effects Monitoring Program Report	8
	Appendix E: Hope Bay Project 2024 Effluent Monitoring Reports	9
	Appendix F: Updated Monitoring and Management Plans	10
	Appendix F.1: Care and Maintenance Plan	11
	Appendix F.2: OPPP/OPEP	12
	Appendix F.3: Spill Contingency Plan	13
	Appendix F.4: Water Management Plan	14
	Appendix F.5: Wildlife Mitigation and Monitoring Plan	15

LIST OF TABLES

Table 2.1-1. Hope Bay Permits/Licenses and Approvals	2-1
Table 5.2-1: Fish and Fish Habitat Summary of 2024	5-62
Table 5.2-2: Community Relations Highlighted Activities in 2024 by Month	5-103
Table 6.1-1. Summary of Annual Inspection Activities	6-2
Table 6.2-1. Summary of Reportable Spills in 2024	6-3
Table 8-1. Hope Bay Mine Management Plans	8-1

LIST OF APPENDICES

Appendix A. Concordance Table

Appendix B. Site Layout

Appendix C. Status Update with Project Certificate Commitments

Appendix D. Compliance Monitoring Reports

App D-1. Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report – Doris and Madrid Projects

App D-2. 2024 Wildlife Mitigation and Monitoring Program Compliance Report

App D-3. 2024 Socio-economic Monitoring Program Report

App D-4. 2024 Archaeological Site Status Summary

App D-5. 2024 Aquatic Effects Monitoring Program Report

Appendix E. Hope Bay Project 2024 Effluent Monitoring Reports

Appendix F: Updated Monitoring and Management Plan

App F.1: Care and Maintenance Plan

App F.2: OPPP/OPEP

App F.3: Spill Contingency Plan

App F.4: Water Management Plan

App F.5: Wildlife Mitigation and Monitoring Plan

Acronyms and Abbreviations

Terminology used in this document is defined where it is first used. The following list will assist readers who may choose to review only portions of the document.

AEMP	Aquatic Effects Monitoring Program
Agnico Eagle	Agnico Eagle Mines Limited
CCME	Canadian Council of Ministers of the Environment
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
DFO	Department of Fisheries and Oceans Canada
ECCC	Environment and Climate Change Canada
ERM	ERM Consultants Canada Ltd.
FEIS	Final Environmental Impact Statement
GHG	Greenhouse gas
GN	Government of Nunavut
GN-DCH	Government of Nunavut - Department of Culture and Heritage
GN-DoE	Government of Nunavut - Department of Environment
HBSEWG	Hope Bay Socio-Economic Working Group
IEAC	Inuit Environmental Advisory Committee
IIBA	Inuit Impact and Benefits Agreement
KitIA	Kitikmeot Inuit Association
KQB	Kitikmeot Qualified Businesses
K-SEMC	Kitikmeot Socio-Economic Monitoring Committee
m³	Cubic metre
MDMER	Metal and Diamond Mining Effluent Regulations
MOU	Memorandum of Understanding
NIRB	Nunavut Impact Review Board
NTI	Nunavut Tunngavik Incorporated
NWB	Nunavut Water Board
OPEP	Oil Pollution Emergency Plan
OPPP	Oil Pollution Prevention Plan

Project	Hope Bay Project
PM₁₀	Particulate Matter less than 10 µm in diameter
PM_{2.5}	Particulate Matter less than 2.5 µm in diameter
SEMP	Socio-Economic Monitoring Program
SEMWG	Socio-Economic Monitoring Working Group
SRK	SRK Consulting
TIA	Tailings Impoundment Area
TMAC	TMAC Resources Inc.
TSP	Total suspended particulate
TSS	Total suspended solids
WMMP	Wildlife Mitigation and Monitoring Plan
WSCC	Workers' Safety and Compensation Commission

1. Introduction

Hope Bay is a gold mining and exploration Mine owned and operated by Agnico Eagle Mines Limited (Agnico Eagle).

The Mine is located east of Bathurst Inlet, approximately 150 km southwest of Cambridge Bay in western Kitikmeot, Nunavut, and 700 km northeast of Yellowknife. The nearest settlements are Omingmaktok, located approximately 60 km to the west, and Kingaok (Bathurst Inlet), located 130 km southwest. Both Omingmaktok and Kingaok are historical settlements; past residents have moved to Cambridge Bay or other communities, although the settlements continue to be used intermittently and seasonally.

In February 2022, Agnico Eagle made the decision to maintain the suspension of production activities and enter into Care and Maintenance. Care and Maintenance remained in effect for all of 2024; this includes the suspension of ore extraction & milling operations.

This annual report and supporting appendices provide the Mine's position in 2024 in relation to the applicable Terms and Conditions included in Project Certificates No.003 and No.009. This annual report is available [here](#).

A concordance table demonstrating compliance with annual reporting requirements of Project Certificates No. 003 and No. 009 is provided in Appendix A of this report.

2. List of Authorizations Obtained

Table 2.1-1 lists the applicable permits, licenses, and approvals for the Hope Bay Mine.

Table 2.1-1. Hope Bay Permits/Licenses and Approvals

Name	Approval No.	Scope / Purpose	Term / Duration	Expiration Date
Nunavut Impact Review Board (NIRB) Project Certificate	009	Authorization for Madrid-Boston to proceed, provided certain conditions and requirements are incorporated in the various regulatory permits and authorizations issued by the regulatory agencies with permitting authority for the Hope Bay Mine. The Mine includes the construction of all required surface Infrastructure and operation of three new mines at Hope Bay: Madrid North, Madrid South and Boston.	Life of Mine	None
	003	Authorization for Doris to proceed provided certain conditions and requirements are incorporated in the various regulatory permits and authorizations issued by the regulatory agencies with permitting authority for the Hope Bay Mine.	Life of Mine	None
NWB Type A Water Licence Amendment No.2	2AM-DOH1335	Water Licence for Doris and Madrid Mine that authorizes the construction, operation and reclamation of the Doris, Madrid and the all-weather road of the Hope Bay Mine. Licence scope includes Amendment No.1.	22 years	March 2035
NWB Type A Water Licence Amendment	2AM-BOS1835	Water Licence for the Phase 2 Boston Site that authorizes the construction, operation and reclamation of the Boston Mine.	17 years	March 2035
NWB Type B Water Licence	2BE-HOP2232	Water Licence that allows for the use of water and disposal of waste associated with regional exploration program including drilling and camp operations.	10 years	June 2032
NWB Type B Water Licence Amendment	2BB-BOS1727	Water Licence that allows for the use of water and the disposal of waste for the Boston Advanced Exploration Project. Licence was renewed in July 2017, was formerly 2BB-BOS1217.	10 years	July 2027
NWB Type B Water Licence Amendment No.2	2BB-MAE1727	Water Licence that allows for the use of water and the disposal of waste for an undertaking classified as Mining and Milling as per Schedule II of the Regulations for the Madrid Advanced Exploration Project (Amended in 2018).	10 years	May 2027
Framework Agreement		Framework Agreement provides comprehensive land tenure governing the issuance of surface exploration licenses, advanced exploration leases, commercial leases, and compensation associated with tenure. Framework Agreement includes a beltwide Land Use Licence, an Inuit Impact and Benefits Agreement (IIBA) and a Water and Wildlife Agreement. Framework Agreement was signed in March 2015 for beltwide land tenure.	20 years	March 2035
Water and Wildlife Agreement		Included as a Schedule to the Framework Agreement, this Agreement details compensation to be provided to the KitlA and Inuit beneficiaries for negative effects that may occur to wildlife harvesting and water as a result of mining related activities across the Belt.	20 years	March 2035

Name	Approval No.	Scope / Purpose	Term / Duration	Expiration Date
Amended and Restated Inuit Owned Lands Commercial Lease	KTCL 313D001	Commercial Lease for use of designated lands associated with the Hope Bay Volcanic Belt area. Currently, lands have been designated that encompass Doris. Expansion to include other areas of the Hope Bay Volcanic Belt is administrative in nature. Original Commercial Lease was amended and restated in March 2015 as a means to obtain surety of belt-wide land tenure.	20 years	March 2035
Inuit Impact and Benefits Agreement		Included as a Schedule to the Framework Agreement, this Agreement details the benefits to be provided to the KitlA and Inuit beneficiaries from the Hope Bay Mine, including compensation, employment and contracting opportunities. The IIBA originally signed in association with Doris was revised in March 2015 and expanded in scope to encompass beltwide activities.	20 years	March 2035
Department of Fisheries and Oceans Canada (DFO) authorization	NU-02-0117.2	Construction of the jetty in Roberts Bay.		December 2009
	NU-1000-0028	Changes to the Doris jetty.		July 2012
	NU-02-0117.3	Construction of the Doris TIA north dam.	Life of Mine	None
Navigable Waters Permit	8200-02-6565	Installation of the jetty in Roberts Bay.	N/A	N/A
	2018-600028	Approval for Jetty in Roberts Bay	N/A	N/A
	2018-600006	Approval for Marine Outfall Berm	N/A	N/A
Jetty Lease	77A/3-1-10	Foreshore lease from the Crown for construction and operation of the Roberts Bay Jetty.	30 years	June 2047
Marine Outfall Berm	77A/3-3-3	Lease from Crown for construction and operation of Roberts Bay Marine Outfall Berm.	30 years	July 2048
Amendment to Schedule 2 of the Metal Mining Effluent Regulations	Registration SOR/2008-216	Designation of Tail Lake as a tailings impoundment.	Life of Mine	None
Inuit Owned Lands Mineral Production Lease	BB60-0002-PL	Hope Bay's Production Lease – Doris	10 years	July 2025
Inuit Owned Lands Mineral Exploration Agreement	HopeBay-001 (Hope Bay)	Mineral exploration agreement with NTI	1 year for maximum of 20 years	December 2035

The current federal Acts and Regulations that most commonly apply to mining projects in Nunavut include the following:

- *Aeronautics Act*, Canadian Aviation Regulations;
- *Arctic Waters Pollution Prevention Act*, Arctic Waters Pollution Prevention Regulations;
- *Canada Shipping Act*;
- *Canada Transportation Act*, Ammonium Nitrate Storage Facilities Regulations, Flammable Liquids Bulk Storage Regulations;
- *Canadian Environmental Protection Act*;
- *Explosives Act*;
- *Fisheries Act*, and Regulations, including Metal and Diamond Mining Effluent Regulations (MDMER);
- *Greenhouse Gas Pollution Pricing Act*, and Regulations;
- *Migratory Birds Convention Act*, and Regulations;
- *Navigation Protection Act*;
- *Nunavut Agreement*;
- *Nunavut Waters and Nunavut Surface Rights Tribunal Act*;
- *Species at Risk Act*;
- *Territorial Lands Act*; and
- *Transportation of Dangerous Goods Act*, and Regulations.

The Nunavut legislation that most commonly apply to projects in Nunavut includes the following:

- *Apprenticeship, Trades and Occupations Certification Act*;
- Building Codes;
- *Business Corporations Act*;
- *Emergency Medical Aid Act*;
- *Engineers, Geologists and Geophysicists Act*;
- *Environmental Protection Act*, Spill Contingency Planning and Reporting Regulations;
- *Explosives Use Act*, Explosives Use Regulations;
- *Fair Practices Act*;
- *Fire Prevention Act*, Fire Prevention Regulations;
- *Historical Resources Act*;
- *Human Rights Act*;
- *Information and Protection of Privacy Act*;
- *Labour Standards Act*;
- *Mine Health and Safety Act*, Mine Health and Safety Regulations;
- *Nunavut Planning and Project Assessment Act*;
- *Occupational Training Agreements Act*;
- *Public Health Act*, Camp Sanitation Regulations;
- *Scientist Act*;
- *The Safety Act*;
- *Transportation of Dangerous Goods Act*, Transportation of Dangerous Goods Regulations;
- *Wildlife Act*; and
- *Workers Compensation Act*.

3. Summary of Project Activities in 2024

This section presents a summary of activities undertaken in 2024 by development area. Current and permitted infrastructures associated with the Mine are shown in Appendix B.

3.1 DORIS

The following activities occurred in 2024:

- Milling activities remained suspended (since October 2021).
- Underground ore extraction in Doris Mine remained suspended (since February 2022).
- Minor commissioning work of the existing effluent water treatment plant (EWTP) at the Tailings Impoundment Area (TIA).
- MDMER compliant underground and TIA water was discharged to Roberts Bay.
- Completed sealift operation with delivery of supplies, including delivery of bulk diesel fuel and Jet-A (1 fuel vessel, 2 cargo vessels).
- Quarry blasting occurred at Quarry 2 and Quarry D to support regular operation and construction activities, such as the Exploration Gravel Track and the Naartok infrastructure pad.
- Installation and commissioning of the composting facility.
- Installation and commissioning of the North Dam Cooling System to support ice core freezing
- Installation of the Rigid Fuel Line at Roberts Bay and associated Roberts Bay Road widening was initiated.
- Addition of weight on Roberts Bay discharge pipe and re-attachment of diffuser completed.
- Construction of the Pad U laydown and the Windy North Intake Access Road was initiated.
- Construction of the access road and laydown pad for Wind Turbine 2 south of Doris was completed.

3.2 MADRID

The following activities occurred in 2024:

- Ore extraction and development at Madrid remained suspended (since October 2021).
- Initiated construction of the Madrid to TIA road.
- Initiated and completed the Exploration Gravel Track up to Pad 7 and initiated construction of the activity further south up to Pad 11.
- Dewatering from the Naartok Crown Pillar Recovery Trench (CPRT) was completed and water was trucked to Doris Sedimentation Pond, which was later pumped to the TIA.
- During the spring of 2024, waste rock was transported from the Madrid Waste Rock pile to the Naartok CPRT to support the construction of an underground portal.
- An infrastructure pad, adjacent to the Naartok CPRT was built. Infrastructures to support operation in this area continue to be built.

- Work to replace Contact Water Pond 2 (CWP2) with Madrid North Sump 1 and to improve stormwater management sumps along the perimeter of the Madrid Waste Rock Storage Facility (WRSF) was initiated.

3.3 BOSTON

No construction or operational activities associated with the Boston development occurred.

4. 2025 Workplan

Agnico Eagle continues to evaluate the Hope Bay area for development of the Mine but currently forecasts to remain in Care and Maintenance for 2025. However, the following activities are planned for 2025.

4.1 CONSTRUCTION AND OPERATIONAL WORK PLANS FOR 2025

4.1.1 Doris

The following activities are planned for the Doris site and associated permitted infrastructure for 2025:

- Continued discharge of water through Roberts Bay Discharge System
- Installation of two mooring points at Roberts Bay to assist in safe sealift operations
- Re-alignment of the Rigid Fuel Line at Roberts Bay around existing fuel tanks
- Construction of an additional transit pad at Roberts Bay to assist in sealift operations
- Construction of an enhanced jetty at Roberts Bay
- Extension of the Doris airstrip
- Development of Quarry AF
- Construction of a Contact Water Pond (CWP) at Pad U and initiating ore movement and storage at Pad U
- Addition of a service pad north of Quarry 2 and adjacent to Doris Road
- Upgrading camp wings at the Doris camp
- Ongoing development of infrastructure for Wind Turbine 2
- Construction of a non-inert landfill at Quarry 2
- Dismantling of Doris Mill to remove all the equipment inside the Process Plant and enable future repurposing of the infrastructure
- Continued use of camp, roads, airstrip, laydown areas, water intakes, treatment plants, TIA, and associated infrastructures to allow advanced exploration activities.

4.1.2 Madrid

The following activities are planned for the Madrid site and associated permitted infrastructure for 2025:

- Construction of the Madrid to TIA Road
- Construction of emulsion plant pad along the Madrid to TIA Road
- Construction and operation of Saline Water Storage Pond at Quarry D
- Continuation of work to complete replacement of Contact Water Pond 2 (CWP2) with Madrid North Sump 1 and to improve stormwater management sumps along the perimeter of the Madrid WRSF
- Continuation of construction up to Pad 11 of the Gravel Track and initiation of construction up to Pad 17 (Modification request and NWB approval links in Section 2.1.2)
- Construction of ventilation raise collar at Naartok

4.1.3 Boston

No new development is planned for the Boston site for 2025.

5. Performance on Project Certificate Terms and Conditions

5.1 DORIS NORTH PROJECT CERTIFICATE NO. 003

The Doris North Project Certificate No. 003 currently has 48 Terms and Conditions. Of these, 40 are classified as 'In compliance', 3 are classified as 'No longer active; completed', and 5 are 'Not yet active; not yet applicable'.

Revised Term and Condition No. 1

Revised Term and Condition No. 1	
Category:	General
Responsible Parties:	The Proponent, Kitikmeot Inuit Association, Nunavut Impact Review Board, Government of Nunavut, Environment and Climate Change Canada, Fisheries and Oceans Canada, Indigenous and Northern Affairs Canada, Health Canada, Natural Resources Canada, and Transport Canada.
Project Phase:	All Phases
Objective:	To capture the commitments that were made by the Proponent at the Final Hearing and any new commitments that have been made in association with project amendments.
Term or Condition:	The commitments in the Final Hearing Report as Appendix A (see Appendix A of Project Certificate): the Proponent Commitments from the Final Environmental Impact Statement (FEIS) Review are incorporated herein and must be met.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	The commitments in the Final Hearing Report as Appendix A includes the addendum to the Final Hearing Report dated June 22, 2006, and the commitments made in the 2015 Amendment application and associated Public Hearing Report dated June 13, 2016.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle is in compliance with this Term and Condition as demonstrated within this report. Appendix C of this Annual Report provides an update on all commitments made for this project, including 2006 and 2016 commitments.</p> <p>As outlined in the 2023 Annual Report, Agnico Eagle has made recommendations on completed commitments which could be removed by the NIRB. The NIRB noted in their 2023-24 Monitoring Report & Recommendations document that they will review this in more detail during the current monitoring cycle. Agnico Eagle is available to work through these commitments with the NIRB.</p>
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.

Revised Term and Condition No. 2

Revised Term and Condition No. 2	
Category:	General
Responsible Parties:	The Proponent, Nunavut Impact Review Board, Kitikmeot Inuit Association, Government of Nunavut, Environment and Climate Change Canada, Fisheries and Oceans Canada, Health Canada, Indigenous and Northern Affairs Canada, and Natural Resources Canada.
Project Phase:	All Phases
Objective:	To capture the commitments Miramar presented as Exhibit 37 at the Final Hearing for the Doris North project.
Term or Condition:	The commitments in the Final Hearing Report as Appendix B (see Appendix B of Project Certificate): the Proponent Commitments from the Final Hearing and any project amendments, are incorporated herein and must be met.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle is in compliance with listed legislation and authorities included in Appendix B of the Project Certificate 003. Appendix C of this Annual Report provides an update on all commitments applicable to the Project, including 2006 and 2016 commitments.</p> <p>As outlined in the 2023 Annual Report, Agnico Eagle has made recommendations on completed commitments which could be removed by the NIRB. The NIRB noted in their 2023-24 Monitoring Report & Recommendations document that they will review this in more detail during the current monitoring cycle. Agnico Eagle is available to work through these commitments with the NIRB.</p>
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.

Revised Term and Condition No. 3

Revised Term and Condition No. 3	
Category:	Proponent Commitments
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure all permits are obtained for the Project and any Project amendments.
Term or Condition:	The Proponent must obtain all required federal and territorial permits and other approvals and shall comply with such permits and approvals.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle is in compliance with this Term and Condition. Refer to Section 2 of this Annual Report for a list of all existing permits and authorizations.
Reference:	Not applicable.
NIRB Commitments:	NIRB will require a full time Monitoring Officer to monitor the Project as it proceeds and to analyze the success of the Terms and Conditions as the Project becomes operational, and beyond, to closure and reclamation.

Revised Term and Condition No. 5

Revised Term and Condition No. 5	
Category:	The Assessment of Alternatives to Tail Lake for Tailings Disposal
Responsible Parties:	The Proponent
Project Phase:	Construction, Operation, and Care and Maintenance
Objective:	To minimize the damage to the environment by minimizing the effects decisions being made today have on the alternatives for tomorrow. Also, to facilitate the development of precautionary thresholds to assist with monitoring and detecting potentially significant changes in the region.
Term or Condition:	The Proponent shall report by January 1 of each calendar year to NIRB on its development plan for future phases of the Hope Bay Belt, including identifying development plans that may affect the selection of Tailings Impoundment Area as the preferred alternative for tailings management.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	The location of the Tailings Impoundment Area for the Project has been selected and included in the MDMER.
Status for 2024:	In compliance
Agnico Eagle Comments:	As per the NIRB's commentary in the Amended Project Certificate; the TIA is selected and operating therefore this part of the term and condition is completed and no longer active. No planned development plans in 2025 affect the selection of TIA as the preferred alternative for tailings management.
Reference:	Not applicable.

Revised Term and Condition No. 6

Revised Term and Condition No. 6	
Category:	The Assessment of Alternatives to Tail Lake for Tailings Disposal
Responsible Parties:	The Proponent
Project Phase:	Pre-construction, construction, operations
Objective:	To notify parties of changes due to future developments in the Hope Bay Belt.
Term or Condition:	The Proponent shall immediately notify the NIRB of any further alternatives assessments undertaken for the Tailings Impoundment Area, if that analysis concludes that Tail Lake may no longer be the preferred option for tailings disposal or any modifications to the physical area, tailings volumes, or method of containment.
Reporting Requirements:	To be reported to the NIRB as appropriate and included in the Proponent's annual reporting to the NIRB as required.
Commentary:	Tail Lake has been selected as the Tailings Impoundment Area for the Doris North Project. The NIRB would expect that the Proponent, as soon as reasonable, would notify it of modifications to the Tailings Impoundment Area. Further, due to the phased nature of project development along the Hope Bay Belt, the applicability of this condition may be considered in relation to subsequent development applications.
Status for 2024:	In compliance
Agnico Eagle Comments:	Tail Lake is currently the preferred option for the TIA. This position has not changed.
Reference:	Revisions to TMAC Resources Inc. Amendment Application No. 1 of Project Certificate No. 003 and Water Licence 2AM-DOH1323, December 2017 Package P5-16 Tailings Management System.

Revised Term and Condition No. 7

Revised Term and Condition No. 7	
Category:	The Assessment of Alternatives to Tail Lake for Tailings Disposal
Responsible Parties:	The Proponent, Environment and Climate Change Canada, and Fisheries and Oceans Canada
Project Phase:	All phases
Objective:	To ensure that tailings is disposed of responsibly and monitored appropriately throughout the life of the Doris North project.
Term or Condition:	The Proponent shall meet immediately with Environment and Climate Change Canada and Fisheries and Oceans Canada to ensure the information required for Schedule 2 of the Metal and Diamond Mining Effluent Regulations can be processed according to law.
Reporting Requirements:	To be reported to the NIRB as required to provide necessary updates.
Commentary:	Tail Lake was added to Metal and Diamond Mining Effluent Regulations as a Tailings Impoundment Area under Schedule 2.
Status for 2024:	No longer active; completed.
Agnico Eagle Comments:	As per the NIRB's commentary in the Amended Project Certificate; Tail Lake has been authorized under Schedule 2 of the MDMER as the TIA; therefore, this term and condition is no longer active and completed. This is also concluded in the NIRB's 2023-2024 Monitoring Report, Appendix A – Compliance to with Terms and Conditions (NIRB 2025).
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.

Revised Term and Condition No. 8

Revised Term and Condition No. 8	
Category:	Tail Lake Water Quality and Water Management Strategy
Responsible Parties:	The Proponent and Environment and Climate Change Canada
Project Phase:	All phases
Objective:	To obtain real time weather data at the Doris North project site.
Term or Condition:	The Proponent will fund and install a weather station at the mine site to collect atmospheric data, including air temperature and precipitation. The design and location of this station shall be developed in consultation with Environment and Climate Change Canada officials.
Reporting Requirements:	To be reported to the Board on an annual basis.
Commentary:	Prior to closure and reclamation, the NIRB expects the Proponent to undertake consultation with appropriate agencies including Environment and Climate Change Canada, to discuss the possibility of the continued operation of the station, including transfer of ownership, for the collection of regional meteorological data. Installation and operation of the real time weather station has occurred.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The Doris meteorological station has recorded air temperature, relative humidity, wind speed and direction, precipitation, and solar radiation since 2004. Barometric pressure has been recorded since 2010. In September 2016, a Geonor T-200B all-weather precipitation gauge was installed to collect precipitation year-round.</p> <p>Meteorological monitoring for wind speed, wind direction, temperature, relative humidity, snowfall, rainfall, solar radiation, and barometric pressure at one location. The meteorological data were used in the interpretation of the air quality measurements. Further details are summarized in Appendix D-1 of this Annual Report.</p>
Reference:	Nunami Stantec Limited. Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report. Prepared for Agnico Eagle Mines Limited. Project No. 160930542. March 2025.

Revised Term and Condition No. 10

Revised Term and Condition No. 10	
Category:	Tail Lake Water Quality and Water Management Strategy
Responsible Parties:	The Proponent
Project Phase:	Post-closure
Objective:	To ensure water quality and compare these effects to the impact predictions in the 2005 FEIS and 2015 Amendment Application.
Term or Condition:	Should water from the Tailings Impoundment Area be discharged into Doris Creek, the Proponent shall ensure that monitoring of Tail Lake and Doris Creek water quality occurs, above and below the waterfall, and is verified by an independent, third-party laboratory. The Proponent must provide copies of the results directly to the NIRB and NIRB's Monitoring Officer.
Reporting Requirements:	To be included in the NIRB annual reporting and information collected used to update reports to be submitted to the NIRB.
Status for 2024:	In compliance
Agnico Eagle Comments:	The TIA did not discharge to Doris Creek in 2024. All water quality monitoring is conducted in accordance with the requirements of the NWB Type A Water Licence 2AM-DOH1335.
Reference:	Not applicable.

Term and Condition No. 11

Term and Condition No. 11	
Category:	Tail Lake Water Quality and Water Management Strategy
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	Quality control and quality assurance
Term or Condition:	Monitoring information collected under this approval shall contain the following information: the Person(s) who performed the sampling or took measurements; date, time, and place of sampling or measurement; date of analysis; name of the laboratory who performed the analysis; analytical methods or techniques used; and results of any analysis.
Reporting Requirements:	To be stored onsite.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Monitoring information is collected as required, stored on site and results of this monitoring is provided in monthly reports filed with the NWB. Similar to Term and Condition No. 12, sampling results from water quality monitoring activities are archived at site for the life of the project.
Reference:	Not applicable.

Revised Term and Condition No. 12

Revised Term and Condition No. 12	
Category:	Tail Lake Water Quality and Water Management Strategy
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	Quality control
Term or Condition:	The results and records of any monitoring, data, or analysis shall be kept for a minimum of the life of the project including closure and post closure monitoring. This time period shall be extended if requested by the Nunavut Impact Review Board, the Nunavut Water Board, Environment and Climate Change Canada, and Fisheries and Oceans Canada.
Reporting Requirements:	To be included in the annual report to the Board.
Commentary:	The NIRB's Monitoring Officer, consulting with Government Officials, will provide guidance on how results and records of any monitoring, data, or analysis will be presented.
Status for 2024:	In compliance
Agnico Eagle Comments:	Sampling results from water quality monitoring activities are archived at site for the life of the project.
Reference:	Not applicable.

Revised Term and Condition No. 13

Revised Term and Condition No. 13	
Category:	General
Responsible Parties:	The Proponent, Environment and Climate Change Canada, and Indigenous and Northern Affairs Canada
Project Phase:	All phases
Objective:	Collect additional information due to uncertainty in water management
Term or Condition:	<p>The Proponent shall collect additional water quality data for the 2006 field season and incorporate it into a revised water quality model to be submitted to the NWB as part of the water licence application. To ensure the protection of the receiving environment at the point of discharge, the Proponent will meet discharge criteria:</p> <p>Where discharge is to the freshwater environment, on a site-specific basis set by the Nunavut Water Board (NWB) where possible and as set by the Metal Mining Effluent Regulations (MMER); and</p> <p>Where discharge is to Roberts Bay, discharge criteria set by the MMER and the <i>Arctic Waters Pollution Prevention Act</i>.</p>
Reporting Requirements:	Include in water licence application to Nunavut Water Board and included in the Proponent's annual report to the NIRB.
Commentary:	Collection and incorporation of the additional water quality data for the 2006 field season for the water quality model was completed.
Status for 2024:	No longer active; completed
Agnico Eagle Comments:	As per the NIRB's commentary in the Amended Project Certificate; this term and condition was executed in 2006; therefore, is no longer an active and completed.
Reference:	Not applicable

Revised Term and Condition No. 14

Revised Term and Condition No. 14	
Category:	General
Responsible Parties:	The Proponent and the Nunavut Water Board
Project Phase:	Pre-construction
Objective:	Collect additional information due to uncertainty in water management
Term or Condition:	The Proponent shall collect additional precipitation, evaporation and runoff data and incorporate it into a revised water balance to be submitted to the Nunavut Water Board (NWB) as part of the water licence application.
Reporting Requirements:	No reporting requirement
Commentary:	This obligation was fulfilled, and information was included in the application to the Nunavut Water Board.
Status for 2024:	No longer active; completed.
Agnico Eagle Comments:	As per the NIRB's commentary in the Amended Project Certificate; this term and condition was completed; therefore, is no longer an active term and condition.
Reference:	Not applicable

Revised Term and Condition No. 15

Revised Term and Condition No. 15	
Category:	General
Responsible Parties:	The Proponent and the Nunavut Water Board
Project Phase:	Pre-construction, construction, closure, post closure.
Objective:	To monitor the environmental impacts of the effluent in the Tailings Impoundment Area and Doris Creek and compliance with discharge criteria.
Term or Condition:	The Proponent shall not permit the water discharged into Doris Creek to exceed the criteria set by the NWB.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	This does not preclude the Proponent from meeting requirements of the MDMER.
Status for 2024:	In compliance
Agnico Eagle Comments:	No site water was discharged into Doris Creek in 2024.
Reference:	Not applicable.

Revised Term and Condition No. 16

Revised Term and Condition No. 16	
Category:	General
Responsible Parties:	The Proponent, Nunavut Water Board, Nunavut Impact Review Board, Environment and Climate Change Canada, and Indigenous and Northern Affairs Canada
Project Phase:	All Phases
Objective:	To monitor the environmental impacts of the effluent in the Tailings Impoundment Area and Doris Creek and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent shall take all reasonable steps to prevent any discharge that is not in compliance with applicable regulatory approvals or requirements. If such a situation is encountered, the Proponent shall take immediate action to address the non-compliant discharge.
Reporting Requirements:	To be reported on an as needed basis and included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Discharge to Roberts Bay in 2024 was in compliance with the MDMER and results are generally below predictions. Agnico Eagle was not issued any warning notices regarding non compliant discharges in 2024.
Reference:	Not applicable.

Revised Term and Condition No. 17

Revised Term and Condition No. 17	
Category:	General
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To ensure timely notification of incidents on site.
Term or Condition:	The Proponent shall report any upset, exceedances, or compliance problem not only to regulatory agencies as required by law but shall also report the same to the Nunavut Impact Review Board's Monitoring Officer.
Reporting Requirements:	To be reported on an as needed basis and included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle reports any upset, exceedances, or compliance problems to the respective regulatory agencies and to the NIRB's Monitoring Officer as required.
Reference:	Not applicable.

Revised Term and Condition No. 18

Revised Term and Condition No. 18	
Category:	General
Responsible Parties:	The Proponent, Nunavut Impact Review Board, and Nunavut Water Board
Project Phase:	All phases
Objective:	To assess and mitigate impacts of acid rock generation and metal leaching.
Term or Condition:	The Proponent shall submit to the Nunavut Water Board (NWB), as part of the water licence application, a program detailing the methodology for testing quarried rock for acid generation and metal leaching potential. The sampling, testing, and analysis must be done by a professional geologist registered in Nunavut.
Reporting Requirements:	To be reported to the NIRB as required.
Commentary:	The Nunavut Impact Review Board (NIRB) expects any methodology to be certified by a Registered Professional and approved by the Nunavut Water Board. The NIRB expects that any analysis of laboratory results must also be done by a Registered Professional. The designation of Registered Professional refers to all those professionals registered with the Northwest Territories and Nunavut Association of Professional Engineers, Geologists, and Geophysicists (NAPEGG). This obligation is complete but should continue to be updated as required.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle provides the methodology for testing quarried rock for acid generation and metal leaching potential to the NWB through relevant management plans.</p> <p>The Hope Bay Quarry Management and Monitoring Plan details the currently approved methodology for testing quarried rock. In summary, as discussed in Section 3.1.3 of the Quarry Management and Monitoring Plan (NIRB Registry ID No. 342154), during quarrying activities, blast material from each active quarry will be collected at two different stages of quarry development per year. During each collection event, a whole rock sample and a sample of the same material sieved to pass a less than 2 mm screen will be submitted to an accredited external lab for sulphur analysis. This sampling method and frequency will result in up to four samples from each active quarry per year. No updates to the Plan were required this year.</p>
Reference:	Agnico Eagle. 2022. Hope Bay Quarry Management and Monitoring Plan. September 2022.

Revised Term and Condition No. 19

Revised Term and Condition No. 19	
Category:	Design of the Jetty and Related Issues
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To monitor the impacts of the jetty on shallow water permafrost and compare to predictions in 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent shall install thermistor cables and temperature loggers in the jetty foundation as well as the new jetty foundation. The Proponent shall monitor the effects of the jetty on shallow water permafrost through operations, until such time as the Nunavut Impact Review Board (NIRB) determines that such monitoring is no longer necessary and report the results of the monitoring collection to NIRB's Monitoring Officer.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	The new jetty is defined as the marine outfall berm.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle is in compliance with this requirement to install thermistor cables and temperature loggers in the jetty foundation. Thermistor cables and temperature loggers were installed in March 2009 and the monitoring results have been provided to the Monitoring Officer and the foundations are stable.</p> <p>Jetty thermistor data is reported as part of the Doris Madrid annual geotechnical inspection in accordance with Part I, Item 9 of the 2AM-DOH1335 licence. The Annual Geotechnical Inspection (SRK 2025) notes temperatures measured by SRK-JT1-09 appear to be similar to historic measurements.</p> <p><i>It was noted previously by TMAC that the commentary provided by the NIRB indicating the new jetty refers the marine outfall berm is inaccurate and should instead apply to the upgraded jetty that was proposed at the time of application but was not constructed.</i></p>
Reference	SRK (SRK Consulting). 2025. Site-Wide – 2024 Annual Geotechnical Inspections. Submitted to Agnico Eagle Mines Limited. Project reference: CAPR003066. March 26, 2025.

Revised Term and Condition No. 20

Revised Term and Condition No. 20	
Category:	Design of the Jetty and Related Issues, Accidents and Malfunctions
Responsible Parties:	The Proponent and Transport Canada
Project Phase:	All Phases
Objective:	To prevent or limit potential for ecosystemic effects in the event of fuel or waste spills.
Term or Condition:	The Proponent shall ensure spill kits are at hand at the Roberts Bay oil handling facility at all times, and that appropriate containment measures are used in the event of a spill in accordance with the most recent version of the Oil Pollution Emergency Plan and Oil Pollution Prevention Plan reviewed by Transport Canada.
Reporting Requirements:	N/A
Commentary:	The NIRB notes that term and condition 20 and term and condition 33 are expected to work together as one refers to the Roberts Bay jetty and one the transfer and handling of fuel on site.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The project is in compliance with this requirement to ensure that areas used for fuel storage and hazardous materials are contained using the safest methods practical. Location of spill kits can be found in the updated Hope Bay Spill Contingency Plan (Appendix F of this Annual Report).</p> <p>Fuel storage areas on the Mine site are constructed in compliance with required engineering standards. These facilities are also in compliance with the Type A Water Licence for Doris 2AM-DOH1335. Hope Bay has a Transport Canada approved (date) Oil Pollution Prevention/Oil Pollution Emergency Plan (OPPP/OPEP); minor updates were made in April. This was sent to Transport Canada and is provided in Appendix F of this Annual Report.</p>
Reference	<p>Agnico Eagle. 2025. Hope Bay Spill Contingency Plan. Version 18. March 2025.</p> <p>Agnico Eagle. 2025. Oil Pollution Prevention/Oil Pollution Emergency Plan. Version 4. April 2025.</p>

Revised Term and Condition No. 21

Revised Term and Condition No. 21	
Category:	Design of the Jetty and Related Issues
Responsible Parties:	The Proponent, Kitikmeot Inuit Association, and Nunavut Tunngavik Incorporated
Project Phase:	Closure and post closure
Objective:	To ensure a smooth transfer of ownership should the jetty remain for use of the public post closure of the Project.
Term or Condition:	The Proponent shall consult with Elders, the Kitikmeot Inuit Association and Nunavut Tunngavik Incorporated to determine if the jetty should be dismantled. The final Closure and Reclamation Plan, if it proceeds, must explain the consultation process used for the jetty and provide a summary of the issues used for the jetty and provide a summary of the issues identified during consultation.
Reporting Requirements:	To be reported by the Proponent prior to closure commencing.
Commentary:	NIRB has already considered these components and as quoted by the Minister in his letter to NIRB dated July 28, 2006 “... <i>further review under Article 12 would only be required if substantive changes were proposed that would significantly modify the project.</i> ” Also, the Proponent is expected to submit the summary of issues identified during consultation to NIRB’s Monitoring Officer.
Status for 2024:	Not active yet; not yet applicable
Agnico Eagle Comments:	The Roberts Bay jetty remains in use and Agnico Eagle does not have any plans to dismantle the existing jetty at this time. Prior to final closure and reclamation of the jetty Agnico Eagle will consult with local Elders, KitIA, and NTI on the closure plan for the Roberts Bay jetty.
Reference:	Not applicable.

Revised Term and Condition No. 22

Revised Term and Condition No. 22	
Category:	Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment
Responsible Parties:	The Proponent, Government of Nunavut-Department of Environment, and Kitikmeot Inuit Association
Project Phase:	Pre-construction, construction
Objective:	To collect baseline information on wolverine and grizzly bear populations in the area in order to assess impacts of the Project.
Term or Condition:	The Proponent, in consultation with Government of Nunavut- Department of Environment and Kitikmeot Inuit Association, shall immediately begin the design and implementation of baseline data collection methods to establish both the wolverine and grizzly bear population of the Hope Bay Belt region. Any baseline data results shall be reported to NIRB's Monitoring Officer.
Reporting Requirements:	To be included in the Proponent's annual wildlife report to the NIRB.
Commentary:	The Proponent has collected the baseline data and continues to collect ongoing monitoring data and the results are incorporated as appropriate into the Proponent's Wildlife Mitigation and Management Plan.
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle will continue to monitor to assess effects; however, the baseline data collection part (this Term and Condition) is complete. As such, we recommend this Term and Condition to be marked as no longer active; complete.
Reference:	Not applicable

Revised Term and Condition No. 23

Revised Term and Condition No. 23	
Category:	Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To assess the impacts of the Project on wildlife and compare these effects to the impact predictions in the 2005 Doris North FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent shall designate one of its employees as a primary wildlife contact for the mine, who will work with the Nunavut Impact Review Board's Monitoring Officer and regulatory officials in communicating on-site activities and to fulfill reporting requirements.
Reporting Requirements:	To be included in the Proponent's annual report and annual wildlife report to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Reports of wildlife interactions, incidents and mortalities are reported to NIRB by a member of Environment Department. These are included annually in the Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2 of this Annual Report).
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

Revised Term and Condition No. 24

Revised Term and Condition No. 24	
Category:	Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To ensure staff are prepared and are following commitments made for the Project.
Term or Condition:	As part of the training for the Proponent's on-site wildlife specialist, the Proponent shall provide training to that person in areas of bear encounters and safety, effects of noise on wildlife, recording wildlife sightings, waste management, records management, and reporting to the Nunavut Impact Review Board's Monitoring Officer and regulatory officials.
Reporting Requirements:	To be included in the Proponent's annual report and annual wildlife report to the NIRB as required.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	The Environment Department team members are provided with training with respect to bear awareness, waste management practices, recording wildlife sightings, records management, and general wildlife responsibilities.
Reference:	Not applicable

Revised Term and Condition No. 25

Revised Term and Condition No. 25	
Category:	Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To assess the impacts of the Project on the wildlife and compare these effects to the impact predicted in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent shall file a monitoring plan focused on assessing and mitigating interaction between wildlife and humans at the mine site, including associated infrastructure such as the TIA (Tailings Impoundment Area), roads, and activity at the waterfall and Roberts Bay. An annual report must be sent by March 30 each year to NIRB's Monitoring Officer on interactions that have occurred, any effect the interaction might have had on humans and wildlife, and mitigation measures taken to avoid similar interactions in the future. The Proponent shall file a report to NIRB within 48 hours should any incident occur which results in wildlife mortality.
Reporting Requirements:	To be included in the Proponent's annual wildlife report and annual report as appropriate to the NIRB.
Commentary:	The NIRB would expect that the reporting be coordinated with the legislated requirement for TMAC Resources Inc. to report mortalities of grizzly bear, Polar Bear, muskox, caribou, wolf, and Wolverine to the local conservation officer in Cambridge Bay.
Status for 2023:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle has provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitlA, as well as general site updates were applied.</p> <p>As the last part of the term and condition, there were two project related mortalities in 2024 to non-valued ecosystemic components (i.e., Arctic ground squirrel).</p>
Reference:	<p>Agnico Eagle. 2025. Hope Bay Project Wildlife Mitigation and Monitoring Plan. April 2025.</p> <p>ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.</p>

Revised Term and Condition No. 26

Revised Term and Condition No. 26	
Category:	Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To alleviate concerns related to wildlife on the Project site.
Term or Condition:	The Proponent shall consult with local Elders, Kitikmeot Hunters and Trappers Organizations, the Nunavut Wildlife Management Board, Government of Nunavut-Department of Environment, Environment and Climate Change Canada, and the Nunavut Impact Review Board's Monitoring Officer to review and discuss the results of wildlife monitoring and develop mitigation measures, including measures to discourage wildlife and birds from coming into contact with the Tailings Impoundment Area and contaminated areas of the mill site. The Proponent shall incorporate a plan for this consultation into a reviewed Wildlife Mitigation and Monitoring Plan.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Monitoring of birds around the Tailings Impoundment Area is incorporated within the WMMP. A PRISM (Program for Regional and International Shorebird Monitoring) survey was completed in 2024 following the schedule outlined in the WMMP. The number of upland bird species detected in 2024 was slightly lower than in 2021, when the last round of TIA PRISM surveys was completed. The 2024 results indicate that similar species were abundant in 2022 (Section 3.9.3.2 of Appendix D-2 of this Annual Report).</p> <p>Similarly, monitoring of wildlife around the Tailings Impoundment Area is incorporated within the WMMP. 2024 results show that wildlife (e.g., caribou, muskox, grizzly bears) are not interacting with the Tailings Impoundment Area.</p> <p>Agnico Eagle reports the results of ongoing wildlife monitoring plans in the Wildlife Mitigation and Monitoring Program Compliance Report (WMMP Report), included in the annual NIRB report and circulated to the same groups and agencies for comment.</p> <p>An Inuit Environmental Advisory Group (IEAC) was established, where wildlife mitigation and the results of monitoring are discussed with Inuit elders and land users familiar with the Mine area. In 2024 there were two in-person IEAC meetings (one in July and one in October). The focus of the July IEAC included providing updates on the early work activities and future updates at Hope Bay and discussion on revisions to the Wildlife Monitoring Mitigation Plan. The July IEAC meeting also included a field visit at Roberts Bay, Doris, and Madrid areas. The October IEAC meeting and discussion was held in Cambridge Bay office, and included discussion on follow-ups from the July field visit. The specific engagement for this audit process in 2024, the feedback provided, and program updates are included in Table 1.1-2 of the WMMP Report (Appendix D-2 of this Annual Report).</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

Revised Term and Condition No. 27

Revised Term and Condition No. 27	
Category:	Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To assess the environmental impact of the Project on wildlife and compare these effects to the impact predicted in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent shall update and revise the Wildlife Mitigation and Monitoring Plan (WMMP) to reflect Project terms and conditions and shall revise the Wildlife Mitigation and Monitoring Plan and submit to the Nunavut Impact Review Board (NIRB) for review. The NIRB may consult with relevant Government departments and the Nunavut Wildlife Management Board prior to approving the revised WMMP. The revised WMMP must be submitted within three (3) months after the updated Project Certificate is issued. The Proponent must also submit an updated plan on an annual basis which must also be approved by NIRB.
Reporting Requirements:	The Proponent is to report to the NIRB in its annual report.
Commentary:	Monitoring measures included in the Wildlife Mitigation and Monitoring Plan should be appropriate to confirm impact predictions, monitoring impacts, and to support adaptive implementation of mitigation measures. Specific to caribou, during construction and operations the Proponent must annually review relevant available data from on site and caribou collar data and shall consider revisions to the Wildlife Mitigation and Monitoring Plan.
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle has provided an updated Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitlA at the IEAC meeting in July 2024, as well as general site updates were applied.
Reference:	Agnico Eagle. 2025. Hope Bay Project Wildlife Mitigation and Monitoring Plan. April 2025.

Revised Term and Condition No. 28

Revised Term and Condition No. 28	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, the Government of Nunavut, and Indigenous and Northern Affairs Canada
Project Phase:	All Phases
Objective:	To assess the socio-economic impact of the Project on affected communities of Nunavut and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	<p>The Hope Bay Belt Socio-Economic Monitoring Committee is continued and renamed as the Hope Bay Socio-Economic Working Group (HBSEWG). The invited members of the Hope Bay Socio-Economic Working Group shall include the Proponent, the Government of Nunavut, Indigenous and Northern Affairs Canada, and the Kitikmeot Inuit Association and any other invitees the members of the Working Group may, from time to time invite to participate.</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 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 both the 2005 FEIS and the 2015 Amendment Application.</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>
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	The NIRB strongly suggests the use of a standardized reporting template to ensure consistent data collection and tracking of data trends in a comparable form to be shared upon request at the regional level and to minimize the duplication of efforts.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Because the Hope Bay Mine was placed under Care and Maintenance, the Socio-Economic Monitoring Program (SEMP) Plan that guides the SEMP Report required updates to align the Plan with all phases of the Project (construction, operation, and temporary and final closure). These updates were prepared in 2022, with the Plan finalized in 2023.</p> <p>Key updates to the Plan included adding supplemental metrics to monitor the impacts of the Mine during Care and Maintenance, additional mitigation measures to mitigate the reduction in Mine benefits during Care and Maintenance, and incorporation of additional information collection methods.</p> <p>These new metrics and mitigation measures, as well as collection methods, were incorporated for the first time in the 2022 SEMP Report, with monitoring continuing in the 2024 SEMP Report. Appendix D-3 of this Annual Report provides an update for Mine activities that took place from January 1, 2024, to December 31, 2024, as well as includes data collected in previous years to show trends in potential Mine effects and to improve the understanding of Mine's effects overtime.</p>
Reference:	ERM (ERM Consultants Canada Ltd.). 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program (SEMP) Report. Project No. 0758076. April 2025.

Revised Term and Condition No. 29

Revised Term and Condition No. 29	
Category:	Noise
Responsible Parties:	The Proponent, Government of Nunavut-Department of Environment, Environment and Climate Change Canada, Health Canada, Fisheries and Oceans Canada, and Workers Compensation Board
Project Phase:	All phases
Objective:	To assess noise impacts of the Project on wildlife and humans and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent shall develop and implement a noise abatement plan to protect people and wildlife from mine activity noise, including blasting, drilling, equipment, vehicles, and aircraft. The noise abatement plan will be developed in consultation with the Government of Nunavut - Department of Environment, Environment and Climate Change Canada, and Health Canada, and should be updated on an as required basis.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	The Local Study Area refers to the combined spatial boundaries set by the Proponent in its FEIS for each sensitive Valued Ecosystemic Component including arctic char, lake trout, lake whitefish, ninespine stickleback, Caribou, grizzly bear, Wolverine, upland breeding birds, waterfowl, and raptors. Also, the noise abatement plan will consider potential blasting time restrictions with Fisheries and Oceans Canada's (DFO) Guidelines for the Use of Explosives In or Near Canadian Fisheries Waters (Wright and Hopky 1998) as modified by DFO for use in the North. The Proponent should also consult with Health Canada, the Government of Nunavut (GN)-Department of Environment, and the Workers Compensation Board in locating and designing the sound meters.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle does not maintain a standalone Noise Abatement Plan. For the protection of people, Agnico Eagle implements noise monitoring and abatement under its occupational health and safety management program which is reviewed by the Workers' Safety and Compensation Commission (WSCC) Mines Inspector. For the protection of wildlife, Agnico Eagle implements its noise management under its wildlife mitigation and monitoring program.</p> <p>Prior to blasting prechecks were completed and there were no instances of caribou observed within line of sight out to 2.8 kilometre (km) of the blasting point.</p> <p>The inconsistent results of the monitoring suggest that a local monitoring approach would be more effective to determine impacts to caribou at the Mine.</p> <p>Although this noise monitoring during blasting is conducted to refine the setback distances required for caribou presence near a blast, it is important to note that monitoring is not required as a compliance activity.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

Revised Term and Condition No. 30

Revised Term and Condition No. 30	
Category:	Air Quality
Responsible Parties:	The Proponent, Environment and Climate Change Canada
Project Phase:	All Phases
Objective:	To assess air quality impact of the Project in the project area and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	The Proponent will install and fund an atmospheric monitoring station. This station and its location shall be developed in consultation with Environment and Climate Change Canada and Health Canada air quality officials and focus on particulates of concern generated at the mine site. The results of air-quality monitoring are to be reported every six (6) months to the Nunavut Impact Review Board through the Monitoring Officer, and from there to all of the parties.
Reporting Requirements:	Reported every six (6) months.
Commentary:	Installation of the atmospheric monitoring station was completed.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle operates and funds an atmospheric monitoring station.</p> <p>Agnico Eagle submits two semi-annual air quality reports to the NIRB as per the reporting requirements of the Term and Condition. The first report (Q1-Q3) is submitted as part of the NIRB annual report, the second report (winter) is then submitted to the NIRB in Q4.</p> <p>As recommended in the 2024 Annual Report, Agnico Eagle would like to explore opportunities with the NIRB for one annual report to be submitted by April 30 each year; rather than two reporting periods.</p> <p>As part of this Annual Report, the Q1-Q3 2023 Atmospheric Compliance Monitoring Program Report is provided in Appendix D-1, and summarized in Section 7.1 of this Annual Report.</p>
Reference:	Nunami Stantec Limited. Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report. Prepared for Agnico Eagle Mines Limited. Project No. 160930542. March 2025.

Revised Term and Condition No. 31

Revised Term and Condition No. 31	
Category:	Closure and Reclamation
Responsible Parties:	The Proponent
Project Phase:	Operations, Care and Maintenance
Objective:	To ensure a plan was in place due to the short lifespan of the Project.
Term or Condition:	The Proponent shall maintain a complete Closure and Reclamation Plan on file with the Nunavut Water Board prepared in accordance with requirements of the Nunavut Water Board and other regulators.
Reporting Requirements:	The NIRB would require this prior to the closure as the mine is subject to NIRB Review.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Throughout 2024, Agnico Eagle worked with Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) and ECCC with respect to the Doris-Madrid Interim Reclamation Plan (ICRP) which was issued on January 9, 2024. There were multiple rounds of comments and recommendations throughout the year, including comments from CIRNAC, ECCC, and Transport Canada. A revised ICRP (version 7.1) was submitted in September 2024 to address recommendations from parties. In the end, on November 19, 2024 this version of the ICRP was approved by the NWB. Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes.
Reference:	Not applicable

Revised Term and Condition No. 32

Revised Term and Condition No. 32	
Category:	Environment, Health and Safety Management System
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To ensure all plans are approved and in place prior to commencement of construction.
Term or Condition:	Prior to the commencement of operation, the Proponent shall have a complete Environment, Health and Safety Management System in place which includes the following: Wildlife Mitigation and Monitoring Plan; Environmental Protection Plan; Emergency Response and Spill Contingency Plan; Occupational Health and Safety Plan; Human Resources Plan; Community Relations Plan; Monitoring and Follow-up Plan; and Auditing and Continuous Improvement Plan. When complete, these Plans shall be forwarded to the Nunavut Impact Review Board's Monitoring Officer.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB as required.
Commentary:	<p>The Proponent is expected to contact federal and territorial Government Departments immediately regarding the preparation of these plans. The Government of Nunavut, in particular, is involved with the approval of many of the plans and is encouraged to designate an official to approve the plans as applicable. Please see Appendix C for a list of Government of Nunavut contacts.</p> <p>NIRB considers the Environmental, Health and Safety Management System to be complete once Miramar Hope Bay Ltd. has submitted all required plans. NIRB expects the Environmental Health and Safety Management System to be completed prior to the commencement of construction.</p>
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle has been submitting the plans that make-up the Environment, Health and Safety Management System to the Monitoring Officer as they are revised or completed. The existing and implemented Hope Bay Management Plans are shown in Section 8 of this Annual Report. Updated plans are provided to the NIRB via stand-alone submissions when required.
Reference:	Not applicable

Revised Term and Condition No. 33

Revised Term and Condition No. 33	
Category:	Fuel and Hazardous Materials
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To ensure best practices are being utilized on site.
Term or Condition:	The Proponent shall ensure spill kits are at hand at the Roberts Bay oil handling facility at all times, and that appropriate containment measures are used to prevent, contain and respond to a spill in accordance with the Most recent version of the Oil Pollution Emergency Plan and Oil Pollution Prevention Plan reviewed by Transport Canada.
Reporting Requirements:	N/A
Commentary:	The NIRB expects that Term and Condition 33 would work together with Term and Condition 20.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The project is in compliance with this requirement to ensure that areas used for fuel storage and hazardous materials are contained using the safest methods practical. Location of spill kits can be found in the updated Hope Bay Spill Contingency Plan (Appendix F of this Annual Report).</p> <p>Fuel storage areas on the Mine site are constructed in compliance with required engineering standards. These facilities are also in compliance with the Type A Water Licence for Doris 2AM-DOH1335.</p> <p>In the NIRB's 2023-2024 Monitoring Report (NIRB 2025), the NIRB requested an update on the outcome of discussions between parties with respect to secondary containment. In April 2025, Agnico Eagle and CIRNAC met on the topic of adequacy of secondary containment and are working together to resolve the issue raised by CIRNAC. Agnico Eagle will advise NIRB when the matter has been resolved.</p> <p>Agnico Eagle has a Transport Canada approved OPPP/OPEP which was recently updated in April. This was sent to Transport Canada and is provided in Appendix F of this Annual Report.</p>
Reference:	<p>Agnico Eagle. 2025. Hope Bay Spill Contingency Plan. Version 18. March 2025.</p> <p>Agnico Eagle. 2025. Oil Pollution Prevention/Oil Pollution Emergency Plan. Version 4. April 2025.</p> <p>NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025</p>

Revised Term and Condition No. 34

Revised Term and Condition No. 34	
Category:	Planned Changes
Responsible Parties:	The Proponent
Project Phase:	Pre-construction, construction, operations, care and maintenance
Objective:	To ensure all future developments are reported on a timely basis due to the short mine life.
Term or Condition:	The Proponent shall give notice of any planned significant changes to the mine facility, including the Tailings Impoundment Area, mining infrastructure such as the mill, to the regulatory authorities and the Nunavut Impact Review Board (NIRB) through its Monitoring Officer, in a timely basis.
Reporting Requirements:	To be reported by the Proponent to the NIRB as required.
Commentary:	“Planned Changes” refers to changes that may cause an environmental effect. Significant means any change to the mine facilities, which would require a reconsideration of the project certificate or an amendment of the Type “A” Water Licence. Please see related Terms and Conditions #17, #5, and #6.
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle will continue to notify NIRB of planned changes to the mine facility, including the TIA, and its operations. It is understood that changes should be reported based on their anticipated social and environmental impacts to the Hope Bay Mine.
Reference:	Not applicable

Revised Term and Condition No. 35

Revised Term and Condition No. 35	
Category:	Duty to Comply
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	N/A
Term or Condition:	The Proponent shall comply with all terms and conditions and any noncompliance constitutes a violation of the approval and is grounds for NIRB's reconsideration and recommendation to the Minister under Article 12, Part 8 of the NLCA.
Reporting Requirements:	N/A
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	The Mine will remain in compliance with this requirement as described herein.
Reference:	Not applicable

New Term and Condition No. 36

New Term and Condition No. 36	
Category:	Freshwater
Responsible Parties:	The Proponent and the Nunavut Water Board
Project Phase:	Pre-construction, construction, and operations
Objective:	To assess the environmental impact of the Project on Doris Lake and fish and fish habitat.
Term or Condition:	The Proponent shall continue year-round monitoring and recording of Doris Lake water levels during construction and operations. This will allow for detection of actual Doris Lake draw down below the sill level; computation of the amount of drawdown, quantification of the project impact, and implementation of adaptive mitigation and management measures as appropriate.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	Not applicable
Agnico Eagle Comments:	As Hope Bay is in Care & Maintenance, this Term and Condition is not applicable at this time.
Reference:	Not applicable

New Term and Condition No. 37

New Term and Condition No. 37	
Category:	Freshwater
Responsible Parties:	The Proponent, The Nunavut Water Board, and Indigenous and Northern Affairs Canada
Project Phase:	Pre-construction, construction, operations, care and maintenance
Objective:	To assess the environmental impact of the Project on groundwater due to mining in a talik.
Term or Condition:	The Proponent shall develop and submit a detailed Groundwater Management Plan for review during the water licensing process and to the Nunavut Impact Review Board as part of the plans available on the Doris North project. The plan shall acknowledge uncertainties pertaining to predictions of groundwater quantity and quality and inform the Groundwater Management Plan. Indigenous and Northern Affairs Canada should be consulted with respect to the contents of the Plan and any required mitigation measures.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle implements the Hope Bay Groundwater Management Plan (NIRB Public Registry (ID No. 339246).
Reference:	Agnico Eagle. 2022. Hope Bay Ground Water Management Plan. March 2022.

New Term and Condition No. 38

New Term and Condition No. 38	
Category:	Marine Environment
Responsible Parties:	The Proponent and Indigenous and Northern Affairs Canada
Project Phase:	Operations, care and maintenance, and closure
Objective:	To assess the environmental impact of the Project on the seabed and marine environment if the effluent discharge pipeline is abandoned in place or removed.
Term or Condition:	At least six (6) months prior to construction of the effluent pipeline and diffuser system the Proponent shall provide the NIRB with a detailed design for the system that includes the location of the pipeline in relation to the existing roadway, the location of the small jetty supporting the pipeline and the design of the diffuser.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB in the year which it is developed.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>In 2020 the ocean discharge line which discharges treated effluent from underground and TIA was stuck in the sea ice when it floated off the ocean floor due to air entrapment in the line. This caused the pipe to be stuck in the ice therefore making the system inoperable.</p> <p>In the summer of 2021, the pipe was re-laid on the sea floor and the diffuser was reattached.</p> <p>In 2022 the diffuser was once again found damaged due to movement of the pipe caused by air entrapment. A plan was put in place to complete repairs in 2024 when the pipe could be overweighted by laying concrete blocks on the pipe which will prevent it from floating or moving. The installation and re-attachment of the diffuser was completed in August 2024 by Agnico Eagle and Great Pacific and was successful in preventing the outfall from further movements and damage.</p>
Reference:	Not applicable

New Term and Condition No. 39

New Term and Condition No. 39	
Category:	Marine Environment
Responsible Parties:	The Proponent and Indigenous and Northern Affairs Canada
Project Phase:	Operations, care and maintenance, and closure
Objective:	To assess the environmental impact of the Project on the seabed and marine environment if the effluent discharge pipeline is abandoned in place or removed.
Term or Condition:	At least six (6) months prior to operation of the effluent pipeline and diffuser system, the Proponent shall conduct and submit to the Board a hazard and operability study of the pipeline and marine outfall system as part of the land authorization process.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB in the year it is to be developed.
Commentary:	The jetty is also defined as the marine outfall berm.
Status for 2024:	In compliance
Agnico Eagle Comments:	A hazard and operability study of the pipeline and marine outfall system to the NIRB on August 29, 2018.
Reference:	TMAC correspondence to the NIRB Re: Marine Outfall Berm, Detailed Design Drawings and Hazard and Operability Study submitted on August 29, 2018.

New Term and Condition No. 40

New Term and Condition No. 40	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent and Hope Bay Socio-Economic Working Group
Project Phase:	All phases
Objective:	To monitor the socio-economic effects of the Project on affected communities of Nunavut and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.
Term or Condition:	Within one (1) year of the issuance by the NIRB of an amended Project Certificate, the Proponent will submit an updated Doris North Socio-Economic Monitoring Plan for the review of the Hope Bay Socio-Economic Working Group review and comment that identifies any updates, changes and amended Terms of Reference for the Hope Bay Socio-Economic Working Group required to reflect the amendments to the Project as outlined in the 2015 Amendment Application. Any changes as agreed to by the Hope Bay Socio-Economic Working Group shall be submitted to the Nunavut Impact Review Board.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Doris Mill has been placed into Care and Maintenance and production has been suspended. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure).</p> <p>The updated Plan was provided for review and input to the SEMC / Socio-economic Monitoring Working Group (SEMWG). Additional feedback and direction on the preparation of this Plan was collected during the annual SEMC / SEMWG meeting held on December 13, 2022. The feedback, comments, and revisions received during the document review and the workshop were incorporated into the final version of this Plan presented in this document. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118).</p> <p>The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing Care and Maintenance of the Mine.</p>
Reference:	ERM (ERM Resources Inc.) Hope Bay Project: Socio-Economic Monitoring Program Plan Update. Project No. 0655864. June 2023

New Term and Condition No. 41

New Term and Condition No. 41	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group, Kitikmeot Socio-Economic Monitoring Committee (K-SEMC)
Project Phase:	End of Operations, Temporary or Final Closure
Objective:	To prepare for, monitor and mitigate the potential socio-economic effects of temporary or permanent mine closure on the affected communities of Nunavut.
Term or Condition:	Two (2) years prior to the planned Final Closure of the Project, the Proponent shall, in collaboration with the Hope Bay Socio-Economic Working Group submit an updated Doris North Socio-Economic Monitoring Plan to the Kitikmeot Socio-Economic Monitoring Committee (K-SEMC) that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of Project closure.
Reporting Requirements:	Required updated Doris North Socio-Economic Monitoring Plan to be submitted to the NIRB at the same time as the K-SEMC.
Commentary:	N/A
Status for 2024:	Not active yet; not yet applicable
Agnico Eagle Comments:	Two years prior to planned Final Closure Agnico Eagle will, in collaboration with the HBSEWG, submit an updated Hope Bay Socio-Economic Monitoring Plan to the K-SEMC.
Reference:	Not applicable

New Term and Condition No. 42

New Term and Condition No. 42	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group, Kitikmeot Socio-Economic Monitoring Committee (K-SEMC)
Project Phase:	End of Operations, Temporary or Final Closure
Objective:	To mitigate the potential socio-economic effects of temporary or permanent mine closure on the affected communities of Nunavut
Term or Condition:	Within six (6) months following an unanticipated temporary or final closure of the Project the Proponent shall, in collaboration with the Hope Bay Socio-Economic Working Group submit an updated Doris North Socio-Economic Monitoring Plan to the K-SEMC that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of the Project's temporary or permanent closure.
Reporting Requirements:	Required updated Doris North Socio-Economic Monitoring Plan to be submitted to the NIRB at the same time as the K-SEMC.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Doris Mill has been placed into Care and Maintenance and production has been suspended. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure).</p> <p>The updated Plan was provided for review and input to the SEMC / SEMWG. Additional feedback and direction on the preparation of this Plan was collected during the annual SEMC / SEMWG meeting held on December 13, 2022. The feedback, comments, and revisions received during the document review and the workshop were incorporated into the final version of this Plan presented in this document. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118).</p> <p>The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing care and maintenance of the Mine.</p>
Reference:	ERM (ERM Resources Inc.) Hope Bay Project: Socio-Economic Monitoring Program Plan Update. Project No. 0655864. June 2023

New Term and Condition No. 43

New Term and Condition No. 43	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group, and the Kitikmeot Socio-Economic Monitoring Committee (K-SEMC)
Project Phase:	End of Operations, Temporary or Final Closure
Objective:	To mitigate the potential socio-economic effects of temporary or permanent mine closure on the affected communities of Nunavut.
Term or Condition:	Two (2) years prior to the planned Final Closure of the Project, the Proponent shall submit to the NIRB an updated Human Resource Plan and Wellness Strategy for the Project that includes a Workforce Transition Strategy designed to mitigate the potential negative effects of Project closure on the affected communities of Nunavut.
Reporting Requirements:	Updated Human Resource Plan and Wellness Strategy submitted to the NIRB in accordance with the timelines prescribed.
Commentary:	For greater clarity, under this term and condition the update to the Human Resources Plan and Wellness Strategy for the Project (including a Workforce Transition Strategy) is required to be filed at least two (2) years prior to the Proponent's planned Final Closure of the Project, regardless of whether the Project has, at that time, already ceased operations, is being maintained in a temporarily closed phase or has already entered the final closure phase.
Status for 2024:	Not active yet; Not yet applicable
Agnico Eagle Comments:	Two years prior to planned Final Closure of the Mine, Agnico Eagle will submit to the NIRB and updated Human Resources Plan and Wellness Strategy, including a Workforce Transition Strategy, for the Mine.
Reference:	Not applicable

New Term and Condition No. 44

New Term and Condition No. 44	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, Government of Nunavut, and the Kitikmeot Socio-Economic Monitoring Committee (K-SEMC)
Project Phase:	All Phases
Objective:	To support co-ordination and collaboration of education and training initiatives with Government of Nunavut Initiatives.
Term or Condition:	Within six (6) months following an unanticipated temporary or final closure of the Project the Proponent shall submit to the NIRB an updated Human Resource Plan and Wellness Strategy for the Project that includes a Workforce Transition Strategy designed to mitigate the potential negative effects of Project closure on the affected communities of Nunavut.
Reporting Requirements:	Updated Human Resource Plan and Wellness Strategy submitted to the NIRB in accordance with the timelines prescribed.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	In February 2022, Agnico Eagle placed Hope Bay under Care and Maintenance. An updated Human Resources Plan and Wellness Strategy for the Mine that includes a Workforce Transition Strategy was provided in the 2023 Annual Report (Registry ID No. 349893).
Reference:	Not applicable

New Term and Condition No. 45

New Term and Condition No. 45	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent and the Government of Nunavut
Project Phase:	All Phases
Objective:	To support co-ordination and collaboration of education and training initiatives with Government of Nunavut Initiatives.
Term or Condition:	To the extent that such communications are consistent with and not limited by the Proponent's obligations under the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA), the Proponent shall share information with the Government of Nunavut, Department of Education with respect to the Proponent's youth employment initiatives in their Human Resources Plan, and other programs that may relate to education and will, to the extent possible integrate the Proponent's activities into the existing Department of Education program, and communication and delivery plans.
Reporting Requirements:	Collaboration and integration initiatives to be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle communicates with the Department of Education headquarters staff on any planned initiatives relating to youth employment, and other programs that may relate to education.</p> <p>Agnico Eagle continues to coordinate and collaborate with the GN Department of Education, Department of Family Services and Nunavut Arctic College on education and training matters. This includes continued participation in the Nunavut Mine Training Roundtable, the KitlA Employment and Training Stakeholder Working Group, and through specific scheduled meetings with officials.</p> <p>On February 8, 2024, the MOU was officially signed with the GN, and it came into effect on the same date.</p>
Reference:	Not applicable

New Term and Condition No. 46

New Term and Condition No. 46	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent and the Government of Nunavut
Project Phase:	All Phases
Objective:	To support co-ordination and collaboration of education and training initiatives with Government of Nunavut Initiatives
Term or Condition:	<p>To the extent that such communications are consistent with and not limited by the Proponent's obligations under the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA), the Proponent shall provide the Government of Nunavut (GN) and the NIRB information regarding the labour force needs of the Project as it proceeds:</p> <p>the title and number of positions required by department or work area;</p> <p>the potential start dates;</p> <p>to the level of education required (with reference to the specific positions); and</p> <p>whether on-the-job or other forms of training and certification will be required (with reference to the specific positions).</p>
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB or when the Proponent anticipates significant changes in labour force needs for the Project.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>As the Mine entered into Care and Maintenance in February 2022 and remains in Care and Maintenance for the time being. In 2024, the Mine hired up to 38 Kitikmeot employees, as well as 8 Inuit employees from outside the Kitikmeot.</p> <p>As part of the FEIS, labour force needs of the Mine were assumed to be substantially reduced, but not ceased, as there is a need for ongoing maintenance activities. Section 5 and Table 10.1-1 of the 2024 SEMP (Appendix D-3 of this Annual Report), provide details such as overall employment, Inuit and Kitikmeot employment, trainings, skill levels.</p>
Reference:	ERM (ERM Consultants Canada Ltd.). 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program Report. Project No. 0758076. April 2025.

New Term and Condition No. 47

New Term and Condition No. 47	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group, and the Kitikmeot Socio-Economic Monitoring Committee (K-SEMC)
Project Phase:	All Phases
Objective:	To assess the effects of the Proponent's education and training initiatives in the affected Nunavut communities.
Term or Condition:	To the extent that such communications are consistent with and not limited by the Proponent's obligations under the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA), the Proponent shall share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives including the Hope Bay Socio-Economic Working Group and the Kitikmeot Socio-Economic Monitoring Committee.
Reporting Requirements:	Collaboration and integration initiatives to be included in the Proponent's annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	In 2024, Agnico Eagle delivered 11,138 hours of internal training. No workers were deployed to other Agnico Eagle projects in 2024; consequently, no related training was provided. A total of 241 hours of training were delivered to Inuit employees. Further details on education and training are provided in Section 6 and Table 10.1-1 of the 2024 SEMP (Appendix D-3 of this Annual Report).
Reference:	ERM (ERM Consultants Canada Ltd.). 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program Report. Project No. 0758076. April 2025.

New Term and Condition No. 48

New Term and Condition No. 48	
Category:	Cultural, Archaeological and Paleontological Impacts
Responsible Parties:	The Proponent and the Government of Nunavut - Department of Culture and Heritage (GN-DCH)
Project Phase:	All Phases
Objective:	To ensure that all archaeological resources that the Proponent identifies in the project development area are fully documented.
Term or Condition:	By February 28 of each year when there are significant footprint changes to the project development area or an archaeological permit is requested, the Proponent will provide the GN-DCH with a series of maps and tables indicating the current status of all archaeological sites within the project development area. The Proponent shall consult with the GN-DCH to establish the contents of the maps and tables that must be submitted.
Reporting Requirements	Recognizing that these detailed maps are to remain confidential, the Proponent is only required to submit this information to the applicable Government of Nunavut representative (Territorial Archaeologist or designate).
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	This condition has been satisfied in consultation with the GN-DCH and the report submitted to the Territorial Archaeologist, GN-DCH in December 2024. Further, a summary of the work completed in 2024 is provided in Appendix D-4 of this Annual Report.
Reference:	Points West (Points West Heritage Consulting Ltd.). 2024. Archaeological Investigations at the Hope Bay Project, Nunavut in 2024 Final Permit Report (NU Archaeologist's Permit 2024-09A)

New Term and Condition No. 49

New Term and Condition No. 49	
Category:	Socio-Economic Impacts
Responsible Parties:	The Proponent, Government of Nunavut - Nunavut Housing Corporation, and the Kitikmeot Socio-Economic Monitoring Committee (K-SEMC)
Project Phase:	All Phases
Objective:	To monitor whether the predictions of Project-induced effects of in-migration remain accurate and mitigation measures intended to limit these effects are sufficient.
Term or Condition:	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.
Reporting Requirements:	N/A
Commentary:	It should be noted that interpretation of the results, modifications to the surveys and any reporting of the results remain the responsibility of the authors of the survey, the Government of Nunavut and Nunavut Housing Corporation.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The housing survey initiative, lead by NHC, has not been developed. Agnico Eagle made several attempts to engage with NHC on the status of survey development, but has not had a response to date. Agnico Eagle remains committed to administering a housing status survey to its Nunavummiut employees.</p> <p>As per direction from NIRB in their 2023-2024 Monitoring Report, Agnico Eagle will, when the time is appropriate, begin discussions and develop a strategy for the development of a housing survey.</p>
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025

New Term and Condition No. 50

New Term and Condition No. 50	
Category:	Marine Environment
Responsible Parties:	The Proponent, Indigenous and Northern Affairs Canada, Environment and Climate Change Canada, and Fisheries and Oceans Canada
Project Phase:	Operations, Care and Maintenance, and closure
Objective:	To assess the environmental impact of the Project on the seabed and marine environment if the effluent discharge pipeline is abandoned in place or removed.
Term or Condition:	The Proponent shall remove the subsea pipeline and diffuser in Roberts Bay when the pipeline is no longer in use unless it can be demonstrated to the satisfaction of the Nunavut Impact Review Board that this infrastructure will provide a net positive environmental effect to the local ecosystem.
Reporting Requirements:	To be included in the Proponent's annual reporting to the NIRB as required.
Commentary:	N/A
Status for 2024:	Not active yet; Not yet applicable.
Agnico Eagle Comments:	The pipeline is still in place. Agnico Eagle will review options with the NIRB at the time when the pipeline and diffuser in Roberts Bay is no longer in use.
Reference:	Not applicable

5.2 MADRID-BOSTON PROJECT CERTIFICATE NO. 009

The Doris North Project Certificate No. 009 currently has 65 Terms and Conditions. Of these, 60 are classified as ‘In compliance’, and 5 are ‘Not yet active; not yet applicable’.

General Conditions

General Conditions		Agnico Eagle Comments:
1 to 4. NIRB specific requirements	Not applicable	Not applicable
5. Proponent must obtain all required federal and territorial permits and other approvals and shall comply with the requirements of such regulatory instruments.	In compliance	Refer to Section 2 of the Annual Report.
6. Duty to Comply with environmental laws and regulations and/or regulatory instruments, prompt action to remedy non-compliance and report any noncompliance.	In compliance	A summary of compliance with regulatory instruments is provided in Section 6.
7. Posting of adequate performance bonding	In compliance	Agnico Eagle worked with the KitlA and Crown Indigenous Relations and Northern Affairs Canada (CIRNAC) in 2024 and agreed to security updates for Doris-Madrid under 2AM-DOH licence. Letters of Credit were finalized with respective parties and are in place as agreed with NWB.
8. Information requirements for monitoring reporting.	In compliance	A summary of compliance with monitoring reporting is provided in Section 5.
9. Make significant monitoring results and/or summaries of significant results available in English, Inuinnaqtun, and Inuktitut, to the extent feasible.	In compliance	Translation of executive summary of annual report provided.
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.	In compliance	Agnico Eagle maintains records, including results, of all Mine-related monitoring data and analysis for the life of the Mine.
11. Maintenance of an up to date the Environmental Impact Statement and the updated environmental monitoring programs developed for the Project as new information is collected.	In compliance	There has been no new environmental impact statement since the 2017 FEIS submission. Monitoring and Management Plans are updated when required, as provided in Section 8.
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	In compliance	This annual report is available here .
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.	In compliance	Section 5, Project Certificate No. 009, Term and Condition 49 provides details of community engagement in 2024.
14. NIRB specific requirement	Not applicable	Not applicable

New Term and Condition No. 1

New Term and Condition No. 1	
Category:	Air Quality – Air Quality Management Plan
Responsible Parties:	The Proponent, Environment and Climate Change Canada
Project Phase:	All Phases
Objective:	To ensure that impacts of the Project on air quality are identified, effectively mitigated and adaptively managed.
Term or Condition:	<p>The Proponent shall maintain an Air Quality Management Plan that addresses the following areas/issues:</p> <ul style="list-style-type: none"> a) regular stack testing of incinerators to demonstrate emissions are within levels predicted or within applicable guidelines or standards; b) continuous NO₂ monitoring and demonstration that NO₂ emissions do not exceed levels impact predictions nor relevant guidelines; and c) implementation of dust suppression measures and demonstration that dustfall and concentrations of suspended particulate matter are within levels predicted or committed to, and within levels or limits established by applicable guidelines and regulations.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction and reported on annually (or more frequently for monitoring results that may already be required under Project Certificate No. 003, such as Term and Condition #30). For years when stack testing has been conducted, the stack testing results must also be reported to Environment and Climate Change Canada (ECCC) as ECCC directs.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle's Air Quality Management Plan addresses this term and condition. The updated Air Quality Management Plan was submitted to the NIRB in April 2019. Stack testing was last conducted in 2022 and, as per requirements, stack testing is to be completed at site in 2025.
Reference:	TMAC (TMAC Resources). 2019. Hope Bay Project Air Quality Management Plan. April 2019.

New Term and Condition No. 2

New Term and Condition No. 2	
Category:	Climate and Meteorology – Greenhouse Gas Reduction Plan
Responsible Parties:	The Proponent
Project Phase:	Construction and Operations
Objective:	To monitor and reduce greenhouse gas emissions produced by the Project.
Term or Condition:	<p>The Proponent shall maintain a Greenhouse Gas Emissions (GHG) Reduction Plan which includes:</p> <ul style="list-style-type: none"> a) an estimate of the Project's GHG baseline emissions; b) a description of monitoring measures to be undertaken, including the methods, frequency, parameters, and a description the analysis that will be carried out on the monitoring data generated; and c) a description of mitigative and adaptive strategies to reduce project-related greenhouse gas emissions over the Project lifecycle.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	As was outlined in the 2023 Annual Report, given that Hope Bay is currently under Care and Maintenance and this requirement is only necessary during Construction and Operations, Agnico Eagle commits to develop a standalone plan prior to re-initiating Operations if that occurs. Further, this was acknowledged in the in the NIRB's 2023-2024 Monitoring Report, Appendix A – Compliance to with Terms and Conditions (NIRB 2025).
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.

New Term and Condition No. 3

New Term and Condition No. 3	
Category:	Climate and Meteorology – Mine Closure and Reclamation Plan
Responsible Parties:	The Proponent
Project Phase:	Temporary Closure/Care and Maintenance, Closure and Post-Closure
Objective:	To ensure mitigation, monitoring, and adaptive management measures are in place for the long-term stability, containment, and integrity of project components and the protection of environmental features.
Term or Condition:	<p>The Proponent shall maintain a Mine Closure and Reclamation Plan that addresses the following areas/issues:</p> <ul style="list-style-type: none"> a) adaptive management approaches for monitoring and mitigation measures to ensure long-term containment of the Tailings Storage Facility and Waste Rock Storage Areas; b) measures to maintain the integrity of the groundwater quality within and adjacent to the Project; and c) estimates of the approximate fill time for the mine pits.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	The terms “Tailings Storage Facility”, “Waste Rock Storage Areas” and “mine pit” are intended to apply to the underground workings.
Status for 2024:	In compliance
Agnico Eagle Comments:	Throughout 2024, Agnico Eagle worked with CIRNAC and ECCC with respect to the Doris-Madrid Interim Reclamation Plan (ICRP) which was issued on January 9, 2024. There were multiple rounds of comments and recommendations throughout the year, including comments from CIRNAC, ECCC, and Transport Canada. A revised ICRP (version 7.1) was submitted in September 2024 to address recommendations from parties. In the end, on November 19, 2024 this version of the ICRP was approved by the NRB. Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes.
Reference:	Not applicable

New Term and Condition No. 4

New Term and Condition No. 4	
Category:	Noise and Vibration – Noise Abatement and Monitoring
Responsible Parties:	The Proponent, Government of Nunavut-Department of Environment, Environment and Climate Change Canada, Health Canada, Fisheries and Oceans Canada
Project Phase:	All Phases
Objective:	To minimize sensory disturbance to humans and wildlife
Term or Condition:	<p>The Proponent shall, in consultation with the Government of Nunavut-Department of Environment, Environment and Climate Change Canada, and Health Canada, maintain a Noise Abatement Monitoring Plan that addresses the following areas/issues:</p> <ul style="list-style-type: none"> a) measures to protect people, fish, and wildlife, from mine activity noise and vibration, including blasting, drilling, equipment, vehicles and aircraft; b) monitoring of noise at least once during each phase of the Project and following quarry blasts to demonstrate that noise levels remain within predicted levels and below applicable guidelines and standards; c) adaptive management and monitoring measures to be implemented should monitoring identify an exceedance; and d) the procedure employees should follow if they have any noise complaints.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction and reported on annually (or more frequently for monitoring results that may already be required under Project Certificate No. 003, such as Term and Condition #29).
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle does not maintain a standalone Noise Abatement Plan. For the protection of people, Agnico Eagle implements noise monitoring and abatement under its occupational health and safety management program which is reviewed by the Workers' Safety and Compensation Commission (WSCC) Mines Inspector. For the protection of wildlife, Agnico Eagle implements its noise management under its wildlife mitigation and monitoring program.</p> <p>Prior to blasting prechecks were completed and there were no instances of caribou observed within line of sight out to 2.8 kilometre (km) of the blasting point.</p> <p>The inconsistent results of the monitoring suggest that a local monitoring approach would be more effective to determine impacts to caribou at the Mine.</p> <p>Although this noise monitoring during blasting is conducted to refine the setback distances required for caribou presence near a blast, it is important to note that monitoring is not required as a compliance activity.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025

New Term and Condition No. 5

New Term and Condition No. 5	
Category:	Acid Rock Drainage and Metal Leaching Management
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To mitigate potential impacts from acid rock drainage and metal leaching.
Term or Condition:	<p>The Proponent shall maintain a stand-alone Acid Rock Drainage and Metal Leaching Management Plan (or equivalent as may be specified under the Type “A” Water Licence) that includes the following information:</p> <ul style="list-style-type: none"> a) procedures for inspection and sampling/testing of waste rock, ore, tailings storage facilities, and quarry source material; b) thermal monitoring of waste rock and tailings storage facilities, including tailings management areas; c) seepage management and monitoring; d) a schedule for reporting of results and periodic updating of predictions for seepage water quality; e) planning for optimal cover conditions above-ground mine- and quarry-related material storage facilities; f) contingency measures that may be implemented if required, including measures to address the potential for leaching of arsenic from waste rock and ore stockpiles, and tailings under neutral pH conditions; g) plans for comparing monitoring results from receiving waters to model predictions; and h) identification of thresholds that will trigger specific management actions, including active water treatment, if trends analyses indicate water quality objectives may be exceeded.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay has existing Management Plans and standard operating procedures that are in place to address this term and condition including; Hope Bay Quarry Management Plan, Hope Bay Waste Rock, Ore and Mine Backfill Management Plan, Aquatic Effects Monitoring Plan, and the Doris TIA Operations, Maintenance and Surveillance Manual</p> <p>As an example of details provided in these plans, Section 3.1.3 of the Waste Rock, Ore and Mine Backfill Management Plan, notes that annual inspections and geochemical characterization of waste rock is undertaken. Seepage surveys are completed (Section 3.1.4 of the Waste Rock, Ore and Mine Backfill Management Plan) to characterize metal leaching and confirm appropriate capture of mine backfill runoff. Section 3.1.3 of the Quarry Management and Monitoring Plan, describes sampling requirements from quarry blasting activities.</p>
Reference:	<p>Agnico Eagle. 2022. Hope Bay Quarry Management and Monitoring Plan. September 2022.</p> <p>Agnico Eagle. 2024. Hope Bay Waste Rock, Ore and Mine Backfill Management Plan. Version 11. March 2024.</p> <p>Agnico Eagle. 2025. Doris TIA Operations, Maintenance and Surveillance Manual. March 2025.</p> <p>TMAC (TMAC Resources). 2018. Hope Bay Aquatic Effects Monitoring Plan. October 2018.</p>

New Term and Condition No. 6

New Term and Condition No. 6	
Category:	Site-specific Geotechnical Studies, Permafrost Monitoring, Mapping and Thermal Analysis
Responsible Parties:	The Proponent
Project Phase:	Pre-construction
Objective:	To prevent potential impacts to sensitive land features and to ensure the integrity of site infrastructure is maintained through better characterization and monitoring of ground ice conditions and identification of sensitive terrain in the project area.
Term or Condition:	<p>In consultation with applicable regulatory agencies and experts such as Natural Resources Canada, the Proponent shall undertake additional site-specific geotechnical investigations, permafrost monitoring, mapping and thermal analysis to:</p> <ul style="list-style-type: none"> a) document permafrost conditions, including seasonal thaw, amount of ground ice; b) inform the detailed design of project infrastructure, including foundations, such as water management structures, mine site and haul roads, waste rock storage facilities, and tailings storage facilities, including dam structures associated with the Doris North Tailings Impoundment Area; c) inform updates/revisions to management plans related to waste rock, ore, and tailings storage facilities, including adaptive management strategies with clear thresholds for implementation to minimize the potential for impacts from these facilities; and d) ensure the integrity of project infrastructure and components, including tailings cover, is maintained post-closure.
Reporting Requirements:	Results from these studies and updated/revised plans should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction of applicable project components or facilities, with results or updates submitted annually thereafter as when necessary.
Commentary:	N/A
Status for 2024:	Not active yet; Not yet applicable
Agnico Eagle Comments:	<p>Not applicable as site is under Care and Maintenance.</p> <p>Hope Bay has existing standard operating procedures that are in place to address this term and condition. The Doris, Madrid and Boston foundation conditions have been well-studied and documented in the Geotechnical Design Parameters and Overburden Summary Report (SRK 2017). Construction is executed as per the Technical Specifications and Earthworks and Geotechnical Engineering Report (SRK 2018). If required, site specific data and analysis is initiated at the recommendation of the licensed design engineer.</p>
Reference:	<p>Geotechnical Design Parameters and Overburden Summary Report (SRK 2017)</p> <p>Technical Specifications Earthworks and Geotechnical Engineering Hope Bay Project, Nunavut Canada Revision H – Issue for Construction (SRK 2018)</p>

New Term and Condition No. 7

New Term and Condition No. 7	
Category:	Erosion Management Plan
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure management of erosion from land disturbance.
Term or Condition:	<p>The Proponent shall maintain an Erosion Management Plan designed to prevent or minimize erosion and its resulting effects from project-related land disturbance. The Plan shall include the following:</p> <ul style="list-style-type: none"> a) identification of specific project activities that require erosion control; b) description of associated erosion issues; and c) specific measures to prevent or minimize erosion.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay has an existing Doris-Madrid Water Management Plan, which has recently been updated in January 2025 (Appendix F of this Annual Report), and a Boston Water Management Plan in place which provide erosion control management measures to prevent and minimize erosion and its resulting effects from project-related land disturbances.</p> <p>Section 5.2 of the Doris-Madrid Water Management Plan discusses erosion management and mitigation measures. For example, in 2024, sandbag mats, silt fencing, and/or straw waddles were implemented as required for construction erosion and sediment control measures, to minimize the potential for the introduction of sediment into watercourse or waterbodies. Monitoring is conducted on areas where control is applied as outlined per the requirements in the 2AM-DOH licence, this could include daily visual inspection to ensure mitigation measures are appropriate. Another example would be as per Part D, Item 11, as part of construction summary reports, Agnico Eagle must include monitoring performance of erosion protection measures from construction areas.</p>
Reference:	<p>Agnico Eagle. 2025. Hope Bay Doris-Madrid Water Management Plan. Version 19a. January 2025.</p> <p>TMAC Resources. 2017. Hope Bay Project Boston Water Management Plan.</p>

New Term and Condition No. 8

New Term and Condition No. 8	
Category:	Mine Closure and Reclamation Plan – Progressive Reclamation and Restoration Reflecting Natural Aesthetics and Community Aesthetic Values
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure that disturbed land parcels no longer required for operations are progressively reclaimed with the natural aesthetics restored to the extent practicable.
Term or Condition:	As part of the Mine Closure and Reclamation Plan (or equivalent), the Proponent shall develop and implement a program to progressively reclaim disturbed areas within the project footprint, with an emphasis on restoring the natural aesthetics of the area through re-contouring to the extent practicable. Acceptability of reclamation efforts should be confirmed through the Proponent's public engagement with local communities and discussion of local aesthetic values (e.g., acceptability of the topography and landscape of the project areas following progressive reclamation efforts). Progressive reclamation efforts should also demonstrate consideration for the feasibility of topsoil/organic matter salvage to promote revegetation.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Throughout 2024, Agnico Eagle worked with CIRNAC and ECCC with respect to the Doris-Madrid Interim Reclamation Plan (ICRP) which was issued on January 9, 2024. There were multiple rounds of comments and recommendations throughout the year, including comments from CIRNAC, ECCC, and Transport Canada. A revised ICRP (version 7.1) was submitted in September 2024 to address recommendations from parties. In the end, on November 19, 2024 this version of the ICRP was approved by the NWB. Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes.</p> <p>No changes have been made to the Boston Closure and Reclamation Plan due to the status of that site.</p> <p>In the NIRB's 2023-2024 Monitoring Report (NIRB 2025), the NIRB requested an update with respect to potential uses for the composter soil and evaluation of its use in progressive reclamation. Agnico Eagle is still in the evaluation process with the composter and resultant compost at this stage. Early indications are that in addition to organic waste volume reduction, the composter reduces incinerator use and associated fuel burn and GHG output. Even without considering end compost use, the net benefit of the composter appears positive overall. The compost recently passed a compost maturity test, meaning the process appears to be producing the desired end-product. There remains a challenge with "foreign debris" entrained in the compost at this stage, which is mainly plastic tape associated with cardboard used in the compost mix. Agnico Eagle is working on solutions to this issue. At this stage, Agnico Eagle is in the very early stage of considering compost use for progressive reclamation on-site.</p>
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.

New Term and Condition No. 9

New Term and Condition No. 9	
Category:	Talik Distribution and Flow
Responsible Parties:	The Proponent
Project Phase:	All phases
Objective:	To provide information on potential project impacts on talik distribution and flow.
Term or Condition:	The Proponent shall implement a Thermal Monitoring Plan to identify potential changes in talik distribution and flow paths that may result from the development of project infrastructure, including underground workings, tailings storage facilities, and water impoundment areas.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Thermal monitoring required of project components is addressed under existing project management plans previously provided to the NIRB or various standard operating procedures and engineering requirements. In the Hope Bay Groundwater Management Plan (NIRB Public Registry ID No. 339246), Mine Inflow Management Programs (MIMP) are provided, which are decision-based frameworks specific to each mine aimed at preventing negative impacts from underground inflows; they complement the site Water Management Plans. The MIMPs of the Doris, Madrid, and Boston mines are presented respectively in Module A, B and C.</p> <p>A geotechnical inspection of the underground workings is conducted annually by a qualified Geotechnical Engineer and considers the groundwater conditions underground and groundwater inflow in the underground mine workings. Thermal monitoring is undertaken as part of the annual geotechnical inspections required under Hope Bay's Water Licences. These include the Boston Advanced Exploration Project, the Doris-Madrid Project and the TIA.</p> <p>If warming of foundations did occur it would be identified through the existing monitoring instrumentation and procedures and mitigation or remediation measures would be evaluated. If relevant, possible impacts to talik distribution and flow paths would be identified.</p>
Reference:	Agnico Eagle. 2022. Hope Bay Ground Water Management Plan. March 2022.

New Term and Condition No. 10

New Term and Condition No. 10	
Category:	Surface Water Hydrology, Surface Water Quality, Sediment Quality and Freshwater Aquatic Environment – Aquatic Effects Monitoring Plan, and Water Management Plan
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To mitigate potential impacts to surface waters.
Term or Condition:	<p>Subject to potential receipt of more detailed direction from the Nunavut Water Board, the Proponent shall:</p> <ul style="list-style-type: none"> a) monitor the effects of project activities and infrastructure on surface water quality conditions; b) ensure the monitoring data is sufficient to compare the impact predictions made for the Project with actual monitoring results; c) ensure that the sampling locations and frequency of monitoring is consistent with and reflects the requirements of the Aquatic Effects Monitoring Plan, and Water Management Plan; and d) on an annual basis, compare monitoring results with the impact assessment predictions in the FEIS and will identify any significant discrepancies between impact predictions and monitoring results.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay has existing Management Plans in place to address these items including the Doris-Madrid Water Management Plan, Boston Water Management Plan, and the Aquatic Effects Monitoring Plan. These plans are subject to annual review and have been submitted to the NWB and NIRB as required.</p> <p>Surface water quality and hydrology monitoring results, along with comparisons to FEIS impact predictions are presented in the 2024 Aquatic Effects Monitoring Program (AEMP) Report (Appendix D-5 of this Annual Report) and also in Section 7.</p>
Reference:	<p>Agnico Eagle. 2025. Hope Bay Doris-Madrid Water Management Plan. Version 19a. January 2025.</p> <p>ERM. 2025. Hope Bay Project: 2024 AEMP Annual Report. Prepared for Agnico Eagle Mines Limited. Reference No. 0738548-01. February 2025.</p> <p>TMAC Resources. 2017. Hope Bay Project Boston Water Management Plan.</p> <p>TMAC Resources. 2018. Hope Bay Project Aquatic Effects Monitoring Plan.</p>

New Term and Condition No. 11

New Term and Condition No. 11	
Category:	Groundwater and Surface Water Quality, Sediment Quality and Freshwater Aquatic Environment – Aquatic Effects Monitoring Plan
Responsible Parties:	The Proponent, Nunavut Water Board, Environment and Climate Change Canada, and Fisheries and Oceans Canada
Project Phase:	All Phases
Objective:	To mitigate potential impacts to groundwater, surface waters and freshwater aquatic environment.
Term or Condition:	<p>The Proponent shall, reflecting any direction from responsible authorities, maintain an AEMP designed to appropriately characterize the receiving environment and ensure that adequate data is available to assess impact predictions made for the Project and prevent adverse impacts from occurring. The AEMP should include measures to:</p> <ul style="list-style-type: none"> a) determine the short and long-term effects in the aquatic environment resulting from the Project; b) evaluate the accuracy of Project effect predictions; c) assess the effectiveness of mitigation and management measures on Project effects; d) identify additional mitigation measures to avert or reduce environmental effects due to Project activities; e) comply with MDMER requirements, should an Environmental Effects Monitoring program be triggered; f) reflect site-specific water quality conditions; g) include details comparing the watershed features from the Aimaokatalok, Windy, and Doris watersheds to the reference watersheds (Reference A, Reference B, Reference C and Reference D lakes and streams); and h) evaluate the mixing and non-mixing portion of the pit.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board (NIRB) prior to the start of construction, with subsequent updates or revisions to the Plan submitted annually thereafter or as may otherwise be required by the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay has an existing Hope Bay Aquatic Effects Monitoring Plan that includes Boston and Madrid sites to evaluate these measures. This plan is subject to annual review and updated as required.</p> <p>Water quality monitoring results, along with comparisons to FEIS impact predictions as applicable are presented in the 2024 AEMP Report (Appendix D-5 of this Annual Report) and also in Section 7.</p>
Reference:	<p>ERM. 2025. Hope Bay Project: 2024 AEMP Annual Report. Prepared for Agnico Eagle Mines Limited. Reference No. 0738548-01. February 2025.</p> <p>TMAC Resources. 2018. Hope Bay Project Aquatic Effects Monitoring Plan.</p>

New Term and Condition No. 12

New Term and Condition No. 12	
Category:	Freshwater Aquatic Environment – Setbacks
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To mitigate impacts of runoff/sedimentation from project quarries and borrow pits into freshwater aquatic habitat.
Term or Condition:	Unless otherwise authorized, the Proponent shall maintain an appropriate setback distance between project quarries and borrow pits from fish-bearing or permanent waterbodies as required to prevent acid rock drainage or metal leaching into such waterbodies and to mitigate the potential for impacts from runoff/sedimentation associated with project quarries and borrow pits.
Reporting Requirements:	The Proponent shall provide information regarding quarry setback distances maintained and/or mitigation measures implemented in fulfillment of this Term and Condition in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle continues to maintain an appropriate setback distance between project quarries and borrow pits (Section 2.1.3 of the Quarry Management Plan) from fish-bearing or permanent waterbodies as required to prevent water quality impacts associated with project quarries and borrow pits.
Reference:	Agnico Eagle. 2022. Hope Bay Project Quarry Management Plan. September 2022.

New Term and Condition No. 13

New Term and Condition No. 13	
Category:	Freshwater Aquatic Environment – Watercourses
Responsible Parties:	The Proponent, Fisheries and Oceans Canada
Project Phase:	All Phases
Objective:	To prevent blockages or restrictions to fish passages.
Term or Condition:	The Proponent shall ensure that all project infrastructure in watercourses are designed and constructed in such a manner that they do not unduly prevent or limit the movement of water or fish species in fish bearing streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada.
Reporting Requirements:	The Proponent shall report on how it has maintained and/or implemented mitigation measures in fulfillment of this Term and Condition in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle continues to ensure that all project infrastructure in watercourses are designed and constructed in such a manner that they do not unduly prevent or limit the movement of water or fish species in fish bearing streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada.</p> <p>There was new activity in 2024 that required DFO authorizations. As per responses to the 2022 annual review comments, Agnico Eagle has summarized in the below Table 5.2-1, details related to fish and fish habitat.</p>
Reference:	Not applicable

Table 5.2-1: Fish and Fish Habitat Summary of 2024

Element	2024 Summary
Report on death to fish	There was no death to fish from project development in 2024.
Report of Harmful Alteration, Disruption, and Destruction of Fish Habitat	There was no harmful alteration, disruption or destruction of fish or fish habitat in 2024. Agnico Eagle submitted project reviews to DFO for five projects, with only one project (Roberts Bay Jetty Modification) requiring a <i>Fisheries Act</i> Authorization application (See 'Offsetting Activities' below).
Report on fish passage issues	<p>There was new infrastructure (e.g., culverts) constructed in 2024 on the approved Patch Exploration Gravel Track Road (24-HCAA-02329); however, the sole culvert installation completed in 2024 was non-fish bearing and will have no impact on fish passage.</p> <p>Additional approved culvert installations will occur in 2025 (DFO file numbers 24-HCAA-02329, 24-HCAA-02544, 24-HCAA-01291). All culverts are designed to prevent fish passage issues.</p> <p>Overall, approved works and undertakings of bridges, culverts and roads remain in a steady state.</p>
Fish-out activities	There were no fish-out activities completed in 2024.
Measures implemented to avoid and mitigate impacts to fish or fish habitat	There were no new impacts to fish or fish habitat in 2024 from those already presented to and approved by the DFO per the approvals listed above.

Element	2024 Summary
Offsetting activities	<p>Agnico Eagle continues discussion with the IEAC. At the July, 2024 IEAC meeting, marine fisheries offsetting was discussed for the proposed Roberts Bay Jetty Modification.</p> <p>Agnico Eagle prepared and submitted a Marine Fish Offsetting Plan to DFO (Roberts Bay Jetty Modification Fish Offsetting Plan) in November 2024, with the work expected to occur in 2025, pending Authorization (DFO file number 24-HCAA-02389).</p>

New Term and Condition No. 14

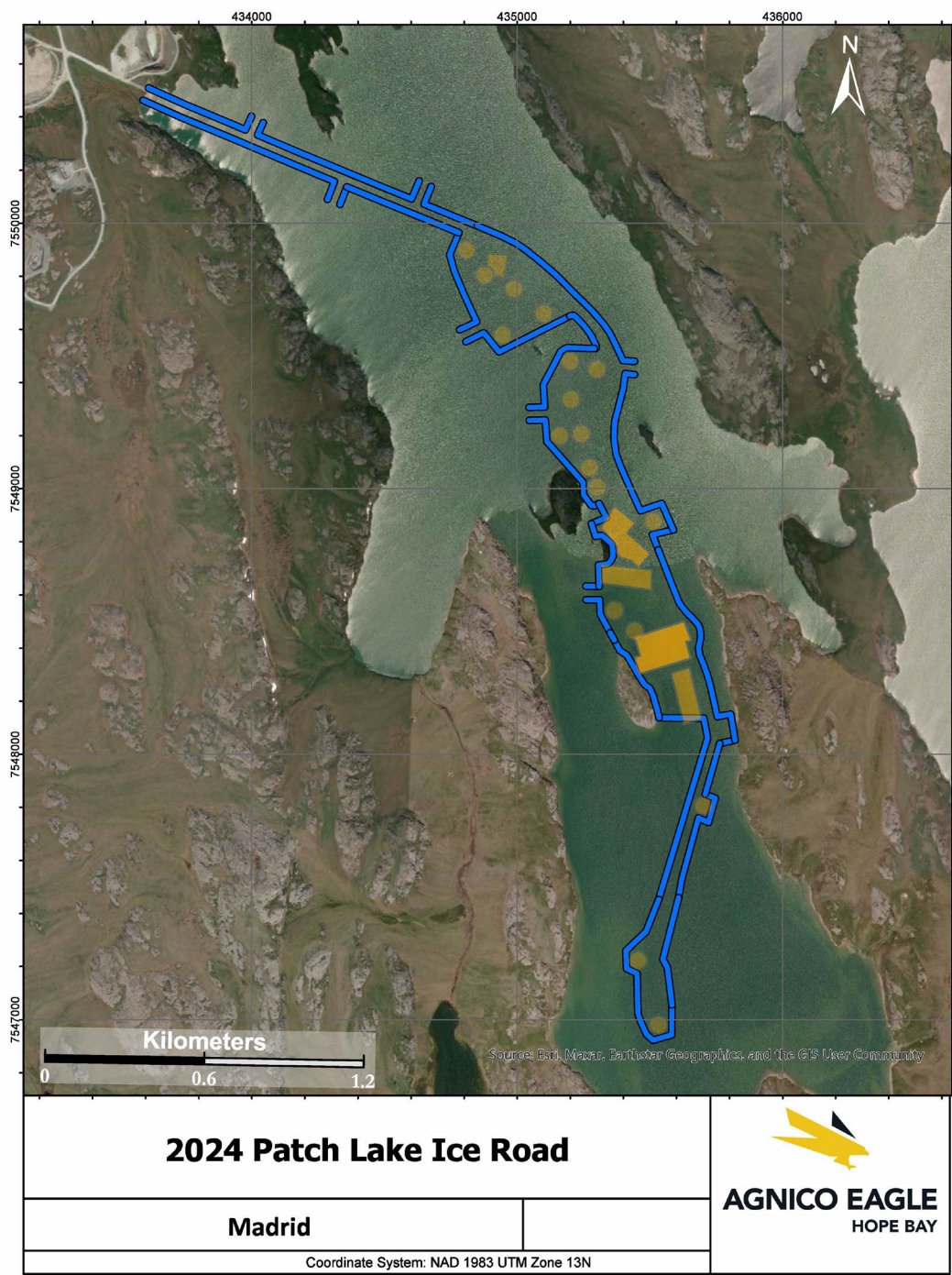
New Term and Condition No. 14	
Category:	Freshwater Aquatic Environment – Blasting
Responsible Parties:	The Proponent, Fisheries and Oceans Canada
Project Phase:	All Phases
Objective:	To mitigate impacts of explosives use on fish and fish habitat.
Term or Condition:	The Proponent shall engage with Fisheries and Oceans Canada to develop project specific thresholds, mitigation and monitoring for any blasting activities that would exceed the requirements of Fisheries and Oceans Canada's <i>Guidelines for the Use of Explosives In or Near Canadian Fisheries Waters</i> .
Reporting Requirements:	If project-specific thresholds, mitigation and monitoring requirements are developed, the Proponent shall identify these requirements in the annual report provided to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	No project-specific thresholds, mitigation and monitoring requirements were developed or sought from Fisheries and Oceans Canada for blasting activities in 2024. Agnico Eagle is committed to continue to adhere to best management practices for blasting and blast monitoring.
Reference:	Not applicable

New Term and Condition No. 15

New Term and Condition No. 15	
Category	Freshwater Aquatic Environment – Winter Ice Road
Responsible Parties	The Proponent
Project Phase	All Phases
Objective	To mitigate impacts to fish and fish habitat.
Term or Conditions	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 the construction, operations, and decommissioning of winter ice roads, and from under ice water withdrawals. This includes adequately screening the water intake pipes to prevent impingement and entrainment of fish.
Reporting Requirements:	Information regarding best management practices and/or mitigation measures implemented by the Proponent in fulfillment of this Term and Condition shall be provided in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Water used for winter ice roads and under ice withdrawals were supervised by Hope Bay's Environmental Department to ensure applicable Fisheries and Oceans Canada guidance were followed, including adequately screening the water intake pipes to prevent entrainment of fish. Water withdrawals remained under limits allocated by the NWB. In the NIRB's 2023-2024 Monitoring Report, the NIRB requested Agnico Eagle provide a summary of Winter Ice Road construction, which can be found below.
Reference:	NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.

The 2024 Winter Drill program focused on Patch Lake as illustrated in Figure 5.1, which depicts the roads and pads utilized. The ice roads formed naturally, while pads were created through a combination of natural formation and controlled flooding. Agnico Eagle initiated snow clearing and pad flooding operations on December 27, 2023, completing the work on April 25, 2024. All water utilized for these activities was sourced directly from Patch Lake. To preserve the shoreline, Agnico Eagle constructed an ice bridge from the gravel ramp onto the ice. The total water usage amounted to 32,760 m³, which is within annual allowance per the Water Licence. The roadway extended for 4 km, and the area cleared, including pads, encompassed 0.67 km².

Figure 5.1 – 2024 Winter Ice Roads



New Term and Condition No. 16

New Term and Condition No. 16	
Category:	Freshwater Aquatic Environment – Water Crossings
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To mitigate impacts to fish and fish habitat.
Term or Condition:	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.
Reporting Requirements:	Information regarding best management practices and/or mitigation measures implemented by the Proponent in fulfillment of this Term and Condition shall be provided in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle continues to implement applicable Fisheries and Oceans Canada management practices to avoid and mitigate harm to fish as a result of water crossing construction, operations, and decommissioning for all fish-bearing water crossings. For all fish bearing water crossings, Agnico Eagle consults with Fisheries and Oceans Canada prior to commencement of any work to discuss required approvals, preferred approaches and applicable management practices.</p> <p>There was new activity in 2024 that required DFO authorizations. As per responses to the 2022 annual review comments, Agnico Eagle has summarized details related to fish and fish habitat presented in Table 5.2-1 (refer to Project Certificate No.009, Term and Condition 13).</p>
Reference:	Not applicable

New Term and Condition No. 17

New Term and Condition No. 17	
Category:	Vegetation – invasive and rare plant species
Responsible Parties:	The Proponent, Government of Nunavut
Project Phase:	All Phases
Objective:	To prevent the introduction of invasive plant species and protect rare plant species.
Term or Condition:	<p>The Proponent shall maintain a section in the Wildlife Mitigation and Monitoring Plan (WMMP) on invasive plant species and rare plant species with details on the following:</p> <ul style="list-style-type: none"> a) mitigation to prevent the introduction of invasive plant species, for example, via inspection of vehicles and equipment brought to site; b) protocols for monitoring for invasive plant species, with reference to geographic scope and frequency, and commitment to monitor through post-closure; c) measures to ensure that any introductions of non-indigenous plant species are promptly reported to the Government of Nunavut – Department of Environment; d) mitigation to prevent the successful establishment of invasive species that may be introduced to the project area as a result of project activities.; and e) summary of loss of potential rare plant habitat when construction occurs in new areas.
Reporting Requirements:	A description of monitoring and mitigation undertaken and a summary of results related to introduction of invasive plant and protection of rare plants shall be provided in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The WMMP (Appendix F of this Annual Report) provides an overview of mitigation for invasive plants and a requirement to report any observations to the GN-DoE. An invasive plant monitoring program, carried out via field surveys every 5 years, is included (Sections 2.11 and 3.1.14 of Appendix F).</p> <p>Monitoring for invasive plants was completed during the baseline for the Madrid-Boston FEIS, and again in 2023. The next surveys will be completed again in 2029.</p> <p>The WMMP (Appendix F of this Annual Report) also includes a provision to report on loss of potential rare plant habitat when construction occurs in new areas. Loss of potential rare plant habitat is included with other habitat loss reported in the WMMP Report.</p> <p>With respect to habitat loss, as outlined in Section 2.1 of Appendix D-2 of this Annual Report, there was a loss of habitat in 2024 (15.51 ha); however, no loss of special landscape features designated as potential rare plant habitat occurred.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 18

Category:	Vegetation – revegetation
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To encourage re-establishment of native plant species in disturbed areas.
Term or Condition:	The Proponent shall ensure that the progressive reclamation efforts outlined in its Mine Closure and Reclamation Plan or equivalent encourage recolonization by native plant species. These efforts are expected to be informed by revegetation trials in the Project area and must include monitoring protocols over sufficient timeframes to measure success and ensure invasive plant species have not established.
Reporting Requirements:	The extent of progressive reclamation activities undertaken and measures of their success shall be summarized within the Proponent's annual reports submitted to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>As outlined in Section 4.5.2 of the ICRP (Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes.), while physical stability of side slopes of the rock fill pads is inherent through the design of the pads, the overburden stockpiles will be regraded to a stable landform as required and revegetated where possible. Similar in Section 4.5.5 in areas backfilled with suitable overburden soils, revegetation works may consist of application of seeds collected from the surrounding vegetation. Active revegetation of barren rock fill pads is not practical because the rock fill cannot support vegetation; however, it is expected that lichens will colonise the rock surface in time, likely decades.</p> <p>Natural revegetation is already promoted.</p> <p>At the Windy Camp Agnico Eagle plans to update the site assessment to confirm soil conditions from previous activities at the camp. The site assessment will help indicate whether further rehabilitation is required.</p>
Reference:	Not Applicable

New Term and Condition No. 19

New Term and Condition No. 19	
Category:	Wildlife and Wildlife Habitat – Wildlife Mitigation and Monitoring Plan
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure a holistic and comprehensive approach to mitigate, monitor, and adaptively manage potential impacts to wildlife.
Term or Condition:	<p>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 (integrated with the similar plans required in Project Certificate No. 003 for the Doris North Gold Mine Project). The WMMP must include detailed monitoring, mitigation, and adaptive management measures for wildlife (including identification of any enhanced mitigation associated with Species At Risk), with consideration for each Project activity predicted to affect wildlife, with specific triggers for mitigation and adaptive management intervention. Other wildlife-specific management plans required by the Project Certificate may also be incorporated into the WMMP as appropriate, provided they are clearly identified within the document. The WMMP should highlight the Proponent's efforts to align its Project-specific wildlife monitoring with broader regional initiatives for wildlife monitoring and addressing cumulative effects.</p> <p>The Proponent is expected to develop an audit process with relevant parties to identify updates to the WMMP that may be required, particularly to address significant changes in Project development plans, monitoring results indicating biologically-meaningful changes, significant updates to the understanding of best management practices, Inuit Qaujimaningit or Traditional Knowledge which is shared with the Proponent, changes in climatic conditions that might subject wildlife to unexpected impacts, or as otherwise necessary.</p>
Reporting Requirements:	The Proponent shall submit a revised Plan to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate. The Proponent shall provide summaries of its implementation in respect to the requirements of the Plan within its annual reporting to the NIRB, with required updates identified through its audit process highlighted.
Commentary:	The term "audit process" is not intended to impose the requirement to adopt a standardized audit protocol, but rather to require that a process is adopted by the Proponent, in collaboration with the parties, to ensure periodic review of the WMMP occurs and updates to the WMMP are undertaken when the review identifies that revisions are necessary.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle has provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitlA, as well as general site updates were applied.</p> <p>In 2024, Agnico Eagle held two in person IEAC meetings (one in July and one in October). The focus of the July IEAC included providing updates on the early work activities and future updates at Hope Bay and discussion on revisions to the Wildlife Monitoring Mitigation Plan. The July IEAC meeting also included a field visit at Roberts Bay, Doris, and Madrid areas. The October IEAC meeting and discussion was held in Cambridge Bay office, and included discussion on follow-ups from the July field visit.</p> <p>The specific engagement for this audit process in 2024, the feedback provided, and program updates are included in Table 1.1-2 of the WMMP Report (Appendix D-2 of this Annual Report).</p>
Reference:	Agnico Eagle. 2025. Hope Bay Wildlife Mitigation and Monitoring Plan. April 2025.

ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 20

New Term and Condition No. 20	
Category:	Wildlife and Wildlife Habitat – Road Traffic Management
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To minimize impacts to terrestrial wildlife from road traffic.
Term or Condition:	<p>The Proponent shall maintain a Road Management Plan which includes:</p> <ul style="list-style-type: none"> a) maintenance of traffic logs and traffic counters along the all-weather road between the Doris-Madrid mine sites and Madrid-Boston mine sites. Where traffic levels exceed levels predicted for the Project, the Proponent shall develop and implement appropriate enhancements to its wildlife protection measures; b) information regarding the road design, safety barriers, berms and features designed to ensure safe wildlife movement; c) description of safety protocols and enforcement by the Proponent, including restrictions imposed during periods of low visibility, and training provided to road users; and d) program to monitor snowbank heights along Project roads to ensure they do not pose a barrier to movement of wildlife or other land users.
Reporting Requirements:	The Plan shall be provided to the Nunavut Impact Review Board (NIRB) prior to the commencement of construction. An annual summary of the monthly maximum, minimum, and average traffic levels shall be provided to the NIRB in the Proponent's annual report, with an analysis of the effectiveness of mitigation for adverse impacts to wildlife from road operations.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt, including road traffic management, as described in Term & Condition #20.</p> <p>Agnico Eagle has provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitlA, as well as general site updates were applied.</p> <p>Road traffic (Section 2.2) and snowbank height monitoring (Section 2.4) are included in the Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2). Traffic levels were compiled from the vehicles recorded on wildlife cameras between Roberts Bay and Doris and between Doris and Madrid. Traffic levels exceeded daily average predictions between Roberts Bay and Doris; however, these did not occur in two consecutive months and as such no additional evaluation of wildlife protection measures is required. Traffic levels between Doris and Madrid were below predictions from the Madrid-Boston FEIS.</p> <p>The snowbank height monitoring program has been discontinued, following discussion with the IEAC during the 2024 meeting, as between 2020 and 2023 the range in average height indicated consistent management for wildlife passage across Mine roads since 2020.</p>
Reference:	<p>Agnico Eagle. 2025. Hope Bay Wildlife Mitigation and Monitoring Plan. April 2025.</p> <p>ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.</p>

New Term and Condition No. 21

New Term and Condition No. 21	
Category:	Wildlife and Wildlife Habitat – Wildlife Mitigation Measures
Responsible Parties:	The Proponent, the Government of Nunavut
Project Phase:	All Phases
Objective:	To ensure that specific criteria and procedures are developed should wildlife be deemed project tolerant.
Term or Condition:	In consultation with the Government of Nunavut and other relevant authorities, the Proponent shall include criteria and procedures within its Wildlife Mitigation and Monitoring Plan (WMMP) governing the deterrence of wildlife from blast zones and the relaxation of mitigation measures for animals deemed Project-tolerant.
Reporting Requirements:	The Proponent shall provide a summary discussion of its implementation of this Term and Condition to the Nunavut Impact Review Board (NIRB) through the Proponent's annual monitoring report.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle does not maintain a standalone Noise Abatement Plan. For the protection of people, Agnico Eagle implements noise monitoring and abatement under its occupational health and safety management program which is reviewed by the Workers' Safety and Compensation Commission (WSCC) Mines Inspector. For the protection of wildlife, Agnico Eagle implements its noise management under its wildlife mitigation and monitoring program.</p> <p>Prior to blasting prechecks were completed and there were no instances of caribou observed within line of sight out to 2.8 kilometre (km) of the blasting point.</p> <p>The inconsistent results of the monitoring suggest that a local monitoring approach would be more effective to determine impacts to caribou at the Mine.</p> <p>Although this noise monitoring during blasting is conducted to refine the setback distances required for caribou presence near a blast, it is important to note that monitoring is not required as a compliance activity.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025

New Term and Condition No. 22

New Term and Condition No. 22	
Category:	Wildlife and Wildlife Habitat – Caribou and Muskox Mitigation Measures
Responsible Parties:	The Proponent, the Government of Nunavut
Project Phase:	All Phases
Objective:	To mitigate potential impacts to caribou and muskox from project activities.
Term or Condition:	In collaboration with the Government of Nunavut, the Proponent shall specify within its Wildlife Mitigation and Monitoring Plan specific mitigation measures, trigger distances, and group size thresholds for the protection of caribou and muskox in proximity to project activities (e.g., blasting, heavy truck traffic, and aircraft).
Reporting Requirements:	The Proponent shall provide a summary discussion of its implementation of this Term and Condition to the Nunavut Impact Review Board (NIRB) through the Proponent's annual monitoring report.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt, including measures for the protection of caribou and muskox in proximity to Project activities. Agnico Eagle has provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitlA, as well as general site updates were applied.</p> <p>Disturbance (noise and visual) mitigation measures are provided in Section 2.2.2 of the WMMP. Additional mitigation that will be implemented for caribou and muskox during all seasons is presented in Table 2.2-1. The mitigation measures outlined in this table have undergone multiple iterations of review and discussion with the KIA and GN DoE in 2016 and 2017, and represented the agreed measures deemed appropriate for the Doris Project. These measures were adopted for the Madrid-Boston due to the similarity of activities and infrastructure proposed. Table 2.2-1 provides triggers and associated mitigation for caribou and muskox with respects to on-site roads, quarry blasting, the airstrip, project site, and regional monitoring. Where the mitigation table lists "Environment Department notified", those observations are included in the site-wide incidental wildlife reporting which is incorporated into the WMMP.</p>
Reference:	Agnico Eagle. 2025. Hope Bay Wildlife Mitigation and Monitoring Plan. April 2025.

New Term and Condition No. 23

New Term and Condition No. 23	
Category:	Wildlife and Wildlife Habitat – Wildlife Monitoring and Adaptive Management Measures
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure that all direct wildlife mortalities are reported and considered in the development of adaptive management protocols.
Term or Condition:	The Proponent shall file an incident report with the local wildlife conservation office for all direct wildlife mortalities that occur in association with the Project. Incident reports should include sufficient detail to demonstrate how monitoring and mitigation measures failed to prevent the mortality, as well as information pertaining to what measures would be put in place to prevent the incident from reoccurring.
Reporting Requirements:	A summary regarding incidents reported in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Reports of wildlife interactions, incidents and mortalities are reported to wildlife officer by the Environment Department, as required.</p> <p>There were two project related mortalities in 2024 to non-valued ecosystemic components (i.e., Arctic ground squirrel). Further details are provided in results section in Sections 3.4 to 3.11 of Appendix D-2 of this Annual Report.</p> <p>There were no wildlife incidents in 2024 (Executive Summary of Appendix D-2 of this Annual Report).</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 24

New Term and Condition No. 24	
Category:	Wildlife and Wildlife Habitat – Wildlife Mitigation and Monitoring Measures
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To mitigate potential impacts to wildlife through interaction with water attenuation ponds and/or tailings storage areas.
Term or Condition:	The Proponent shall implement measures to prevent the use of water attenuation ponds and tailings storage areas by wildlife, including waterfowl, other migratory birds, and caribou, with sufficient monitoring to assess whether these measures are effective or whether further deterrents may be required.
Reporting Requirements:	The Proponent shall provide a summary discussion of its implementation of this Term and Condition to the Nunavut Impact Review Board (NIRB) through the Proponent's annual monitoring report.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt, including measures to mitigate potential effects of wildlife interacting with Project ponds. Agnico Eagle has provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitIA, as well as general site updates were applied.</p> <p>Waterbird field surveys for the Doris compliance program have been scaled back from previous years after comprehensive analyses of the dataset from 2006-2018 and discussion with CWS. Beginning in 2022, shoreline ground monitoring locations for the Project area were established to monitor waterbird abundance and species diversity by distance from Project infrastructure. Ground surveys for monitoring waterbirds and shorebirds was conducted in 2024. As outlined in Section 3.10 of Appendix D-2 of this Annual Report, the 2024 surveys reveal somewhat similar findings to the 2022 surveys. The total number of waterbird species detected was similar, and the number of species across sites was comparable between Control and Impact sites. Conversely to 2022, the 2024 surveys recorded a higher range of waterbird abundance at Treatment sites rather than at Control sites, both years being influenced by larger flocks of waterbirds (e.g., cackling geese) at certain sites.</p> <p>Facility camera monitoring is in place, including at the TIA. In 2024, there were two grizzly bear recordings and 16 caribou recordings; however, the recordings do not appear to indicate an attraction to the TIA specifically. No wolverine or muskox were recorded on cameras at the TIA. The overall low levels of wildlife recorded indicates that wildlife are not frequently using the TIA area.</p> <p>Further details are provided in Appendix D-2 of this Annual Report.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 06858120738548-03. April 2025.

New Term and Condition No. 25

New Term and Condition No. 25	
Category:	Wildlife and Wildlife Habitat – Transmission Lines
Responsible Parties:	The Proponent
Project Phase:	Pre-construction
Objective:	To ensure wildlife movement and use of project areas is not adversely affected by transmission lines.
Term or Condition:	The Proponent shall conduct an assessment of the potential for its planned transmission lines to impact the movement and use of project areas by caribou, birds and other wildlife species, as well as other land users. The Proponent will demonstrate how its assessment has informed the selection of a final design for this infrastructure, its siting, operation and decommissioning, and any associated updates to its Wildlife Mitigation and Monitoring Plan to evaluate the effectiveness of planned mitigation.
Reporting Requirements:	The Proponent shall provide the Nunavut Impact Review Board with the outcomes of its assessment and associated updates to its Plan in support of the implementation of this Term and Condition at least 180 days prior to construction of transmission lines for the Project.
Commentary:	N/A
Status for 2024:	Not yet active; Not yet applicable
Agnico Eagle Comments:	To be completed at least 180 days prior to construction of transmission lines for the Mine. No transmission lines are planned to be constructed in 2025.
Reference:	Not applicable

New Term and Condition No. 26

New Term and Condition No. 26	
Category:	Birds and Bird Habitat – Tailings Impoundment Area
Responsible Parties:	The Proponent, Environment and Climate Change Canada, Inuit Environmental Advisory Committee
Project Phase:	All Phases
Objective:	To mitigate potential impacts to birds from the Tailings Impoundment Area and contact water ponds.
Term or Condition:	<p>The Proponent shall monitor usage of contact water ponds by water birds and shorebirds and shall conduct a baseline survey for water birds and shorebirds at the Tailings Impoundment Area (TIA) to characterize the bird community and use of the TIA. Survey methodology shall be determined in consultation with Environment and Climate Change Canada.</p> <p>If surveys indicate that birds are using the TIA or other contact water ponds, the Proponent shall conduct a toxicological risk assessment in consultation with ECCC; and if that risk assessment indicates that there is a reasonable risk to birds from the TIA, the Proponent shall monitor for ongoing bird usage of the TIA and shall engage with the Inuit Environmental Advisory Committee and ECCC to establish appropriate methods for deterrence of water birds.</p>
Reporting Requirements:	A summary of the results of baseline surveys, risk assessment, engagement with the Inuit Environmental Advisory Committee (IEAC) and Environment and Climate Change Canada, and follow-up monitoring shall be provided in the Proponent's annual report submitted to the NIRB (or more frequently for monitoring results that may already be required under Project Certificate No. 003, such as Term and Condition #26).
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt. Agnico Eagle has provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in Appendix F of this Annual Report. The WMMP includes measures for monitoring bird use at the TIA, monitoring water quality in the TIA, conducting a toxicological risk assessment if needed, and deterring birds if necessary.</p> <p>Characterization of the bird community surrounding the TIA and reference ponds was conducted in 2018, 2021, and 2023 in collaboration with ECCC and reported to the NIRB and ECCC as part of the 2018, 2021, and 2023 WMMP Reports.</p> <p>Ongoing monitoring indicates that the TIA water quality is below threshold guidelines and should not pose a risk to wildlife.</p> <p>Further details are provided in Appendix D-2 of this Annual Report.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 27

New Term and Condition No. 27	
Category:	Birds and Bird Habitat – Raptor Mitigation Measures
Responsible Parties:	The Proponent
Project Phase:	Pre-Construction and Construction
Objective:	To mitigate potential impacts to raptors from project construction.
Term or Condition:	<p>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 within two (2) kilometres (km) of the construction area to ensure all nesting sites have been accounted for in advance of construction commencing. If an active cliff nest is located within one (1) km of the planned construction areas, construction activities shall not commence until a nest-site protection plan has been developed in consultation with the GN-DoE to address:</p> <ul style="list-style-type: none"> a) inclusion of appropriate setbacks and buffers, with exceptions potentially requiring formal authorization from the Government of Nunavut; b) measures for instances where raptors build a nest on project infrastructure such as a service building and cessation of construction activities would not apply; and c) monitoring and mitigation measures for all potential nest sites within one (1) km of project activities.
Reporting Requirements:	The Proponent shall report on its implementation of this Term and Condition and provide a summary of the results of pre-construction raptor nest surveys undertaken and nest-specific management plans developed within the Proponent's annual report submitted to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt. The WMMP (Appendix F of this Annual Report) includes measures for monitoring of raptors should construction occur during the breeding season and the development of a nest management plan in consultation with the GN-DoE.</p> <p>In 2024, raptors were monitored through methods common to multiple VECs. Occupancy surveys of raptor territories in Madrid were not completed in 2024 because construction did not occur in the area during the raptor breeding period. Further details are provided in Appendix D-2 of this Annual Report.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 28

New Term and Condition No. 28	
Category:	Birds and Bird Habitat – Site-wide and wind-turbine monitoring
Responsible Parties:	The Proponent
Project Phase:	Operations
Objective:	To prevent adverse impacts to birds from project activities and infrastructure including wind turbines.
Term or Condition:	<p>The Proponent shall maintain in either a separate Migratory Birds Protection Plan or with these contents clearly identified, as an addition to the Wildlife Mitigation and Monitoring Plan, a plan which:</p> <ul style="list-style-type: none"> a) specifies measures designed for the protection of birds from operation of wind turbines, with additional preventative measures to be implemented during periods of poor visibility within peak bird migration periods; b) includes protocols for bird mortality monitoring within the general area of the wind turbines, and for contribution of data to regional bird research / monitoring programs; and c) includes adaptive management measures - including those that may be in place at other sites in northern Canada - that may be implemented should mortalities be greater than expected.
Reporting Requirements:	The Plan described above shall be provided to the Nunavut Impact Review Board (NIRB) prior to installation of wind turbines for the Project, with a summary of monitoring results included in the Proponent's annual report to the NIRB.
Commentary:	N/A
Status for 2024:	Not active yet; Not yet applicable
Agnico Eagle Comments:	No wind turbines were constructed in 2024. Agnico Eagle is evaluating construction of a wind turbine in 2025/26, in which case surveys will be completed prior to construction, as specified in Certificate No. 009 Commitment #7. The WMMP will be updated to include monitoring and mitigation for the wind turbines, as specified in Certificate No. 009 Condition 28.
Reference:	Not applicable

New Term and Condition No. 29

New Term and Condition No. 29	
Category:	Marine Environment - Shipping Management Plan
Responsible Parties:	Proponent
Project Phase:	All Phases
Objective:	To ensure that the general public can access information on how potential impacts from project-related shipping activities will be mitigated.
Term or Condition:	<p>The Proponent shall maintain a standalone Shipping Management Plan which provides an overview of:</p> <ul style="list-style-type: none"> a) applicable legislation, regulations, guidelines, and commitments designed to address potential adverse ecosystemic effects of shipping activities to the marine environment; b) non-confidential contracting provisions imposed by the Proponent on contractors used for project-related marine shipping that are designed to address potential adverse ecosystemic effects of shipping activities to the marine environment; c) procedures for providing advance notice of Project-related shipping activities to potentially affected communities; and d) updates to Project shipping activities implemented to address concerns identified through the Proponent's public engagement efforts.
Reporting Requirements:	The Plan should be submitted to the Nunavut Impact Review Board prior to the start of shipping activities, with subsequent updates or revisions to the Plan submitted annually thereafter.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle maintains a Shipping Management Plan for the Mine that addresses applicable legal requirements, requirements of contractors to address potential adverse ecosystemic effects to the marine environment, and relevant notification procedures.</p> <p>This plan is a living document that will continue to be updated as required to address concerns identified through the Proponent's public engagement efforts.</p> <p>As per the commitment made in response to the KitlA's 2023 NIRB Annual Report recommendations (KitlA-NIRB-41), Agnico Eagle will update the Shipping Management Plan when the project returns to production - to include the additional Important Bird Areas listed by the KitlA along the Mine's shipping route.</p>
Reference:	Not applicable

New Term and Condition No. 30

New Term and Condition No. 30	
Category:	Marine Environment - Shipping Contractors
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure that marine shipping contractors meet all applicable regulatory requirements.
Term or Condition:	The Proponent shall contract only Transport Canada certified vessels to carry cargo or fuel for the Project and shall ensure shippers are informed of the Proponent's applicable management plans and commitments designed to address potential adverse ecosystemic effects of shipping activities to the marine environment.
Reporting Requirements:	The Proponent shall demonstrate its compliance with this Term and Condition within its Plan and associated annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle confirms it contracts only Transport Canada certified vessels to carry cargo or fuel for the Mine as required by law. Hope Bay issues the Shipping Management Plan to shippers to inform them of any relevant commitments and management requirements designed to address potential adverse ecosystemic effects of shipping activities to the marine environment related to the Mine. Supplementary materials (included in the updated Shipping Management Plan) include a summary of reporting obligations (incidental sightings and incidents) as well as wildlife mitigation measures which are presented to shippers prior to the shipping season.</p> <p>In 2024, there was one fuel vessel and two cargo vessels for the Mine. Vessel operators were provided with Project-specific training and review of marine wildlife setbacks and mitigations. In addition, operators were trained on reporting requirements prior to the shipping season, as is described in the Shipping Management Plan.</p>
Reference:	Agnico Eagle. 2024. Hope Bay Project Shipping Management Plan. Version 3. March 2024.

New Term and Condition No. 31

New Term and Condition No. 31	
Category:	Marine Environment – Marine Wildlife Mitigation
Responsible Parties:	Proponent, Fisheries and Oceans Canada, and Environment and Climate Change Canada
Project Phase:	All Phases
Objective:	To ensure that marine shipping activities avoid adversely impacting seabirds and marine mammals.
Term or Condition:	The Proponent shall provide its contracted vessel operators with maps and descriptions of key marine bird habitats as well as information on sensitive marine mammal habitats in the Northwest Passage, updated annually to include newly published information as it becomes available. The guidance package shall specify that, subject to vessel safety requirements, key wildlife habitats shall be avoided by a distance of at least 500 metres, and wildlife are to be given the right of way. The Proponent shall work with Fisheries and Oceans Canada to ensure that marine mammal mitigation measures common for all vessels in the Canadian Arctic are applied to project-contracted vessels as appropriate.
Reporting Requirements:	The Proponent shall demonstrate its compliance with this Term and Condition within its Plan and shall comment on the effectiveness of these measures within its associated annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay issues the Shipping Management Plan to shippers which provides vessel operators with maps and descriptions of key marine bird habitats as well as information on sensitive marine mammal habitats in the Northwest Passage. These maps were most recently updated in March 2024.</p> <p>The Shipping Management Plan specifies that, subject to vessel safety requirements, indicated key wildlife habitats shall be avoided by a distance of at least 500 metres, and wildlife are to be given the right of way. Starting in 2022, vessel shipping tracks are reported in the WMMP Compliance Report to demonstrate vessel adherence to specified shipping routes. The Qamutik vessel had no deviations from the nominal shipping route in 2024. Further details are provided in Appendix D-2 of this Annual Report, specifically Section 3.12.3.2 and Figure 3.12-1.</p>
Reference:	<p>Agnico Eagle. 2024. Hope Bay Project Shipping Management Plan. Version 3. March 2024.</p> <p>ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.</p>

New Term and Condition No. 32

New Term and Condition No. 32	
Category:	Marine Shipping – Vessel strikes
Responsible Parties:	Proponent
Project Phase:	All Phases
Objective:	To ensure that marine shipping activities avoid seabirds and marine mammals.
Term or Condition:	The Proponent shall ensure that shippers retained for project related shipping immediately report any accidental contact by project vessels with marine mammals or seabird colonies to Fisheries and Oceans Canada and Environment and Climate Change Canada respectively. The Proponent shall also ensure that the circumstances of the incident are investigated to determine if additional mitigative measures are required.
Reporting Requirements:	A summary of any vessel strikes, and any adaptive management steps undertaken, shall be included in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The Hope Bay Shipping Management Plan is issued to shippers, which includes provisions to report any accidental contact by project vessels with marine mammals or seabird colonies to Agnico Eagle and the appropriate regulatory authority as required by legislation and within 24 hours.</p> <p>As per Section 3.12.3.3 of the Appendix D-2 of this Annual Report, no incidents, interactions, or mortalities with marine mammals were recorded in 2024.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 33

New Term and Condition No. 33	
Category:	Marine Environment – Noise Monitoring
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure that project activities and project-related marine shipping do not cause unacceptable noise exposure to marine wildlife.
Term or Condition:	<p>The Proponent shall develop a monitoring protocol for assessing disturbance to marine wildlife resulting from project-related underwater noise in Roberts Bay, and to facilitate assessment of the potential short term, long term, and cumulative effects of project-related noise (including vessel noise in Roberts Bay) on marine wildlife.</p> <p>The Proponent is expected to work with Fisheries and Oceans Canada to determine appropriate indicators and thresholds that can be used to determine if negative impacts on marine wildlife are occurring, and adaptive management measures to mitigate adverse impacts of project-related noise.</p>
Reporting Requirements:	The monitoring protocol should be incorporated into an appropriate management plan and shall be provided to the Nunavut Impact Review Board (NIRB) prior to commencement of construction and project-related shipping, with summary discussion of associated implementation included within annual reporting to the NIRB.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The Shipping Management Plan was updated in January 2023 to include monitoring for marine wildlife in Roberts Bay during the shipping season.</p> <p>In 2022, initial monitoring was conducted for marine mammals in Roberts Bay while ships were in the Bay. In 2023, the marine wildlife monitoring program was implemented to assess disturbance of marine wildlife during shipping season from vessel noise. The marine monitoring program is designed to meet the NIRB PC conditions to assess disturbance to marine wildlife resulting from vessel noise in Roberts Bay. There is no monitoring requirement for underwater noise modelling.</p> <p>In 2024, 33 marine mammal surveys were completed in Roberts Bay. Surveys occurred once per day from September 1 to October 2, 2024, where three vessels arrived in Roberts Bay during the shipping season. Only one marine mammal was observed (one ringed seal), when two vessels were anchored in Roberts Bay, and a barge and tugboat were actively moving between a vessel and the shore (Section 3.12.3 of Appendix D-2 of this Annual Report). The ringed seal was observed resting on an exposed rock in the water and did not demonstrate any behavioural changes in response to the shipping activity.</p>
Reference:	<p>Agnico Eagle. 2024. Hope Bay Project Shipping Management Plan. Version 3. March 2024.</p> <p>ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.</p>

New Term and Condition No. 34

New Term and Condition No. 34	
Category:	Economic Development and Opportunities – Socio-Economic Monitoring
Responsible Parties:	The Proponent, the Kitikmeot Inuit Association, Government of Nunavut, Indigenous and Northern Affairs Canada, and Kitikmeot communities
Project Phase:	All Phases
Objective:	To assess the socio-economic impact of the Project on affected communities of Nunavut.
Term or Condition:	<p>The Proponent shall continue 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 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 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 for the Project.</p> <p>The Proponent shall submit an updated Hope Bay Socio-Economic Monitoring Plan to the Hope Bay Socio-Economic Working Group for review within one (1) year of the issuance of a Project Certificate.</p>
Reporting Requirements:	The Proponent shall, reflecting the input of the Hope Bay Socio-Economic Working Group, report annually to the Nunavut Impact Review Board (NIRB) on implementation of the Hope Bay Socio-Economic Monitoring Plan. The NIRB strongly suggests the use of a standardized reporting template to ensure consistent data collection and tracking of data trends in a comparable form to be shared upon request at the regional level and to minimize the duplication of efforts.
Related Terms and Conditions in PC No. 003 (as amended)	Terms and Conditions No. 28 and 40
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The placement of the Doris Mill into Care and Maintenance and the suspension of production of the Mine, required Agnico Eagle to update the Hope Bay SEMP Plan in 2022 according to Term and Condition No. 35. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure).</p> <p>The updated Plan was provided for review and input to the SEMC / SEMWG. Additional feedback and direction on the preparation of this Plan was collected during the annual SEMC / SEMWG meeting held on December 13, 2022. The feedback, comments, and revisions received during the document review and the workshop were incorporated into the final version of this Plan. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118).</p> <p>The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing care and maintenance of the Mine.</p>
Reference:	ERM (ERM Resources Inc.) Hope Bay Project: Socio-Economic Monitoring Program Plan Update. Project No. 0655864. June 2023.

New Term and Condition No. 35

New Term and Condition No. 35	
Category:	Economic Development and Opportunities – Temporary or Final Closure
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group, and the Kitikmeot Socio-Economic Monitoring Committee
Project Phase:	Temporary Closure/Care and Maintenance, Closure and Post-Closure
Objective:	To prepare for, monitor and mitigate the potential socio-economic effects of temporary or permanent mine closure on the affected communities of Nunavut.
Term or Condition:	Within six (6) months following an unanticipated temporary or final closure, and at least two (2) years prior to the planned Final Closure of the Project, the Proponent shall, in collaboration with the Hope Bay Socio-Economic Working Group submit an updated Hope Bay Socio-Economic Monitoring Plan to the Kitikmeot Socio-Economic Monitoring Committee that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of the Project's temporary or permanent closure.
Reporting Requirements:	The Proponent shall submit the updated Hope Bay Socio-Economic Monitoring Plan to the Nunavut Impact Review Board (NIRB) at the same time as to the Kitikmeot Socio-Economic Monitoring Committee.
Related Terms and Conditions in PC No. 003 (as amended)	Terms and Conditions No. 41 and 42
Commentary:	The term “collaboration” as used in this term and condition and throughout the Project Certificate requires the Proponent and parties identified to work jointly together in respect of the issues specified and is indicative of more active participation by collaborating parties in joint decision-making than is expected when the requirements for third party involvement with the Proponent are stated to require “consultation” or “communication” with other parties.
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>The placement of the Doris Mill into Care and Maintenance and the suspension of production of the Mine, required Agnico Eagle to update the Hope Bay SEMP Plan in 2022 according to Term and Condition No. 35. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure).</p> <p>The updated Plan was provided for review and input to the SEMC / SEMWG. Additional feedback and direction on the preparation of this Plan was collected during the annual SEMC / SEMWG meeting held on December 13, 2022. The feedback, comments, and revisions received during the document review and the workshop were incorporated into the final version of this Plan. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118).</p> <p>The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing care and maintenance of the Mine.</p>
Reference:	ERM (ERM Resources Inc.) Hope Bay Project: Socio-Economic Monitoring Program Plan Update. Project No. 0655864. June 2023

New Term and Condition No. 36

New Term and Condition No. 36	
Category:	Economic Development and Opportunities – Temporary or Final Closure
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group, and the Kitikmeot Socio-Economic Monitoring Committee
Project Phase:	Temporary Closure/Care and Maintenance, Closure and Post-Closure
Objective:	To prepare for, monitor and mitigate the potential socio-economic effects of temporary or permanent mine closure on the affected communities of Nunavut.
Term or Condition:	Within six (6) months following an unanticipated temporary or final closure, and at least two (2) years prior to the planned Final Closure of the Project (regardless of whether the Project has, at that time, already ceased operations, is being maintained in a temporarily closed phase or has already entered the final closure phase), the Proponent shall, submit an updated Human Resources Plan and Wellness Strategy for the Project that includes a Workforce Transition Strategy designed to mitigate the potential negative effects of Project closure on the affected communities of Nunavut.
Reporting Requirements:	The Proponent shall submit the updated plans to the Nunavut Impact Review Board (NIRB) in accordance with the timelines prescribed.
Related Terms and Conditions in PC No. 003 (as amended)	Terms and Conditions No. 43 and 44
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	In February 2022, Agnico Eagle placed Hope Bay under Care and Maintenance. A Workforce Transition Committee was established and comprised of Hope Bay's General Manager, HR Superintendent, and General Superintendent, as well as two members of the Canada recruitment team and one member from Community Relations. The Workforce Transition Committee is responsible for executing the workforce redeployment strategy and focuses on relocating Hope Bay employees to other Agnico Eagle divisions in Canada. The updated Human Resources Plan can be found under NIRB Registry ID No. 349893.
Reference:	Agnico Eagle. 2024. Human Resources Plan. April 2024.

New Term and Condition No. 37

New Term and Condition No. 37	
Category:	Economic Development and Business Opportunities – Impacts on Existing Customers
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To monitor the extent to which businesses shift their businesses to become dependent on exclusively providing goods and services to the Proponent, resulting in existing customers losing access to necessary goods and services.
Term or Condition:	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. Specific indicator(s) to assess the potential for these effects shall be chosen and developed as agreed to by the Hope Bay Socio-Economic Working Group (HBSEWG). Activities related to monitoring and development of mitigation, including use and disclosure of information and data, will adhere to the HBSEWG Terms of Reference.
Reporting Requirements:	Summaries of Socio-Economic Working Group activities, list of indicators, and results of indicator monitoring shall be provided in the Proponent's Socio-Economic Monitoring Program reports as part of the Proponent's annual reports to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Predictions during temporary closure suggested that while some contracting opportunities will continue, there will be an overall decrease in procurement opportunities because of the decrease in Mine expenditures. Further details on contracting and business expenditures are provided in Section 4 and Table 10.1-1 provides key results of the 2024 SEMP (Appendix D-3 of this Annual Report).
Reference:	ERM (ERM Consultants Canada Ltd.). 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program Report. Project No. 0758076. April 2025.

New Term and Condition No. 38

New Term and Condition No. 38	
Category:	Employment – Staff Schedule
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To produce accurate labour market information regarding available Project employment and skill requirements for the Project to support economic and employment forecasting.
Term or Condition:	<p>The Proponent is strongly encouraged to submit staff schedule forecasts that, at a minimum, include the following:</p> <ul style="list-style-type: none"> a) Title of positions required by department and division; b) Quantity of positions available by project phase and year; c) Transferable skills, both certified and uncertified which may be required for, or gained during, employment within each position; d) The National Occupational Classification code for each individual position.
Reporting Requirements:	The staff schedule forecasts should be provided on an annual basis to the Kitikmeot Socio-Economic Monitoring Committee, with a summary of forecasting provided in the annual reports to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Lower levels of employment and workforce effort continued in 2024 with the suspension of mining and the placement of the Mine under Care and Maintenance. These lower levels of employment are expected to continue throughout the duration of Care and Maintenance at the Mine.</p> <p>On February 8, 2024, the MOU was officially signed with the GN and it came into effect on the same date. Based on the agreement, Agnico Eagle and the GN will work together moving forward, including on staff schedule forecasting once higher employment levels come into effect.</p>
Reference:	Not applicable

New Term and Condition No. 39

New Term and Condition No. 39	
Category:	Socio-Economic Impacts – Employment
Responsible Parties:	The Proponent, Hope Bay Socio-Economic Working Group
Project Phase:	All Phases
Objective:	To monitor the socio-economic effects of the Project, including employment, on affected communities of Nunavut and compare these effects to the impact predictions made for the Project.
Term or Condition:	The Proponent, reflecting input from the Hope Bay Socio-Economic Working Group and the Kitikmeot Socio-Economic Monitoring Committee, should include in its annual Hope Bay Socio-Economic Monitoring Plan report levels of Inuit employment at the Project as well as barriers and opportunities to achieving the high levels of employment described on page 3-137 of the Madrid Boston Project FEIS.
Reporting Requirements:	Summary information addressing the Proponent's fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.
Related Terms and Conditions in PC No. 003 (as amended)	Terms and Conditions No. 28 and 40
Commentary:	To reflect the concerns of the KitIA, the Responsible Ministers have varied the wording in NIRB's recommended Term and Condition #39.
Status for 2024:	In compliance
Agnico Eagle Comments:	In 2024, Hope Bay hired up to 38 Kitikmeot Inuit (7% of total workforce effort). In addition, up to eight Inuit were hired from outside the Kitikmeot (2% of total workforce effort). Further details on Inuit employment are provided in Section 5.2 of the 2024 SEMP Report, and Table 10.1-1 provides key results (Appendix D-3 of this Annual Report).
Reference:	ERM (ERM Consultants Canada Ltd.). 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program Report. Project No. 0758076. April 2025.

New Term and Condition No. 40

New Term and Condition No. 40	
Category:	Education and Training– Registration of Trades Workers
Responsible Parties:	The Proponent, Government of Nunavut
Project Phase:	All Phases
Objective:	To ensure that the Government of Nunavut has accurate information to assist in its role as overseer of the apprenticeship program in Nunavut and in providing access to training initiatives and programs.
Term or Condition:	The Proponent is encouraged to identify and register all trades occupations, journeypersons, and apprentices working with the Project and make this information available to the Government of Nunavut to assist in delivery of training initiatives and programs.
Reporting Requirements:	Summary information addressing the Proponent's fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	All Hope Bay apprentices are registered with the GN Department of Family Services Nunavut Apprenticeship Certification Unit in Iqaluit. In 2024, there were no apprenticeship opportunities available at the Mine due to the suspension of mining activities.
Reference:	Not applicable

New Term and Condition No. 41

New Term and Condition No. 41	
Category:	Education and Training—Training Opportunities and Transferrable Skills
Responsible Parties:	The Proponent, Government of Nunavut, Training Organizations
Project Phase:	All Phases
Objective:	To ensure that the local, regional, and territorial training opportunities associated with the Project maximize opportunities for the regional workforce to obtain transferable skills and certifications.
Term or Condition:	The Proponent is encouraged to work with training organizations and/or government departments offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for residents and employees to gain meaningful and transferable skills and certifications. The Proponent shall maintain an easily referenced listing of formal certificates and licences that may be acquired via on-site training or training during project employment. The listing should indicate which of these certifications and licences would be transferable to a similar job site within Nunavut.
Reporting Requirements:	The Proponent should summarize the results of these efforts in the annual Hope Bay socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kitikmeot Socio-Economic Monitoring Committee throughout the life of the Project.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Agnico Eagle continues to be an active member of the Nunavut Mine Training Roundtable, a territorial group lead by the GN Department of Economic Development and Transportation aimed at coordinating and supporting mine training and including representatives from Nunavut Arctic College and the Department of Family Services. Agnico Eagle continues to be an active member of the Kitikmeot Employment and Training Stakeholder Working Group lead by the KitlA aimed at coordinating and sharing information on employment and training matters within the Kitikmeot Region. The Working Group provides for representation from municipalities, training organizations, territorial government representatives, and major regional employers. The MOU between Agnico Eagle, the GN, and the KitlA allows for the three parties to regularly collaborate and coordinate effort on priority items such as employment and training. Agnico Eagle continues to provide to training organizations and government department annual summaries of Hope Bay job listings that include position title, duty summary, necessary skills and certifications, job experience requirements, and a list of Canadian institutions where relevant training and education can be obtained for each position.
Reference:	Not applicable

New Term and Condition No. 42

New Term and Condition No. 42	
Category:	Population Demographics – Monitoring Demographic Changes
Responsible Parties:	The Proponent and the Kitikmeot Socio-Economic Monitoring Committee
Project Phase:	Pre-Construction, Construction, Operation, Temporary Closure/Care and Maintenance, Closure, and Post-Closure Monitoring
Objective:	Monitoring demographic changes affecting the Kitikmeot communities and the territory as a whole is important to understand and evaluate the Proponent's predictions with regards to population demographics and whether any trends are identified which may be correlated with the Project.
Term or Condition:	Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kitikmeot Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Cambridge Bay, Kugluktuk, Gjoa Haven, Taloyoak, Kugaaruk). The details of this process will be captured in the terms of reference for the project specific Phase 2 Hope Bay Belt Socio-Economic Monitoring Committee.
Reporting Requirements:	Summaries of this information should be included in the annual Phase 2 Hope Bay Belt socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kitikmeot Socio-Economic Monitoring Committee throughout the life of the Project.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	In 2024, Hope Bay hired up to 38 Kitikmeot Inuit (7% of total workforce effort). In addition, up to eight Inuit were hired from outside the Kitikmeot (2% of total workforce effort). Further details on Inuit employment are provided in Section 5.2 of the 2024 SEMP Report, and Table 10.1-1 provides key results (Appendix D-3 of this Annual Report).
Reference:	ERM (ERM Consultants Canada Ltd.). 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program Report. Project No. 0758076. April 2025.

New Term and Condition No. 43

New Term and Condition No. 43	
Category:	Traditional Activity and Knowledge
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To demonstrate the incorporation of Inuit Qaujimaningit through monitoring plans developed for the Project.
Term or Condition:	The Proponent should ensure that the development of all project monitoring plans, associated reporting and updates are undertaken with active engagement of Kitikmeot communities, land users, and harvesters. The Proponent should work with the Kitikmeot Inuit Association, the local Hunters and Trappers Organizations and the Kitikmeot Socio-Economic Monitoring Committee to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs for the Project.
Reporting Requirements:	To the extent that the sharing of such information is consistent with, and not limited by, confidentiality or other agreements, summaries addressing the Proponent's fulfillment of this Term and Condition should be included in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle continued to make use of the IEAC in 2024. In 2024, Agnico Eagle held two in person IEAC meetings (one in July and one in October). The focus of the July IEAC included providing updates on the early work activities and future updates at Hope Bay and discussion on revisions to the Wildlife Monitoring Mitigation Plan. The July IEAC meeting also included a field visit at Roberts Bay, Doris, and Madrid areas. The October IEAC meeting and discussion was held in Cambridge Bay office, and included discussion on follow-ups from the July field visit.</p> <p>In past IEAC meetings, height of land (HOL) surveys were requested as a traditional Inuit way to survey caribou from a distance. Surveys are completed for the first time in 2024 (during fall migration; one week in August and one week in September). Surveys are triggered if 25 or more individual caribou are observed within 5 km of Project infrastructure during a 24-hour time period. The Caribou HOL Monitoring SOP and survey sites were developed during several workshops with the IEAC held between 2021 and 2023 (see Section 3.4 of Appendix D-2 for additional information on methods and results).</p> <p>In 2023, the IEAC requested that herd identification be included in camera data reporting. A caribou ID workshop with the IEAC presented many photos of caribou from the remote camera program, and the IEAC worked to help develop an ID guide that could be used to categorize future caribou data by herd ID. The results of herd ID were first reported in the 2024 WMMP Compliance Report.</p> <p>As summarized in Table 1.1-2 of Appendix D-2 of this Annual Report, the IEAC indicated at the July 2024 meeting that the caribou herd identification protocol is working well and no program update is required. Results from the 2024 herd ID are provided in Section 3.4.3.2 of Appendix D-2 of this Annual Report.</p>
Reference:	ERM (ERM Consultants Canada Inc.). 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.

New Term and Condition No. 44

New Term and Condition No. 44	
Category:	Non-Traditional Activity and Resource Use
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To assess and monitor potential project effects on non-traditional activity and knowledge.
Term or Condition:	The Proponent is strongly encouraged to consult with outfitting and guiding businesses that operate in or travel through the regional study area regarding whether project infrastructure or activities is adversely affecting their use and experience of the surrounding environment.
Reporting Requirements:	Summaries of consultation and monitoring undertaken by the Proponent in fulfillment of this Term and Condition should be provided within the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	These summaries can include information regarding positive effects of the Project on non-traditional land users such as support and aid provided by the Proponent to other users of the area.
Status for 2024:	In compliance
Agnico Eagle Comments:	As in past years, collaboration with outfitters is ongoing throughout the year. In 2024, Agnico Eagle donated fuel to local outfitters to hear sports hunting cabins on Kent Peninsula. Open dialog is frequent with outfitters. In addition, Agnico Eagle meets with two outfitting groups every year (i.e., Hakongak Outfitting and Canada North Outfitting).
Reference:	Not applicable

New Term and Condition No. 45

New Term and Condition No. 45	
Category:	Heritage Resources – Archaeological and Palaeontological Resources Surveys
Responsible Parties:	The Proponent
Project Phase:	Pre-construction, Construction, Operations
Objective:	To prevent adverse impacts to heritage resources and provide parties with updated information on the status of heritage resources in the project footprint.
Term or Condition:	The Proponent shall conduct archaeological and palaeontological surveys prior to land disturbance related to the Project and report survey results to applicable parties, including the Government of Nunavut – Department of Culture and Heritage.
Reporting Requirements:	Evidence of meeting the requirements of this Term and Condition shall be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	This condition has been satisfied in consultation with the GN-DCH and the report submitted to the Territorial Archaeologist, GN-DCH in December 2024. Further, a summary of the work completed in 2024 is provided in Appendix D-4 of this Annual Report.
Reference:	Points West (Points West Heritage Consulting Ltd.). 2024. Archaeological Investigations at the Hope Bay Project, Nunavut in 2024 Final Permit Report (NU Archaeologist's Permit 2024-09A)

New Term and Condition No. 46

New Term and Condition No. 46	
Category:	Heritage Resources – Archaeological and Palaeontological Discoveries
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure that any heritage resources encountered are reported to appropriate regulatory authorities.
Term or Condition:	<p>The Proponent shall report any archaeological or palaeontological sites discovered during the construction, operation, and closure phases to the Government of Nunavut – Department of Culture and Heritage and the Kitikmeot Inuit Association. Upon discovering a heritage resources site, the Proponent shall:</p> <ul style="list-style-type: none"> a) Take all reasonable precautions necessary to protect the site until further direction is received from the Government of Nunavut – Department of Culture and Heritage; and b) If it becomes necessary to disturb a heritage resources site, the Proponent shall consult with the Government of Nunavut – Department of Culture and Heritage, the Kitikmeot Inuit Association, and potential impacted communities to establish a site-specific mitigation plan and obtain all necessary authorizations.
Reporting Requirements:	Evidence of meeting the requirements of this Term and Condition shall be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	This condition has been satisfied in consultation with the GN-DCH and the report submitted to the Territorial Archaeologist, GN-DCH in December 2024. Further, a summary of the work completed in 2024 is provided in Appendix D-4 of this Annual Report.
Reference:	Points West (Points West Heritage Consulting Ltd.). 2024. Archaeological Investigations at the Hope Bay Project, Nunavut in 2024 Final Permit Report (NU Archaeologist's Permit 2024-09A)

New Term and Condition No. 47

New Term and Condition No. 47	
Category:	Individual and Community Wellness – Health and Wellness
Responsible Parties:	The Proponent, the Government of Nunavut
Project Phase:	Operations
Objective:	To promote employee health and well-being.
Term or Condition:	<p>The Proponent shall:</p> <ul style="list-style-type: none"> a) provide workers access to sexual health information throughout the life of the Project; b) inform workers of the range of health and wellness services available on site throughout the life of the Project; and c) participate in discussions and dialogue with the Government of Nunavut Department of Health in connection with project activities, policies, or project-induced health issues that may affect health and social services facilities, programs, and services.
Reporting Requirements:	Evidence of meeting the requirements of this Term and Condition, including outcomes from the Proponent's engagement with the Government of Nunavut regarding public health and social services issues of relevance to the Project and communities of the Kitikmeot Region shall be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle informs workers of the range of health and wellness services through the Human Resources department and the on-site clinic. This includes the Mental Health Resiliency Program, Manulife Wellness Program, Mental Health in the workplace, and Employee Aid Program.</p> <p>Finally, the NU Department of Health "Healing by talking" program is available. Agnico Eagle maintains monthly communications with the Medical Affairs Department of Health concerning physician community visits scheduling to assist workers in accessing health care in their communities.</p>
Reference:	Not applicable

New Term and Condition No. 48

New Term and Condition No. 48	
Category:	Individual and Community Wellness – Cross-cultural awareness
Responsible Parties:	The Proponent
Project Phase:	Operations
Objective:	To support the elimination of cultural barriers and promote recognition for Inuit Qaujimaningit to establish a healthy workplace for all Project employees.
Term or Condition:	The Proponent is encouraged to promote consideration for Inuit culture and Inuit Qaujimaningit through the establishment of cross-cultural training initiatives, for all Project employees and on-site sub-contractors. The Proponent should actively monitor the implementation of these initiatives throughout the life of the Project.
Reporting Requirements:	Evidence of meeting the requirements of this Term and Condition shall be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	In January 2023, Agnico Eagle initiated an internal process to create a new Nunavut Cross Cultural Awareness training program. The purpose of this program is to create a harmonious working environment between southern workers and Inuit workers. Work on this project continued throughout 2023 and culminated with the production of a 3-hour long training program. In 2024, the Cross Cultural Awareness training program was continued to be delivered to all Nunavut employees in 2024.
Reference:	Not applicable

New Term and Condition No. 49

New Term and Condition No. 49	
Category:	Community Involvement Plan
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To ensure appropriate stakeholders are included in ongoing consultation and engagement.
Term or Condition:	The Proponent shall maintain a current Community Involvement Plan which reflects relevant stakeholders with respect to the Project: a) Records of communication and engagement undertaken by the Proponent with stakeholders, including potentially impacted communities, are to be maintained throughout the life of the Project with outcomes reflected in this Plan.
Reporting Requirements:	The Proponent shall provide summaries of any significant community engagement undertaken and resultant updates to the Community Involvement Plan within its annual reports to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Details of activities community engagement activities conducted in 2024 are provided below.
Reference:	Not applicable

Community Engagement in 2024

Agnico Eagle hosts community and information and career awareness sessions in all Kitikmeot communities annually to maximize Inuit employment opportunities at Hope Bay. The purpose of these sessions is to provide information on:

- o expected labour needs of Hope Bay;
- o the skills, behaviours and qualifications required for employment and advancement at Hope Bay;
- o the training opportunities and educational support programs available to prepare for employment at Hope Bay; and
- o career opportunities in related fields such as science, technology, mathematics or professional services.

In the last quarter of 2023 - which continued over the course of 2024 - Agnico Eagle restarted crew change at Hope Bay with employees from Cambridge Bay. In 2024, Agnico Eagle's job opportunities were again mostly seasonal and directly related to exploration. Due to the nature of jobs available, there was no Community Career Awareness Tour in 2024. To ensure a presence in the region and to engage with the public, Agnico Eagle representatives performed a Kitikmeot regional tour with public information sessions in all 5 communities and meeting with 108 community members.

Cambridge Bay Office

Agnico Eagle maintains an office in Cambridge Bay, which is the closest, occupied, affected community to the Hope Bay Greenstone Belt. The office is centrally located in the community, furnished with bilingual signage, and accessible by the public during regular business hours, including wheelchair access.

The primary purpose of this office is to facilitate community engagement among Agnico Eagle and community members. The Cambridge Bay office supports Agnico Eagle's engagement of government, regulators, intervenors, interested members of the public, employees, those seeking employment at Hope Bay and other interested parties.

Staff of the Cambridge Bay office are available to communicate directly with local Stakeholders and participate in a number of regional and territorial events that regularly occur in Cambridge Bay, thereby informing communities of Agnico Eagle's operations, and actively soliciting feedback. The Cambridge Bay office is staffed with a Director – Nunavut Affairs and a Human Resources and Social Responsibilities Specialist who also acts as Agnico Eagle's Liaison Officer in the community. They engage regularly with the public using two-way communications for a variety of activities including:

- Employee and public relations;
- Regular meetings with individual Inuit job seekers;
- Recruiting and onboarding Inuit personnel;
- Regular communications with Community Liaison Officers in the Kitikmeot;
- Annual meetings between KitlA and Agnico Eagle Presidents;
- Annual updating of KitlA Board by Agnico Eagle Executives;
- Attendance at the KitlA Annual General Meeting;
- Annual participation in the Inuit Impact and Benefits Agreement (IIBA) Implementation Committee;
- Presentation of the IIBA Annual Evaluation Report to the KitlA Board;
- At a minimum, semi-annual meetings of the Inuit Environmental Advisory Committee (IEAC) to review environmental management and monitoring plans, discuss mine related environmental issues, and obtain advice from knowledgeable Inuit on these matters;
- Meetings between Agnico Eagle staff and Kitikmeot Qualified Businesses;
- Regular meetings with relevant KitlA Lands, Employment and Training and Executive staff; and
- Annual visits of the KitlA Board, IIBA Implementation Committee, IEAC, and individual harvesters at Hope Bay.

Social Media

Agnico Eagle maintains a company and site specific Facebook™ page to both share operational information with communities and increase awareness of mining. The Facebook™ page is used to augment information distributed through Agnico Eagle's website. Agnico Eagle also makes use of Kitikmeot community Facebook™ pages to advertise job postings, meeting notices, and any other news that may be of interest to Nunavut Stakeholders (<https://www.facebook.com/AEMHopeBay>).

Comments, questions or concerns received via social media are addressed promptly in a manner consistent with public meetings. In 2024, there was active engagement on the Hope Bay Facebook page as comments, questions, and concerns were posted through the Facebook page.

Nunavut Event Participation

Agnico Eagle ensures it is well informed of key events that occur on an annual basis in Nunavut that represent opportunities for community involvement and dialogue. Agnico Eagle makes staff available to attend these events to foster communication. Agnico Eagle also provides financial support as appropriate to event planning groups in order to assist in paying for event costs. Sponsored events include the following:

- Kitikmeot Trade Show;
- Kitikmeot Socio-Economic Monitoring Committee; and

- Nunavut Mining Symposium.

Stakeholder Representative Organizations

Agnico Eagle recognizes that one of the most effective means of engagement and dialogue with Stakeholders and communities is joining with them in an organization of mutual benefit. To reach this aim, Agnico Eagle is a member of established organizations involving numerous community members. Agnico Eagle's participation in these groups provides members with information on Agnico Eagle's activities and, allows them to discuss matters of mutual concern, and undertake initiatives of mutual benefit. These organizations include the following:

- Northwest Territories/Nunavut Chamber of Mines;
- Nunavut Mine Training Roundtable; and
- Kitikmeot Indigenous Skills and Employment Training Stakeholder Working Group.

Table 5.2-2 provides a summary of activities held in 2024.

Table 5.2-2: Community Relations Highlighted Activities in 2024 by Month

Month	Activity
January	Meeting with KitlA representatives to cover Hope Bay Mine economics, development plans, and adjustments to Inuit Owned Land surface tenure agreements for future developments.
February	MOU signature between Agnico Eagle, KitlA and GN during the Kitikmeot Trade Show in Cambridge Bay.
March	First Socio-Economic Monitoring Committee for the Kitikmeot Region since Covid, and TMAC acquisition. Participants - including KitlA, GN, CIRNAC, Hamlets, and community members with Agnico Eagle update on the Hope Bay Mine.
April	Agnico Eagle's territorial and local teams – including representatives from Hope Bay community relations, operations and management - took part of the Nunavut Mining Symposium in Iqaluit.
May	Participation in a KitlA Working Group meeting to discuss Inuit employment and training initiatives, providing attendees with a Hope Bay Mine update and partnership efforts for 2024 training.
June	Discussion on the Mining Week Initiative across the three Nunavut regions, aimed at educating high school students about the mining industry and careers, with Agnico Eagle supporting activities in Cambridge Bay.
July	IEAC meeting and discussion on fisheries offsetting, Hope Bay Update, Wildlife Monitoring Mitigation Plan updates (e.g., planning for Height of Land surveys, and program updates), as well as field visit at Roberts Bay, Doris, and Madrid areas (8 participants).
August	Initial meeting with the KitlA to discuss potential Inuit ownership of Hope Bay infrastructure under a redevelopment scenario.
September	Meeting between Agnico Eagle representatives and The Honorable Lori Idlout to provide updates and share information about Agnico Eagle's operations and projects in Nunavut, including an update on Hope Bay.
October	Hope Bay Operations Update presentation to KitlA Annual General Meeting Board of Directors in Kugaaruk. Second IEAC meeting and discussion held in Cambridge Bay office, topics included follow-ups from the July field visit.
November	Regional community tour and Kitikmeot community public meeting of all regional 5 communities from Agnico Eagle representatives who connected with 108 community members.
December	Annual Hope Bay IIBA Implementation committee meeting between Agnico Eagle and the KitlA.

New Term and Condition No. 50

New Term and Condition No. 50	
Category:	Human Health and Ecological Risk Assessment – Assessment of Risks from Consumption of Berries near Project Area
Responsible Parties:	The Proponent
Project Phase:	Construction and Operation
Objective:	To minimize the potential risks from consumption of berries containing potential toxic metals.
Term or Condition:	The Proponent shall conduct soil sampling to determine metal levels of soils in areas with berry-producing plants near any of the potential development areas, prior to commencing operations.
Reporting Requirements:	A summary of the results of these additional studies shall be included in the Proponent's annual report to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	No new construction will occur in areas with berry-producing plants. No construction will occur in areas that have not been assessed.
Reference:	Not applicable

New Term and Condition No. 51

New Term and Condition No. 51	
Category:	Human Health and Ecological Risk Assessment – Assessment of Risks from Consumption of Fish from Marine/Freshwater Aquatic Environment
Responsible Parties:	The Proponent
Project Phase:	All Phases
Objective:	To minimize the potential risks from consumption of fish containing toxic metals including metalloids.
Term or Condition:	The Proponent shall conduct additional studies prior to and during operations as part of its freshwater and marine aquatic effects analyses to ensure that toxic trace elements concentrations anticipated to increase in the aquatic and marine environments during operation (and potentially accumulating in fish tissue) do not exceed regulatory requirements. The results of these studies should inform the Proponent's assessment of potential risks from consumption of fish, using Health Canada's hazard quotients as a descriptive tool.
Reporting Requirements:	A summary of the results of these studies and associated assessment of potential risks to human health shall be included in the Proponent's annual reports to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Potentially toxic metals in marine and freshwater environments are tracked through the AEMP (Appendix D-5 of this Annual Report). To date, there have been no Mine-related exceedances of regulatory requirements (Canadian Council of Ministers of the Environment (CCME) guidelines).</p> <p>The EEM program in Roberts Bay monitors for metals in the marine environment and informs assessments of potential risks from consumption of fish. The Phase 2 EEM Program Study Design (Minnow 2024) was submitted to ECCC in January 2024, and the field work/biological monitoring study was completed during the summer of 2024. As per the regulatory guideline, the Interpretive Report for the Phase 2 EEM will be submitted to ECCC on or before February 1, 2026.</p>
Reference:	<p>ERM. 2024. Hope Bay Project: 2024 AEMP Annual Report. Prepared for Agnico Eagle Mines Limited. Reference No. 0738548-01. March 2025.</p> <p>Minnow (Minnow Environmental Inc.). 2024. Agnico Eagle Hope Bay Mine Phase 2 Environmental Effects Monitoring Program Study Design. Prepared for Agnico Eagle Mines. January 2024.</p>

New Term and Condition No. 52

New Term and Condition No. 52	
Category:	Accidents and Malfunctions – Spills Response and Emergency Preparedness
Responsible Parties:	The Proponent, Transport Canada
Project Phase:	All Phases
Objective:	To ensure adequate spill response and emergency preparedness is in place to prevent fuel and chemical spills to the terrestrial and marine environment.
Term or Condition:	<p>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. The OPEP or other emergency response plans applicable to fuel or hazardous material storage areas are expected to include, as a minimum, the following:</p> <ul style="list-style-type: none"> a) information on the placement of spill prevention and response equipment as necessary to initiate rapid response during an emergency; b) an up-to-date listing of critical TMAC and government spill response contacts, and a list of authorised emergency response personnel; c) an up-to-date listing of emergency response training conducted by TMAC's emergency response personnel; d) easily accessible and up to date spill report forms; and e) a listing of community organizations that would be contacted to inform traditional land users of any spills or response actions implemented to ensure continued public safety. <p>The Proponent shall also demonstrate that the provisions of the OPEP or other applicable emergency response plans associated with the fuel tank farm at Roberts Bay are coordinated with the individual shipboard OPEPs required for vessels servicing the Project, and that the Shipping Management Plan addresses how response procedures between ship and shore will be coordinated.</p>
Reporting Requirements:	The Oil Pollution Emergency Response Plan (OPEP) and any other applicable emergency response plans (TMAC 2020a) should be provided to the Nunavut Impact Review Board (NIRB) prior to construction of the Project. Within its annual reporting to the NIRB, the Proponent shall include a discussion of any pollution incidents associated with the Project and identify any required plan updates.
Related Terms and Conditions in PC No. 003 (as amended)	Terms and Conditions No. 20 and 33
Commentary:	The term "Shipboard OPEP" has the same meaning as the term "Ship Oil Pollution Emergency Plan".
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Agnico Eagle ensures that areas used for fuel and hazardous materials include sufficient secondary containment and have a comprehensive emergency response plan. Hope Bay's Roberts Bay facility has an updated OPEP/OPEP that is included in Appendix F of this Annual Report.</p> <p>In the NIRB's 2023-2024 Monitoring Report (NIRB 2025), the NIRB requested an update on the outcome of discussions between parties with respect to secondary containment. In April 2025, Agnico Eagle and CIRNAC met on the topic of adequacy of secondary containment and are working together to resolve the issue raised by CIRNAC. Agnico Eagle will advise NIRB when the matter has been resolved.</p>
Reference:	<p>Agnico Eagle. 2025. Hope Bay Spill Contingency Plan. Version 18. March 2025.</p> <p>Agnico Eagle. 2025. Oil Pollution Prevention/Oil Pollution Emergency Plan. April 2025.</p>

NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025
--

New Term and Condition No. 53

New Term and Condition No. 53	
Category	Tailings Pipeline Monitoring – land-based infrastructure
Responsible Parties	The Proponent
Project Phase	All phases
Objective	To prevent potential impacts to permafrost and sensitive land features, including the freshwater environment, by maintaining the integrity of the tailings pipeline infrastructure.
Term or Conditions	<p>The Proponent shall implement a monitoring and mitigation program for the tailings pipelines that includes the following:</p> <ul style="list-style-type: none"> a) regular inspections to assess the stability of the tailings pipeline and land within the footprint of this infrastructure; b) early warning system(s) to identify a pipeline breach; c) measures to respond to and mitigate any accidental spills of tailings from the pipeline; and d) adaptive management to address unanticipated changes to land within the footprint of the tailings pipeline to ensure that the integrity of this infrastructure is maintained for the life of the Project.
Reporting Requirements:	Details regarding the monitoring and mitigation program shall be submitted to the Nunavut Impact Review Board (NIRB) prior to the installation of tailings pipeline infrastructure, with subsequent updates on the implementation of the Program submitted annually thereafter or as may otherwise be required by the NIRB for the life of the Project.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	<p>Hope Bay evaluates these measures as part of the existing Doris TIA Operations, Maintenance and Surveillance Manual which includes tailings pipeline monitoring. This document includes details about the early warning systems to identify a pipeline breach. These include daily inspections, annual pressure testing, and monitoring of the mill control panel and pumping parameters.</p> <p>In addition, tailings pipeline and other land-based infrastructure are assessed annually as part of the Doris TIA Annual Geotechnical Inspection.</p> <p>The 2024 Geotechnical Inspection Doris TIA (SRK 2025) included the North Dam, South Dam, West Dam, Aquadam, Interim Dike, emergency dump catch basins, and was completed: September 2024 and is uploaded <i>here</i> under the 2024 NWB Annual Report. Conclusions of the investigation included the Doris TIA and associated structures (primarily the North Dam and South Dam) are functioning as designed. The 2024 Geotechnical Inspection Report was submitted to the NWB along with the 2024 Annual Report and is available on Agnico Eagle's Nunavut website.</p>
Reference:	SRK (SRK Consulting). 2025. 2024 Annual Geotechnical Inspection – Doris Tailings Impoundment Area. Submitted to Agnico Eagle Mines Limited. Project reference: CAPR003066. March 2025.

New Term and Condition No. 54

New Term and Condition No. 54	
Category	Cumulative effects – activities in the Hope Bay Belt Property
Responsible Parties	The Proponent
Project Phase	All Phases
Objective	To ensure all potential cumulative effects associated with ongoing exploration and possible future phases of development are adequately and fully assessed.
Term or Conditions	The Proponent shall provide detailed updates to the Board on the status of ongoing exploration programs and other related physical activities associated with the Hope Bay Belt Property.
Reporting Requirements:	Evidence of meeting the requirements of this Term and Condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.
Commentary:	N/A
Status for 2024:	In compliance
Agnico Eagle Comments:	Exploration activities in 2024 consisted of surface diamond drilling at Doris, Madrid, and other regional targets and the Boston advanced exploration site was maintained but not occupied during summer months. In 2025, all exploration activities will be on the surface with a focus on the Madrid Deposit and no underground drilling is planned. Further details are provided below.
Reference:	Not applicable

Exploration Activities in 2024:

- The program at Doris focused primarily on exploring outside of known zones rather than resource definition. Zones that were targeted include Below the Dyke Doris Connector and two near deposits exploration holes west of the Doris Deposit.
- The program at Madrid included drilling Naartok West, Naartok East, Spur, Suluk, Patch 7, and Madrid South. The bulk of drilling at Madrid was focused on resource definition. A secondary objective was to expand upon known zones.
- A total of 171 surface diamond drill holes totalling 118,897 meters were completed in 2024
- Boston Advanced Exploration site was maintained but not occupied during summer months.

Exploration Work Plans for 2025:

- All exploration activities will be on surface in 2025. Surface drilling at the Madrid Deposit will focus on the Patch 7, Suluk, and Madrid South zones. During the winter months, drilling will be completed on ice (Patch Lake) and from the recently completed gravel track on the west side of Patch Lake. During the summer months, drilling will be completed from the gravel track and helicopter-supported drill pads on the tundra. A minor component of the drilling will be completed at regional targets.
- Surface diamond drilling planned for 2025 will consist of 97,600 m at the Madrid Deposit, 4,400 m at the Doris Deposit, and 8,000 m on regional exploration targets. There is no underground drilling planned for 2025.

6. Compliance with Regulatory Instruments

6.1 ANNUAL INSPECTION ACTIVITIES

In 2023, Agnico Eagle hosted regulatory inspections for CIRNAC, the KitlA, and the NIRB. Details of when those visits occurred and a summary of the reports and follow up from those visits are detailed in Table 6.1-1.

6.2 WARNING LETTERS WITH RESPECT TO MDMER

In 2024, Agnico Eagle was not issued any warning notices regarding MDMER from Environment and Climate Change Canada's (ECCC) Enforcement Officer.

6.3 UNAUTHORIZED DISCHARGES AND SPILLS

Fifteen spills were reported to the Nunavut Spill Line, Water Licence Inspector, and KitlA Major Projects, and Environment and Climate Change Canada in 2024. These fifteen spills met the reporting threshold as outlined in the *Nunavut Spill Contingency Planning and Reporting Regulations*. In addition to the required Spill Line report, a more detailed follow-up report was filed within thirty days of each reported spill that included a description of the event together with the immediate cause, corrective and preventative action. The reportable spill events are summarized in Table 6.2-1.

The remaining spills that occurred during 2024 were minor in nature, occurring on mine roads/laydowns, with quick response and clean up resulting in negligible impact to the receiving environment. Agnico Eagle tracks all unauthorized discharges and spills on site, regardless of if they are externally reportable or not, and identifies any observable trends.

In 2024, Agnico Eagle conducted frequent (daily) internal reviews of incidents using visual analytics generated automatically from tracking software. Spills were analysed by reportability, spill location, spill product, root cause, spill reason and volume. The lessons learned, improvements and causes are discussed with site personnel at daily toolbox meetings. No apparent root cause trend for minor spills were identified with equipment failure or malfunction and freezing temperatures contributing to majority of the spill reasons. Inspectors have the opportunity to review the information on demand or when at site conducting inspections.

6.4 WATER LICENCE COMPLIANCE

During 2024, water management at Hope Bay Mine Site was in line with the authorized Type A Water Licence for Doris and Madrid 2AM-DOH1335, the Type B Regional Exploration Licence 2BE-HOP2232, and the Type B Water Licence for Boston 2BB-BOS1727. No activities occurred under the Type A Water Licence 2AM-BOS1835 for Boston or the Type B Water Licence 2BB-MAE1727 for Madrid, therefore no water was used, or waste produced from activities associated with these licences.

Table 6.1-1. Summary of Annual Inspection Activities

Date	Agency	Summary	Follow-up	Response
April 10, 2024	CIRNAC	Inspection to verify compliance with Water Licence 2AM-DOH1335. The focus of the inspection was on fuel and chemical storage.	There were some concerns regarding hazardous waste storage and management. CIRNAC noted improper storage of Jet A and Jet B as well as hazardous waste containers.	Follow-up items have been addressed and a response to the inspector was provided.
August 7, 2024	Nunavut Impact Review Board (NIRB)	The objective of the NIRB's Site Visit was to make visual observations on the mine activities being carried out in compliance with the Terms and Conditions of the Doris North Gold Mine (Doris North) Project Certificate No. 003 and for the Phase 2 Hope Bay Belt (Phase 2) Project Certificate No. 009 (version issued in 2018) as required by Section 12.7.2(b) of the Nunavut Agreement and s. 135(3)(b) of the <i>Nunavut Planning and Project Assessment Act</i> .	NIRB Staff note that overall Agnico Eagle has generally complied with the Terms and Conditions of the Project Certificate No. 003, Amendment 002, and Project Certificate No. 009 and has been responsive in addressing any questions raised by NIRB Staff. Even with the site being in Care and Maintenance, Agnico Eagle continues to keep the site organized. The NIRBs 2023-2024 Monitoring Report was issued on February 27, 2025.	No follow-up required from site visit.
August 13-16, 2024	KitlA	Between August 13 to 16, the KitlA inspected the Doris Commercial Lease area and infrastructure including Roberts Bay, the Airstrip and Access Road, Doris North, Waste Management Area, Quarry #2, Secondary Road, the TIA area, Windy Road and Windy Lake Camp, Madrid and Boston infrastructure.	KitlA noted that the mine site is overall being maintained in good condition. The core storage area around Doris, Madrid and Boston require attention and restacking. Ongoing road maintenance remains good, some additional attention required for the TIA road.	No specific follow-up notices. All areas identified will continue to be monitored by Agnico Eagle.

Table 6.2-1. Summary of Reportable Spills in 2024

Date of Occurrence	Intelex Number	Date of Notification to an Inspector	Spilled Material and Volume or Mass	Details of Spill Event and Follow up Activities	Date Follow-up Report Provided to an Inspector
January 6, 2024	8903	January 7, 2024	250.00 L Sewage	A Sewage line on the discharge of the coreshack lift station froze resulting in a split on the 45° elbow on the sanitary line. Lift station pumps were shut off, and heat was applied to area to melt the ice around the access panel to be able to clean-up and repair.	January 12, 2024
January 22, 2024	8950	January 23, 2024	0.50 L Hydraulic Fluid	During a routine drilling operation on Patch Lake, at Major Drill #2, the skidder operator noticed approximately 0.5L of hydraulic oil dripping on the ice. The operation was stopped and the clean up was completed within a few minutes of the spill. The hydraulic hoses on the skidder were tightened and the leak was fixed. All contaminated ice was recovered and was disposed of within the Hope Bay site approved waste management facility. No contaminated material entered the lake water.	February 9, 2024
January 23, 2024	8949	January 24, 2024	4.00 L Drill Cuttings	During a routine drilling operation on Patch Lake, at Major Drill #2, while loading a mega bag containing drill cuttings on a transport sled, the mega bag hooked the transport sled which resulted in a tear and spilling of some of its contents. All affected ice and cuttings were recovered and disposed of at an approved waste rock pile within the Hope Bay site. No contaminated material entered the lake water.	February 7, 2024
January 25, 2024	9853	January 26, 2024	50.00 L Drill Cutting Water	A water noise was coming from the water seacan. Upon investigation, it was noticed that the re-circulation tank was overflowing onto the floor. The drill crew shut the water off to the re-circulation tank pump and assessed the situation. Re-circulation water travelled out of the water seacan, and the drill catch liner had collapsed on the ice. This resulted in approximately 50 litres of re-circulation water released into Patch Lake. The re-circulation pump was shut off and the spill was stopped. Supervision and the Environment Department were notified. Due to the location of the spill, the contaminated snow and ice was removed after the drill was relocated. The material was disposed of at the drill cutting disposal.	February 8, 2024
January 25, 2024	8954	January 26, 2024	15.00 L Engine Oil	During normal operations, the Geotechnical Drilling telehandler experienced an engine oil recirculating hose failure. This resulted in a 15 Liter spill of engine oil. The telehandler was stopped immediately and spill pads were placed under the engine area to collect the drips. Notification was made to the Supervisor, Health and Safety Departments, and Environment Coordinator.	February 10, 2024

Date of Occurrence	Intelex Number	Date of Notification to an Inspector	Spilled Material and Volume or Mass	Details of Spill Event and Follow up Activities	Date Follow-up Report Provided to an Inspector
January 31, 2024	8967	February 1, 2024	5.00 L Hydraulic Fluid	<p>During the move of Drill #2, the crew was in the process of cleaning up the old setup. While removing the pond liner from the timber, the crew noticed a large amount of hydraulic oil (around 4-5 litres) under the lining and around the hole in the ice. The crew noticed the foot clamp was leaking, notified the foreman and the foot clamp was changed (Jan 28, D/S). The crew cleaned up any oil that was in the mega bag and it was thought to be fully contained. Due to a lack of access under the tower, the crew could not see any oil that could have gone behind the bag. It is suspected that the oil dripped down prior to the foot clamp being changed, and landed on the lining and not the mega bag that is attached to the casing.</p> <p>Absorbent matting was used to collect the hydraulic oil. The crew stopped work and called in right away. Contaminated ice was chipped out and oil was cleaned up with matting and placed everything into mega bags for disposal.</p>	February 10, 2024
February 25, 2024	9016	February 25, 2024	4.00 L Engine Oil	<p>Turbo on the drill engine failed which allowed the engine oil to enter the exhaust system of the drill. Oil was then transferred up the flex pipe to the drill crown. High winds carried approximately 4 litres of oil mist over a 50ft by 50ft area.</p> <p>Supervisor immediately shut down the drill. After a picture was taken, the drill crew immediately started cleaning up oily snow and placing it into mega bags. The mechanic was sent to change the turbo.</p>	March 11, 2024
March 5, 2024	9041	March 4, 2024	Unknown Human Waste	<p>During an Environmental Inspection, a hole in the ice was discovered by the Drill Rig with a yellow substance in it.</p> <p>The hole was covered, Exploration and Environment Supervisors were advised.</p>	March 11, 2024
May 26, 2024	9233	May 26, 2024	600.00 L Drill Cutting Water	<p>At Drill Rig 11, Drill hole HBM-24-209, a helicopter pilot observed a drainage/cuttings deposition from the air originating from Rig 11 and reported their observation to Exploration. During a follow up inspection by Agnico Eagle personnel at Rig 11, a patch of rock cuttings approximately 40m by 0.01m by 1.5m was observed, originating from the casing of the hole and following the tundra elevation downhill for about 40 m. The cuttings did not contain salt (confirmed with salt refractory tool) and appear to have been emanating from the hole during the casing process when no salt brine is used. The spill was halted once the casing was 'burned in' and a watertight seal was made with the bedrock.</p> <p>Silt fencing was installed to capture rock cuttings draining from Rig 11 drill pad.</p>	June 15, 2024
June 10, 2024	9267	June 11, 2024	1,000 L Treated Effluent	<p>A PVC valve between an HDPE pipe and breather was leaking. The insulation and wooden box was removed from around the valve for repairs during an upcoming shutdown and it was discovered that the valve was leaking.</p>	July 9, 2024

Date of Occurrence	Intelex Number	Date of Notification to an Inspector	Spilled Material and Volume or Mass	Details of Spill Event and Follow up Activities	Date Follow-up Report Provided to an Inspector
				The ocean discharge line was shut down, a new valve was brought to the damaged line and replaced. The line was pressure tested with no leaks, and is running again.	
August 12, 2024	9424	August 13, 2024	Unknown Saline Water	Stressed tundra was observed during an inspection. A review of the water quality in sumps (MMS-S1, MMS-S2, MMS-S4) around the Madrid Waste Rock Pile was done. Began pumping water from MMS-S1 and MMS-S2 to the TIA using a sucker truck.	September 11, 2024
October 31, 2024	9598	October 31, 2024	350 L Saline Underground Water	Plant tripped on alarm, everything shutdown as usual except the UG pump 1000_PU_005 which kept feeding the plant at approximately 50m ³ /hr for 7 hours. The pump was shut down and the spill contained.	November 28, 2024
November 4, 2024	9599	November 5, 2024	3,500 L Diesel	A generator was operating while a fuel hose failed, causing a spill to occur in the contained area as well as outside the contained area. Fuel in the contained area was pumped into totes and spill pads were placed around the generator.	November 30, 2024
November 13, 2024	9617	November 14, 2024	300 L Saline Underground Water	An operator was clearing snow banks from the Tail Lake Road (TLR). The operator noticed a wet spot in the snow after clearing the area of snow. Upon further investigation the underground emergency line was visibly damaged and underground mine water was spilling on the ground. The operator notified his supervisor and KCMD supervisor. The line was not in use and the KCMD supervisor was able to drain the line to stop the release. Removal of the spilled material would cause tundra damage, therefore, the saline water remains in place and will flow to the Doris CWP sump (STP-S2) and will be directed to the Doris CWP during freshet.	December 9, 2024
November 27, 2024	9641	November 27, 2024	250 L Drill Cutting Water	Drill #4 was running water to the surface. While running rods to the bottom after a bit change, a driller noticed the mud tank inside the water seacan was overflowing. They redirected the water to the cutting bins outside. They filled two of the three bins, the third bin had a hole in it on the side closest to the seacan that was not noticeable. The water spilled from the hole into the Drill Pad under the seacan (west to east). The spill was stopped by the emptying of the mud bins and replacing the bin outside with a cutting bin. Dayshift called the Geotech Supervisor who reported it to Agnico Eagle. Geotech and Agnico Eagle attended the scene. Water had stopped flowing as the rod pull was completed.	December 9, 2024

7. Summary of Post Environmental Assessment Monitoring Program

The Hope Bay Mine continued relevant monitoring, mitigation implementation, and reporting for the Mine in 2024 while the site was under Care and Maintenance. As a result, there is reduced activity because of not operating a mine site. Baseline data and impact predictions were provided in the respective environmental impact statements. A summary of monitoring activities undertaken in 2024, and updated conclusions on impact predictions, is summarized in Table 8-1. Mitigation measures and adaptive mitigation strategies were implemented as outlined in relevant Management Plans (see Section 8).

7.1 AIR QUALITY

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<p>Monitoring (Jan -Sept 2022):</p> <ul style="list-style-type: none"> Dustfall using Snow Core Sampling (Doris and Madrid). Dustfall using Canisters (Doris and Madrid). Total suspended particulate (TSP), PM₁₀ and PM_{2.5} using Partisol Samplers (Doris). <p>Results:</p> <ul style="list-style-type: none"> Snow core: One measurement of snow core sampling was above the maximum dustfall prediction in the 2017 FEIS but was within the expected range of variability for the dispersion modelling predictions. All other measurements were less than the relevant dustfall predictions in the 2016 Amendment/2017 FEIS. All dustfall measurements using canisters around the Doris site were below the ambient air quality objective for industrial and commercial areas. All measurements were below the maximum dustfall prediction in the 2016 Amendment. Elevated dustfall levels were measured for two months, but the values were well below the ambient air quality objective for industrial and commercial areas. Two measurements were above the maximum dustfall prediction in the 2017 FEIS for the Madrid Boston Project but were within the expected range of variability for the dispersion modelling predictions. All TSP, PM₁₀ and PM_{2.5} measurements were below their applicable air quality objectives and also below the maximum 2017 FEIS predictions. Training of Agnico Eagle staff in the calibration and maintenance of the continuous monitors was conducted in Q4 2022. 	<p>Monitoring (Jan -Sept 2023):</p> <ul style="list-style-type: none"> Dustfall using Snow Core Sampling (Doris and Madrid). Dustfall using Canisters (Doris and Madrid). TSP, PM₁₀ and PM_{2.5} using Partisol Samplers (Doris). <p>Results:</p> <ul style="list-style-type: none"> Dustfall Snow core: All measurements around Doris and Madrid sites are below the ambient air quality objective for industrial and commercial areas and less than the maximum dustfall FEIS predictions. There is one exception: one measurement at Doris was above the maximum dustfall prediction in the 2017 FEIS which was likely contaminated due to animal feces in the area, resulting in it being biased high. Dustfall Canisters: All dustfall measurements around the Doris and Madrid sites are below the ambient air quality objective for industrial and commercial areas and the maximum dustfall predictions in the 2016 Amendment and 2017 FEIS. TSP: One measurement is above the ambient air quality objective and 2017 FEIS predictions. This exceedance is likely attributable to forest fires in the Northwest Territories. PM_{2.5}: The measured 98th percentile concentration is below the Canadian Ambient Air Quality Standards. NO₂: All measurements are below the ambient air quality objective and below the CAAQS. The annual average is below the GN ambient air quality objective and the CAAQS. 	<p>Monitoring:</p> <ul style="list-style-type: none"> Dustfall using Snow Core Sampling (Doris and Madrid). Dustfall using Canisters (Doris and Madrid). TSP using Thermo Scientific monitors (Doris) PM_{2.5} and NO₂ using Thermo Scientific monitors (Doris). <p>Results:</p> <ul style="list-style-type: none"> Dustfall Snow Core: All measurements around Doris and Madrid are below the ambient air quality objective for industrial and commercial areas and less than the maximum dustfall FEIS predictions. Dustfall Canisters: All dustfall measurements around the Doris site are below the ambient air quality objective for industrial and commercial areas and the maximum dustfall predictions in the 2016 Amendment. At Madrid, six measurements are above the maximum dustfall prediction in the 2017 FEIS with five of these measurements falling within the range of variability for dispersion modeling predictions. While one measurement is above the ambient air quality objective and is likely due to construction activities in close proximity to the monitor and not expected to be reflective of dustfall levels in the overall Madrid area. TSP: All measurements are below the 2011 GN ambient air quality objectives. One measurement is above the maximum 2017 FEIS prediction. This exceedance is likely attributed to long-range transport of forest fire smoke from fires in Northern Canada. PM_{2.5}: The measured 98th percentile concentration is below the Canadian Ambient Air Quality Standards with the maximum measured average concentration being less than the maximum 2017 FEIS prediction. NO₂: The measured 98th percentile daily maximum 1-hour and annual average concentrations is below the GN air quality objective and the CAAQS.
2022 Conclusions	2023 Conclusions	2024 Conclusions
The FEIS predicted that the Project is not expected to cause any significant effect on air quality. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.	The FEIS predicted that the Project is not expected to cause any significant effect on air quality. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.	The FEIS predicted that the Mine is not expected to cause any significant effect on air quality. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.

(a) Additional information is provided in Appendix D-1 of this Annual Report

7.2 NOISE

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
No formal noise monitoring was conducted in 2022. No complaints due to Project noise received.	No formal noise monitoring was conducted in 2023. No complaints due to Project noise received.	Monitoring (August 2024): <ul style="list-style-type: none"> Noise using a SoundAdvisor Results: <ul style="list-style-type: none"> Noise monitoring was completed and summarized for 32 instances of blasting. Results were inconsistent as ambient noise could not be differentiated from site activities which impacts the ability to accurately capture noise from the blasts at site.
2022 Conclusions	2023 Conclusions	2024 Conclusions
The FEIS predicted that the Project is not expected to cause any significant effect on noise levels on humans and wildlife. Based on historic monitoring noise level shows consistency with FEIS predictions and mitigations measures continue to be implemented.	The FEIS predicted that the Project is not expected to cause any significant effect on noise levels on humans and wildlife. Based on historic monitoring noise level shows consistency with FEIS predictions and mitigations measures continue to be implemented.	The FEIS predicted that the Mine is not expected to cause any significant effect on noise levels on humans and wildlife. Based on historic monitoring noise level shows consistency with FEIS predictions and mitigations measures continue to be implemented.

(a) Additional information is provided in Appendix D-2 of this Annual Report, and PC No. 003, Term and Condition No.29

7.3 PERMAFROST

Loss of Permafrost

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
The TIA shoreline is inspected annually by a professional engineer as part of the annual geotechnical inspections. No shoreline slumping has been observed in the TIA to date.	The TIA shoreline is inspected annually by a professional engineer as part of the annual geotechnical inspections. No shoreline slumping has been observed in the TIA to date.	The TIA shoreline is inspected annually by a professional engineer as part of the annual geotechnical inspections. No shoreline slumping has been observed in the TIA to date.
2022 Conclusions	2023 Conclusions	2024 Conclusions
The FEIS predicted permafrost on the shorelines of the TIA may degrade as the water level in the TIA rises due to tailings deposition. Degradation of permafrost may result in shoreline slumping, resulting in sediment and saline porewater releases into the TIA. Permafrost melting in the TIA caused by the Project may be confounded by existing trends in permafrost melting as a result of climate change. No shoreline slumping has been observed and therefore no additional actions are required.	The FEIS predicted permafrost on the shorelines of the TIA may degrade as the water level in the TIA rises due to tailings deposition. Degradation of permafrost may result in shoreline slumping, resulting in sediment and saline porewater releases into the TIA. No shoreline slumping has been observed and therefore no additional actions are required.	The FEIS predicted permafrost on the shorelines of the TIA may degrade as the water level in the TIA rises due to tailings deposition. Degradation of permafrost may result in shoreline slumping, resulting in sediment and saline porewater releases into the TIA. No shoreline slumping has been observed and therefore no additional actions are required.

7.4 VEGETATION AND SPECIAL LANDSCAPE FEATURES

Habitat Loss

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<p>The total Project footprint is 141.15 ha. This represents less than 0.1% of available suitable habitat for caribou, grizzly bear, and wolverine in the RSA and 0.3% or less of suitable available habitat for breeding birds, waterbirds, and raptors in the LSA.</p> <p>Monitoring the loss of special landscape features was a commitment made during the review of the Phase 2 Project and began in 2019. Prior to 2020, 33.8 ha of special landscape features were removed due to Project construction, primarily of rock outcrops. No loss of special landscape features has occurred since 2019.</p>	<p>There was no habitat loss in 2023.</p> <p>The cumulative total of habitat loss remains at 141.15 ha overall.</p>	<p>The total habitat loss was 15.51 ha being 3.4% of the approved Project Development Area. Additions to the Mine Footprint included new roads in the Madrid area and road widening in the Doris area.</p> <p>Habitat loss was <0.1% of the suitable habitat available in the Madrid-Boston FEIS Regional Study Area for terrestrial wildlife.</p> <p>Habitat loss was 0.36% or less of all suitable habitat available in the Madrid-Boston FEIS Local Study Area for upland breeding birds, waterbirds, and short-eared owls.</p>
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The FEIS predicted that the Project is not expected to cause a significant effect on the loss of vegetation, habitat loss for terrestrial wildlife and terrestrial birds, and special landscape features. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.</p> <p>Habitat loss for rare plants was not assessed directly in the 2017 FEIS but instead was evaluated by determining the loss of special landscape features (i.e., riparian ecosystems, rare or sensitive wetlands, ecosystems that can contain eskers, cliffs, bedrock lichen and outcrop ecosystems, and beaches and marine intertidal areas)</p>	<p>The FEIS predicted that the Project is not expected to cause a significant effect on the loss of vegetation and habitat loss for terrestrial wildlife and terrestrial birds. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.</p>	<p>The FEIS predicted that the Mine is not expected to cause a significant effect on the loss of vegetation and habitat loss for terrestrial wildlife and terrestrial birds. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

Note: Vegetation monitoring baseline sedge samples were collected in 2018 but not repeated since. Additional vegetation monitoring will be conducted during construction of the Madrid–Boston All Weather Road and the Boston Project Area.

7.5 TERRESTRIAL WILDLIFE AND WILDLIFE HABITAT

Caribou

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
-------------------------	-------------------------	--

<ul style="list-style-type: none"> Neither the Beverly or Ahiaik core calving ranges or 95% calving ranges overlapped with the Study Area in 2022. Generally, the calving ranges were consistent with previous years (2001-2021), with some portions of both calving areas varying in their spatial extent. Collar data from the Dolphin-Union caribou have not yet been delivered by the GN for since 2019. There were moderate levels of caribou observations at cameras recorded across the monitoring period from June 2016 to September 2022, with an increase in caribou occupancy across the Study Area since 2019. Statistical analysis indicated that there was a significant difference in caribou occupancy between the Treatment and Control zones. However, models account for occupancy at cameras rather than the number of caribou events recorded by zone. In recent years, caribou events have become more common at some specific cameras in the Treatment zone near site roads and camp facilities, where caribou have been frequenting since roughly 2019 during peak biting insect season. Accounting for the influx of caribou events in the Treatment zone, camera data do not currently indicate caribou avoidance of Project infrastructure. Models will be updated in future years to account for caribou activity according to the number of events. Four caribou interactions occurred in 2022 to deter animals from the airstrip when a plane was approaching. Traditional Knowledge and land users from the IEAC indicate that Dolphin and Union caribou now cross the sea-ice to the west of Cambridge Bay, near Wellington Bay. IEAC members also indicated that Dolphin and Union caribou are no longer wintering on the northern part of the Kent peninsula. Other than these shifts, which began before 2020, Traditional Knowledge and collar data indicate that the Dolphin and Union caribou have maintained a consistent usage of the area surrounding the Hope Bay Project area for over 20 years, with some animals transiting the area during spring and fall migration and low numbers of caribou in the area during winter. 	<ul style="list-style-type: none"> Collar data for the Beverly-Ahiaik and Dolphin-Union caribou herds were provided by the GN. Neither the Beverly-Ahiaik core calving ranges or 95% calving ranges overlapped with the Study Area in 2023. Generally, the calving ranges were consistent with previous years (2001-2022), with some portions of both calving areas varying in their spatial extent. Neither the Dolphin-Union core winter range nor 95% winter ranges overlapped with the Study Area in 2023. The core winter range was largely similar to the long-term range in 2023, while the 95% range occurred almost exclusively on the west side of Bathurst Inlet and into the Coronation Gulf. Caribou observations at cameras occurred at moderate frequencies (compared to previous years) across the monitoring period from September 2022 to September 2023. Caribou occupancy increased in the Treatment Zone starting in 2019. Statistical analysis indicated that there was not a significant difference in caribou events between the Treatment and Control zones. Caribou modelling looked at caribou events as opposed to occupancy in 2023 to account for the influx of caribou events in the Treatment zone. In recent years, caribou events have become more common at some specific cameras in the Treatment zone near site roads and camp facilities, where caribou have been frequenting since roughly 2019 during peak biting insect season. One caribou interaction occurred to deter the animal from the runway of the airport. Based on IEAC feedback, ERM and Agnico Eagle hosted a caribou ID workshop with the IEAC to help determine whether reliable identification of Dolphin Union caribou is possible in photos. Caribou herd identification based on wildlife camera data was completed for the first time in 2023 to better determine the seasonal land use of the two herds that occur within the Project area. Camera data from June 2022 through August 2023 were reviewed. Camera detections of the Beverly/Ahiaik herd occurred primarily in the summer and fall. The Dolphin-Union herd were detected in low numbers on cameras primarily in the late winter to spring (March – June). Two Dolphin-Union caribou were identified in July, potentially corroborating the idea that some individuals are not returning to Victoria Island for the calving period 	<ul style="list-style-type: none"> Collar data from the Beverly and Ahiaik subpopulations were analyzed for their core calving range and the 95% kernel density calving range. Neither the Beverly nor Ahiaik core calving ranges overlapped with the Study Area in 2024. Generally, the calving ranges were consistent with previous years (2002-2023), with portions of both calving areas varying in their spatial extent. Collar data from the Dolphin and Union herd was analyzed for their core and 95% kernel density winter range. Neither the core winter range nor 95% winter ranges overlapped with the Study Area in 2024. The core winter range was largely similar to the long-term range, while the 95% range appeared to occur more substantially on west side of Bathurst Inlet and into the Coronation Gulf. There were 234 caribou recorded through camera monitoring in the Doris and Madrid areas. These primarily occurred in June and July, which contained over 75% of total events. Caribou events were most observed in the Treatment zone, which is consistent with previous years. Caribou were identified by herd (either Beverly/Ahiaik or Dolphin and Union) for all camera data from June 2023 to September 2024 across 641 caribou. The Beverly/Ahiaik herd accounted for the majority of events (79%), followed by unknown individuals (15%), and finally the Dolphin and Union herd (6%; Table 3.4-2). The majority of unknown classifications of caribou were due to caribou being too close or too far away from the camera to show identifiable herd characteristics. Unknown identifications due to uncertainty in the herd will be provided to the IEAC for identification assistance.
2022 Conclusions	2023 Conclusions	2024 Conclusions

The FEIS predicted that the Project is not expected to cause a significant effect on the habitat loss, disturbance, and disruption of movement. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.	The FEIS predicted that the Project is not expected to cause a significant effect on the habitat loss, disturbance, and disruption of movement. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.	The FEIS predicted that the Project is not expected to cause a significant effect on the habitat loss, disturbance, and disruption of movement. Based on ongoing monitoring, the conclusions of the FEIS assessments do not change.
--	--	--

(a) Additional information is provided in Appendix D-2 of this Annual Report

Muskox

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> Detections of muskox by wildlife cameras are rare. Five muskox events were recorded during the recent monitoring period from 2020 to 2022, though no events occurred in 2021. Three events occurred in the Treatment zone while the ZOI and Control zone cameras each had one event recorded. Due to the small sample size and limited years with observations, statistical analysis on muskox occupancy near the Project was not conducted. The raw data indicate that muskox are more commonly observed in the Treatment zone, nearest Project Infrastructure, and are therefore not likely avoiding the Project. There were no interactions or incidents with muskox in 2022. 	<ul style="list-style-type: none"> Detections of muskox by wildlife cameras continue to be rare. Eight muskox events were recorded during the recent monitoring period from September 2022 to September 2023. Two events occurred in the Treatment zone while the ZOI had five events and Control zone cameras had one. There were 28 total muskox sightings in 2023 (sightings does not represent total individuals). Nearly all sightings of muskox occurred east or west of Windy Road, with six sightings in the TLR/TIA, and five sightings in the Doris area, north of camp The small sample size across years prevented statistical analysis; however, the raw data indicate that muskox are more common closer to the Project (in the Treatment zone) than farther away (in the Control zone) in all years. This indicates that muskox are likely not avoiding the Project. There were no interactions or incidents with muskox in 2023. 	<ul style="list-style-type: none"> Detections of muskox by wildlife cameras continue to be rare. Nine muskox events were recorded in the Doris and Madrid areas during the recent monitoring period. These primarily occurred in the month of June, which contained over 50% of the total events. Over 50% of total events were observed in the Control zone with the remaining events occurring in the Treatment zone.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS predicted potential minor effects on muskox due to change in movement and behaviour from avoidance of infrastructure around the Project areas.</p> <p>Muskox are rarely recorded in the Project Study Area. The muskox camera data do not indicate avoidance of the Project.</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predicted potential minor effects on muskox due to change in movement and behaviour from avoidance of infrastructure around the Project areas.</p> <p>Muskox are rarely recorded in the Project Study Area. The muskox camera data do not indicate avoidance of the Project.</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predicted potential minor effects on muskox due to change in movement and behaviour from avoidance of infrastructure around the Mine areas.</p> <p>Muskox are rarely recorded in the Wildlife Study Area. The muskox camera data do not indicate avoidance of the Mine. The conclusions of the Madrid-Boston FEIS remain valid.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

Grizzly Bear

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> Statistical analyses indicated that the chance of detecting a grizzly bear at Treatment cameras was no different than at Control cameras, suggesting that the Project is not influencing the distribution of grizzly bears by either attraction to or by avoidance of the Project. Current management practices, such as waste management practices and responses to grizzly bear interactions and incidents, appear to be effective at reducing potential Project effects to grizzly bears. Given that there were no differences in the predicted number of grizzly bear events between Treatment and Control cameras, a secondary analysis for a potential ZOI was not necessary. 	<ul style="list-style-type: none"> Statistical analyses indicated that the chance of detecting a grizzly bear at Treatment cameras was no different than at Control cameras, suggesting that the Project is not influencing the distribution of grizzly bears by either attraction to or by avoidance of the Project. Current management practices, such as waste management practices and responses to grizzly bear interactions and incidents, appear to be effective at reducing potential Project effects to grizzly bears. Given that there were no differences in the predicted number of grizzly bear events between Treatment and Control cameras, a secondary analysis for a potential ZOI was not necessary. Ten grizzly bear events were recorded at facility cameras. Nine of the ten events were at the ERM fish fence. A grizzly bear sow with a cub was recorded at camera 51 moving across the TIA. They appeared to be moving across the TIA without stopping or directly interacting with the ground. Six grizzly bear interactions occurred in 2023 to deter animals from the site using helicopters. As outlined in the SOP as a method of deterrence when needed. There was one interaction where a grizzly bear entered a waste sorting facility and accessed food and hygiene waste. The site as a result reviewed their waste separation. In all interactions, the bears left the site without incident. 	<ul style="list-style-type: none"> From September 2023-September 2024 a total of 60 cameras were active and a total of thirty-three grizzly bear events were recorded in the Doris and Madrid areas during the recent monitoring period. These primarily occurred in the month of September, approximately 40% of the total events. Approximately 40% of total events were observed in both the Treatment and ZOI zones with the remaining approximately 20% occurring in the Control zone.
2022 Conclusions	2023 Conclusions	2024 Conclusion
<p>The Madrid-Boston FEIS predicted a potential minor effect due to grizzly bear altering their movement and behaviour to avoid the Project site.</p> <p>Statistical analyses of camera data suggest that grizzly bear are neither avoiding nor being attracted to the Project. Hence, the conclusions of the Madrid-Boston FEIS remain valid based on this monitoring method.</p>	<p>The Madrid-Boston FEIS predicted a potential minor effect due to grizzly bear altering their movement and behaviour to avoid the Project site.</p> <p>Statistical analyses of camera data suggest that grizzly bear are neither avoiding nor being attracted to the Project. Hence, the conclusions of the Madrid-Boston FEIS remain valid based on this monitoring method.</p>	<p>The Madrid-Boston FEIS predicted a potential minor effect due to grizzly bear altering their movement and behaviour to avoid the Mine site.</p> <p>The conclusions of the Madrid-Boston FEIS remain valid based on this monitoring method.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

Furbearers

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> Wolverine were recorded in low numbers throughout the Study Area (i.e., across all camera zones) during recent years (2020 to 2022). Events were recorded in similar numbers to previous monitoring years, with 27 wolverine events recorded during the recent monitoring period. Almost all wolverine camera events recorded have been of one individual; a single event in July 2021 was the first time two wolverines have been recorded at once. Statistical analysis of wolverine occupancy indicated that wolverine occupancy differed in the Treatment zone compared both the Control zone and the potential ZOI (2 to 10 km from infrastructure). The follow up analysis for a ZOI does not indicate a distinct ZOI cut off. These results suggest that wolverine may avoid infrastructure within close distances (~2 km). This result is consistent with analysis from 2021, however this is only the second year with sufficient wolverine occurrence data to conduct a full analysis. There were no interactions or incidents with furbearers in 2022. 	<ul style="list-style-type: none"> Wolverine were recorded in low numbers throughout the Study Area (i.e., across all camera zones) during the recent monitoring period (September 2022 - September 2023). Events were recorded in similar numbers to previous monitoring years, with 11 wolverine events recorded during the recent monitoring period. All wolverine camera events recorded were of one individual. Statistical analysis of wolverine occupancy indicated that wolverine occupancy differed in the Treatment zone compared both the Control zone and the potential ZOI (2 to 10 km from infrastructure). The follow up analysis for a ZOI does not indicate a distinct ZOI cut off. These results suggest that wolverine may avoid infrastructure within close distances (~2 km). This result is consistent with analysis from 2022. A single wolverine mortality was recorded in 2023. The remains of a single wolverine were located 750 m east of Windy Road. This mortality was deemed to be due to natural causes given that the carcass was located far away from infrastructure. No wolverine interactions or incidents were reported during 2023. 	<ul style="list-style-type: none"> Wolverine events remained low in 2024, which is consistent with historical results. There were two wolverine events recorded in the Doris and Madrid areas during the recent monitoring period (September 2023 - September 2024). Both events occurred on October 1, 2023, and occurred in the Control zone. Wolverine events were lower than previous years however, the two events that occurred were in the Control zone which is where the majority of historical observations occurred.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS predicted potential minor effects on movement and behaviour of wolverine, including potential disruption of movement at the scale of the PDA or attraction to Project infrastructure.</p> <p>The wolverine data analysed to date indicate potential avoidance of Project infrastructure within 2 km. This is greater avoidance than predicted in the Madrid-Boston FEIS; predictions in the FEIS were uncertain due to sparse data and available research on wolverines in the area. However, using the criteria for residual effects ratings from the FEIS, the residual impact on wolverines remains the same (categorized as a low magnitude, medium duration, and reversible not significant effect).</p>	<p>The Madrid-Boston FEIS predicted potential minor effects on movement and behaviour of wolverine, including potential disruption of movement at the scale of the PDA or attraction to Project infrastructure.</p> <p>The wolverine data analysed to date indicate potential avoidance of Project infrastructure within 2 km. This is greater avoidance than predicted in the Madrid-Boston FEIS; predictions in the FEIS were uncertain due to sparse data and available research on wolverines in the area. However, using the criteria for residual effects ratings from the FEIS, the residual impact on wolverines remains the same (categorized as a low magnitude, medium duration, and reversible not significant effect).</p>	<p>The Madrid-Boston FEIS predicted potential minor effects on movement and behaviour of wolverine, including potential disruption of movement at the scale of the PDA or attraction to Mine infrastructure.</p> <p>Using the criteria for residual effects ratings from the FEIS, the residual impact on wolverines remains the same (categorized as a low magnitude, medium duration, and reversible not significant effect).</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

Raptors

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> No construction of the Madrid North area occurred in 2022 and as such no pre-construction surveys were conducted. Peregrine falcon was the only species of conservation concern recorded at the Project in 2022, from incidental wildlife sightings reports. Nest predators (common raven) were recorded at the facility in low frequencies between May 15 and August 15. Events were generally consistent across all camera zones and all monitoring months (May - August). There is no evidence that nest predators are more common closer to the Project area. One mortality of a snowy owl occurred in 2021, likely due to predation based on carcass condition. The incident was reported to the KIA, NIRB, GN DoE, and ECCC. An empty raven nest was identified on a satellite dish in Boston Camp and was relocated to end of the Boston Runway with a permit from the GN. 	<ul style="list-style-type: none"> No construction of the Madrid North area occurred in 2023 and as such no pre-construction surveys were conducted. 25 raptor sightings were recorded in April through September 2023. The majority of individuals were peregrine falcons and eagles, while the remainder included a snowy owl and rough-legged hawks. Peregrine falcon was the only raptor species of conservation concern recorded at the Project in 2023 from incidental wildlife sightings reports. No raptor nests were identified incidentally in 2023, and no interactions or incidents occurred 	<ul style="list-style-type: none"> No construction of the Madrid North area occurred in 2024 and as such, no preconstruction surveys for raptors were completed. 53 raptor sightings were recorded from March to December 2024. Species observed include eagles, falcons, hawks, and one snowy owl and short-eared owl. More species and total sighting were recorded in 2024 compared to 2023. However, this is somewhat accounted for by wildlife monitoring programs being completed in 2024 in addition to the wildlife sightings log. In addition, as opposed to 2023, raptors were most often recorded on the Windy Road/Madrid area rather than the Doris area. In 2024, both raptor species of conservation concern with the potential to occur at the Project were observed: golden eagle and short-eared owl.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS predictions included a not significant and low magnitude residual effect of disturbance at a geographic extent of the RSA and direct mortality at the extent of the PDA for raptors</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included a not significant and low magnitude residual effect of disturbance at a geographic extent of the RSA and direct mortality at the extent of the PDA for raptors</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included a not significant and low magnitude residual effect of disturbance at a geographic extent of the RSA and direct mortality at the extent of the PDA for raptors.</p> <p>Preconstruction monitoring in Madrid North was not necessary in 2024.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

Waterbirds and Shorebirds

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> Water quality at the TIA was monitored weekly and did not exceed relevant CCME guidelines, so no ecological risk assessment was conducted. Waterbirds were monitored via ground surveys established at 15 sites with varying distances from Project infrastructure. Waterbird and upland breeding bird abundance was higher in Control sites (including Ladder sites) compared to Potential Impact sites, however, the number of species across sites was the same for Control and Potential Impact sites. Potential Impact sites had four species recorded breeding within plot (confirmed with nests or young), while Control sites had two species recording breeding. This is the first year of ground monitoring for waterbirds, and more years of data are needed to establish trends in waterbird abundance and species diversity. No waterbird interactions, incidents or mortalities occurred in 2022. 	<ul style="list-style-type: none"> Water quality at the TIA was monitored weekly and did not exceed relevant CCME guidelines, so no ecological risk assessment was conducted. Waterbird monitoring was conducted in 2022, and therefore was not repeated in 2023. Ground surveys for monitoring waterbirds and shorebirds will be continued in 2024. One mortality involving waterbirds was recorded in 2023. An unidentified shearwater was located unable to move and was later found deceased. The individual died of natural causes due to exposure to the elements and was scavenged by ravens. No waterbird interactions or incidents were reported during 2023. 	<ul style="list-style-type: none"> Water quality at the TIA was monitored weekly and did not exceed relevant CCME guidelines, so no ecological risk assessment was required. Regional waterbird shoreline surveys were completed at 15 sites at various distance from the Mine (Treatment and Control sites). Overall, the number of species were similar between Control and Treatment, although Treatment sites had a higher range of waterbird abundance. TIA waterbird shoreline surveys were completed at 12 sites in 2024 at Treatment (TIA) and Control (Ogama Lake) sites. Overall, the number of species between Treatment and Control sites were similar but the abundance of birds was higher at Treatment sites. No species of conservation concern were detected during the TIA shoreline surveys.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS predictions included a not significant and a negligible magnitude residual effect of disturbance at a geographic extent of the LSA and a not significant and low magnitude residual effect of direct mortality at the geographic extent of the PDA for waterbirds</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included a not significant and a negligible magnitude residual effect of disturbance at a geographic extent of the LSA and a not significant and low magnitude residual effect of direct mortality at the geographic extent of the PDA for waterbirds</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included a not significant and a negligible magnitude residual effect of disturbance at a geographic extent of the LSA and a not significant and low magnitude residual effect of direct mortality at the geographic extent of the PDA for waterbirds.</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

Breeding Birds

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> No pre-clearing surveys for nesting birds were conducted in 2022 because no new areas were cleared during the bird breeding season. Ground-based surveys following the Program for Regional and International Shorebird Monitoring (PRISM) protocol were completed in 2022. PRISM surveys were completed at 12 high priority plots designated by CWS. Twenty-one species were detected during PRISM surveys with another ten species recorded incidentally outside of the survey areas or time. Shorebirds were present in half of plots, with five shorebird nests recorded. Lapland longspur and savannah sparrow were the most common species. Hoary redpoll and red-necked phalarope were the only upland breeding bird species of conservation concern recorded in 2022; Hoary redpoll is listed as vulnerable species in Nunavut (CESCC 2016) but is not federally listed. Red-necked phalarope is listed as Special Concern by COSEWIC (COSEWIC 2015) and under Schedule 1 of the SARA (Government of Canada 2021a). One mortality incident of an unspecified ptarmigan occurred in 2022. The mortality is believed to have been caused by a collision with a vehicle. The incident was reported to the KIA, NIRB, GN DoE, and ECCC. 	<ul style="list-style-type: none"> No pre-clearing surveys for nesting birds were conducted in 2023 because no new areas were cleared during the bird breeding season. Ground-based surveys following the PRISM protocol were not completed in 2023 due to logistical constraints created by the Project being in care and maintenance. The second round of surveys will be completed in 2024. One interaction involving upland breeding birds was recorded in July 2023. The interaction involved a single unknown species of ptarmigan flushed from their nest by site personnel. The nest contained four eggs and was left for the bird to return to undisturbed. 	<ul style="list-style-type: none"> Between June 21 and July 2, 2024, PRISM surveys were completed at 19 plots: six high-priority plots and 13 medium-priority plots. As of 2024, all high-priority plots from the CWS plot list have been surveyed. Most PRISM plots had mixed habitat types with some aquatic portions and ranged in topography from flat to hilly with the species richness ranging from 2 to 12 species, and bird abundance ranged from 8 to 47 birds.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS predictions included two potential residual effects for upland breeding birds: a not significant and a negligible magnitude residual effect of disturbance at a geographic extent of the LSA, and a not significant and low magnitude residual effect of direct mortality at the geographic extent of the PDA for upland breeding birds</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included two potential residual effects for upland breeding birds: a not significant and a negligible magnitude residual effect of disturbance at a geographic extent of the LSA, and a not significant and low magnitude residual effect of direct mortality at the geographic extent of the PDA for upland breeding birds</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included two potential residual effects for upland breeding birds: a not significant and a negligible magnitude residual effect of disturbance at a geographic extent of the LSA, and a not significant and low magnitude residual effect of direct mortality at the geographic extent of the PDA for upland breeding birds</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

7.6 FRESHWATER ENVIRONMENT

Water Quality and Sediment Quality

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> 2022 was the fourth year AEMP. Included water quality monitoring in lakes near the Doris (Doris Lake) and Madrid North (Patch and Windy lakes) developments because of construction and/or operations activities occurring in these developments. Lakes associated with the Madrid South and Boston developments will be incorporated into the AEMP once construction begins in these developments. 2022 water quality data from Doris, Windy, and Patch lakes were compared to baseline conditions and to trends in the reference lake (Reference Lake B) to determine whether there was evidence of any Project-related changes to surface water quality. The AEMP found no evidence of any Project-related effects to freshwater water quality in these lakes, and no water quality variables exceeded CCME guidelines for the protection of aquatic life as a result of Project-related activities. 2022 sediment quality data from Doris and Patch lakes were compared to baseline conditions and to trends in the reference lake (Reference Lake B) to determine whether there was evidence of any Project-related changes to surface water quality. The AEMP found no evidence of any Project-related effects to freshwater sediment quality in these lakes, and no sediment quality variables exceeded CCME guidelines for the protection of aquatic life as a result of Project-related activities. 	<ul style="list-style-type: none"> 2023 was the fifth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. Aquatic components evaluated in 2023 included: fish habitat (water level, ice thickness, stream hydrology), under-ice dissolved oxygen concentration, water temperature, water quality, and phytoplankton biomass. Additional components (i.e., sediment quality and benthic invertebrates), are monitored every three years and are scheduled to be included in the 2025 AEMP. No effects were detected for fish habitat (water level, ice thickness, and stream hydrology), under-ice dissolved oxygen concentrations, water temperature, water quality variables, or phytoplankton biomass for the exposure lakes. The Aquatic Effects Monitoring Plan includes a Response Framework which provides conditions that, if exceeded, can trigger the development of a Response Plan to adaptively manage potential Project-related effects. Because a low action level exceedance for phytoplankton biomass was observed in 2022, a Aquatic Response Plan for Phytoplankton Biomass was developed. The change observed in Chlorophyll a concentrations over time in Doris Lake was considered to be due to natural variability and/or regional non-Project-related factors. The 2023 AEMP results indicate the same conclusion. No low action level exceedance was concluded for Doris Lake in 2023. 	<ul style="list-style-type: none"> 2024 was the sixth year of the AEMP Included lakes adjacent to the Doris and the Madrid North Development, including Doris, Little Roberts, Patch, Imniagut, P.O., Ogama, Windy, and Glenn lakes, as well as the reference lake. Aquatic components evaluated in 2024 included water quality. Additional components (sediment quality) are monitored every 3 years and are scheduled for the 2025 AEMP. No potentially adverse effects were detected for in Doris, Patch, or Windy lakes in 2024 for the following parameters: pH, total suspended solids, turbidity, chloride, fluoride, ammonia, nitrate, nitrite, phosphorus, aluminum, arsenic, boron, cadmium, chromium, copper, iron, lead, manganese, mercury, molybdenum, nickel, selenium, silver, thallium, uranium, and dissolved zinc.
2022 Conclusions	2023 Conclusions	2024 Conclusions

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<p>The FEIS predicted habitat alteration in Doris Creek due to reduced water quality from TIA discharge resulting in non-significant negligible effects.</p> <p>Mitigation measures implemented to minimize the generation of dust, the transport of runoff into natural waterways, and the introduction of blasting residue or ML/ARD into freshwater waterbodies have been successful as there have been few Project-related exceedances of CCME guidelines in lakes located near Doris and Madrid Project infrastructure.</p> <p>Concentration exceeding the CCME guidelines in 2022 did not trigger a low action level response because concentrations were similar to baseline levels or were not concluded to be Project-related. This is consistent with Project predictions.</p>	<p>There were no Project-related effects concluded for the evaluated fish habitat, physical limnological, or water quality variables in 2023.</p>	<p>No low action level exceedances were observed for the two physical limnological variables (water temperature and dissolved oxygen profiles), the 26 water quality variables evaluated, or phytoplankton biomass in 2024. No further investigation was required.</p>

(a) Additional information is provided in Appendix D-5 of this Annual Report

Surface Water Quantity

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<ul style="list-style-type: none"> Lake levels, and lake outflows where applicable, for eight water bodies were monitored as part of the AEMP. Monitoring results indicated that lake levels and outflow were within natural variation of previously collected baseline data. 	<ul style="list-style-type: none"> 2023 was the fifth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. No effects were detected for fish habitat (water level, ice thickness, and stream hydrology) 	<ul style="list-style-type: none"> 2024 was the sixth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. Water levels during the ice-covered season could not be evaluated in 2024 due to equipment malfunction, logistical challenges, and safety concerns regarding ice integrity once the replacement equipment was received. Mine-related effects, therefore, could only be evaluated for Doris Lake.
2022 Conclusions	2023 Conclusions	2024 Conclusions
Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.	In 2023, no detectable impact caused by the Project were observed to lake levels or lake outflow rates as part of the compliance monitoring.	In 2024, no detectable impact caused by the Mine were observed to lake levels or lake outflow rates as part of the compliance monitoring.

(a) Additional information is provided in Appendix D-5 of this Annual Report

Fish Habitat at Tail Lake

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results
-------------------------	-------------------------	-------------------------

<ul style="list-style-type: none"> • Three strategies were employed to compensate for the loss of fish habitat in Tail Lake and Tail Lake Outflow: • Roberts Lake Outflow Enhancement: Improve access of fish, primarily Arctic Char, to nearby Roberts Lake to increase the productive capacity of the lake. A channel was constructed through the boulder garden "stranding zone" of Roberts Lake Outflow in 2012. • Stream E09 Enhancement: Create pool habitat in a stream tributary to Roberts Lake to increase the quantity of nursery habitat for Arctic Char. Two pools were constructed approximately 350 m upstream from Roberts Lake in Stream E09 in 2012. • Windy Lake Compensation Shoals: Install rock shoals in Windy Lake to increase the quantity and quality of juvenile Lake Trout rearing habitat. Six rock shoals were constructed in Windy Lake in 2011. <p>Monitoring:</p> <ul style="list-style-type: none"> • Monitoring of the Roberts Outflow enhancement was conducted in 2013, 2014 and 2015. No monitoring was conducted in 2020 due to the COVID-19 pandemic. Monitoring was conducted in 2022. • Monitoring of the Stream E09 enhancement was conducted in 2013 and 2014. DFO approved the conclusion of the monitoring program in 2016. • Monitoring of the Windy Lake compensation shoals was conducted in 2012, 2013, and 2014. DFO approved the conclusion of the monitoring program in 2016. • Results: • Based on 2022 monitoring results, mean migration success of arctic charr has increased from 51.1% pre enhancement to 83.7% post-enhancement, representing a significant, 63.8% increase since the boulder garden enhancement was installed following the 2012 season. This magnitude of increase is greater than double the target stipulated by DFO as representing enhancement success (i.e., 25%). • Enhancement pools in Stream E09 are suitable for Arctic Char use, although they did not meet the success criteria as outlined in the No Net Loss Plan. However, DFO concluded in June 2016 that no net loss of fish habitat in Tail Lake was still expected due to the success of the other two compensation strategies. • Windy Lake Shoals functioning as intended as compensation habitat. In June 2016, DFO concluded that the shoals had achieved the success criteria set out in the No Net Loss Plan. 	<ul style="list-style-type: none"> • In 2023, there was no alteration or loss of fish or fish habitat in Tail Lake 	<ul style="list-style-type: none"> • In 2024, there was no alteration or loss of fish or fish habitat in Tail Lake
---	---	---

2022 Conclusions ^(a)	2023 Conclusions	2024 Conclusions
Loss of habitat in Tail Lake and Tail Lake Outflow have been partially compensated for successfully through the Windy Lake Compensation Shoals and Stream E09 Enhancements. The remaining loss of habitat in Tail Lake has been compensated for through the Roberts Lake Outflow. The 2022 monitoring report continued to confirm the success of these measures. Therefore, effects on Lake Trout and Ninespine Stickleback are as predicted in the FEIS.	Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.	Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.

(a) Roberts Lake Fish Enhancement Monitoring Program 2022 (Minnow 2023). Submitted to DFO in March 2023

Fish Habitat at Doris Lake

AE2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<p>Monitoring:</p> <ul style="list-style-type: none"> Doris Lake water levels are monitored year-round at the Doris Lake-2 level monitoring station. Data are downloaded and analyzed monthly and reported to the NWB (monthly and annual reporting by Agnico Eagle). Water level drawdown during the winter is monitored to assess the potential for adverse effects to fish habitat, as described in the Hope Bay Project Aquatic Effects Monitoring Plan. Ice thickness is monitored in April of each year. Collection of data to verify locations and depths of Lake Trout spawning habitats in Doris Lake. <p>Results:</p> <ul style="list-style-type: none"> Winter water levels in Doris Lake continue to remain relatively constant, and there is no evidence of winter drawdown causing adverse effects to fish habitat. Lake Trout spawning habitats were delineated in Doris Lake in 2015 to establish baseline and assess potential habitat alteration due to water drawdown. 	<ul style="list-style-type: none"> 2023 was the fifth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. Aquatic components evaluated in 2023 included: fish habitat (water level, ice thickness, stream hydrology) No effects were detected for fish habitat (water level, ice thickness, and stream hydrology) The 2023 AEMP results indicate the same conclusion. No low action level exceedance was concluded for Doris Lake in 2023. 	<ul style="list-style-type: none"> 2024 was the sixth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. Aquatic components evaluated in 2024 included: fish habitat (ice thickness and stream hydrology) Water levels during the ice-covered season could not be evaluated in 2024 due to equipment malfunction, logistical challenges, and safety concerns regarding ice integrity once the replacement equipment was received. Mine-related effects, therefore, could only be evaluated for Doris Lake. No effects were detected for fish habitat (ice thickness and stream hydrology) In 2024, significant changes in phytoplankton biomass in Doris Lake were observed compared to the reference lake. However, this was determined not to be a Mine-related effect as 2024 data were within the historical range for phytoplankton biomass in Doris Lake. No low action level exceedance was concluded for Doris Lake in 2024.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The FEIS predicted habitat alteration due to water withdrawal in Doris Lake for potable and process water resulting in non-significant negligible effects.</p> <p>There is no evidence of an adverse effect of Project-related water use on fish and fish habitat in Doris Lake. Therefore, effects on fish habitat are as predicted in the FEIS.</p>	<p>The FEIS predicted habitat alteration due to water withdrawal in Doris Lake for potable and process water resulting in non-significant negligible effects.</p> <p>There were no Project-related effects concluded for the evaluated fish habitat, physical limnological, or water quality variables in 2023.</p>	<p>The FEIS predicted habitat alteration due to water withdrawal in Doris Lake for potable and process water resulting in non-significant negligible effects.</p> <p>There were no Mine-related effects concluded for the evaluated fish habitat, physical limnological, or water quality variables in 2024.</p>

(a) Additional information is provided in Appendix D-5 of this Annual Report

Fish Habitat at Doris Creek

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<p>Monitoring:</p> <ul style="list-style-type: none"> The Doris Project FEIS predicted effects related to TIA discharge to Doris Creek although this approach is no longer applicable based on revision of mine plan in Water Licence Amendment No. 1. Under the revised mine plan, saline mine water and TIA water will be discharged directly to Roberts Bay. Hydrometric stations located upstream (TL-2) and downstream (TL-3) of the discharge location in Doris Creek were monitored until 2015 to assess potential impact predictions on downstream fish habitat. In 2016, the AEMP was revised to assess effects on fish habitat in Doris Creek through Doris Lake level monitoring. Doris Lake water levels are monitored year-round at the Doris Lake-2 level monitoring station. Data are downloaded and analyzed monthly and reported in (Monthly and annual reporting by Agnico Eagle) Water level drawdown during the winter is monitored to assess the potential for adverse effects to fish habitat, as described in the Hope Bay Project Aquatic Effects Monitoring Pla. Ice thickness is monitored in April of each year. <p>Results:</p> <ul style="list-style-type: none"> Hydrometric monitoring at TL-2 and TL-3 did not identify effects on fish habitat downstream of the TIA discharge that differed from the predictions in the FEIS. Winter water levels in Doris Lake continue to remain relatively constant, and there is no evidence of winter drawdown causing adverse effects to fish habitat. 	<p>Monitoring:</p> <ul style="list-style-type: none"> The Doris Project FEIS predicted effects related to TIA discharge to Doris Creek although this approach is no longer applicable based on revision of mine plan in Water Licence Amendment No. 1. Under the revised mine plan, saline mine water and TIA water will be discharged directly to Roberts Bay. 2023 was the fifth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. No effects were detected for fish habitat (water level, ice thickness, and stream hydrology) 	<p>Monitoring:</p> <ul style="list-style-type: none"> The Doris Project FEIS predicted effects related to TIA discharge to Doris Creek although this approach is no longer applicable based on revision of mine plan in Water Licence Amendment No. 1. Under the revised mine plan, saline mine water and TIA water will be discharged directly to Roberts Bay. 2024 was the sixth year of the AEMP. Included lakes adjacent to the Doris and the Madrid North development. Water levels during the ice-covered season could not be evaluated in 2024 due to equipment malfunction, logistical challenges, and safety concerns regarding ice integrity once the replacement equipment was received. Mine-related effects, therefore, could only be evaluated for Doris Lake. No effects were detected for fish habitat (ice thickness and stream hydrology)
2022 Conclusions	2023 Conclusions	2024 Conclusions

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<p>The FEIS predicted habitat alteration due to changes in water level and velocity in Doris Creek from TIA discharge resulting in non-significant negligible effects. As well as potential adverse effect on fish habitat due to flow alteration and change in timing, duration, and frequency of flow in Doris Creek from Doris Lake water level drawdown.</p> <p>Water level and velocity effects on fish due to TIA discharge to Doris Creek predicted in the FEIS are no longer applicable based on revision of mine plan in Water Licence Amendment No. 1.</p> <p>Monitoring indicates no adverse effects on fish habitat due to flow changes in Doris Creek as predicted in Water Licence Amendment.</p>	<p>The FEIS predicted habitat alteration due to changes in water level and velocity in Doris Creek from TIA discharge resulting in non-significant negligible effects. As well as potential adverse effect on fish habitat due to flow alteration and change in timing, duration, and frequency of flow in Doris Creek from Doris Lake water level drawdown.</p> <p>In 2023, no detectable impact caused by the Project were observed to lake levels or lake outflow rates as part of the compliance monitoring.</p>	<p>The FEIS predicted habitat alteration due to changes in water level and velocity in Doris Creek from TIA discharge resulting in non-significant negligible effects. As well as potential adverse effect on fish habitat due to flow alteration and change in timing, duration, and frequency of flow in Doris Creek from Doris Lake water level drawdown.</p> <p>In 2024, no detectable impact caused by the Mine were observed to lake levels or lake outflow rates as part of the compliance monitoring.</p>

(a) Additional information is provided in Appendix D-5 of this Annual Report

Fish Communities (Arctic Grayling, Lake Trout, Arctic Char, Whitefish)

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results
<ul style="list-style-type: none"> There has been no alteration or loss of fish or fish habitat, nor a Fisheries Act Authorization granted for predicted effects on fish and fish habitat by the Project. A monitoring program will be approved during the Fisheries Act Authorization process. No culverts have been constructed. A DFO request for review will be completed prior to any culvert construction on fish bearing waters outlining mitigation and monitoring requirements. 	<ul style="list-style-type: none"> In 2023, there was no alteration or loss of fish or fish habitat, and no culverts were constructed. 	<ul style="list-style-type: none"> In 2024, there was no alteration or loss of fish or fish habitat, and no fish-bearing culverts were constructed.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS assessed the effect of direct mortality and population abundance to fish communities as a result of the Project resulting in a non-significant effect. Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS assessed the effect of direct mortality and population abundance to fish communities as a result of the Project resulting in a non-significant effect. Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS assessed the effect of direct mortality and population abundance to fish communities as a result of the Mine resulting in a non-significant effect. Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>

7.7 MARINE ENVIRONMENT

Marine Fish

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results
<ul style="list-style-type: none"> Marine fish habitat monitoring did not occur in 2022. No construction within the marine environment occurred in 2022. 	<ul style="list-style-type: none"> Marine fish habitat monitoring did not occur in 2023. No construction within the marine environment occurred in 2023. 	<ul style="list-style-type: none"> Marine fish habitat monitoring did not occur in 2024. No construction within the marine environment occurred in 2024.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS assessed the effect of habitat loss, direct mortality and population abundance, and changes to marine water quality and sediment quality to marine fish communities as a result of the Project resulting in a non-significant effect</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS assessed the effect of habitat loss, direct mortality and population abundance, and changes to marine water quality and sediment quality to marine fish communities as a result of the Project resulting in a non-significant effect</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS assessed the effect of habitat loss, direct mortality and population abundance, and changes to marine water quality and sediment quality to marine fish communities as a result of the Mine resulting in a non-significant effect</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>

Marine Fish Habitat (Roberts Bay)

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results
<ul style="list-style-type: none"> To compensate for the loss of fish habitat in Roberts Bay, four rock shoals were installed in Roberts Bay in 2008. <p>Monitoring:</p> <ul style="list-style-type: none"> Biological monitoring and compensation shoal structural stability of the rock shoals was conducted in 2009, 2010, and 2018. Nearshore sediment transport monitoring was conducted in 2008, 2009, 2010, 2012, 2015, and 2018. The next year of monitoring will be in Year 2 of active mine Post-Closure, the date of which will be determined according to the Mine Plan, as approved by DFO. <p>Results:</p> <ul style="list-style-type: none"> The shoals appear to be functioning as intended. The density and composition of periphyton, benthic macroinvertebrates, and fish communities are similar, but typically less at enhancement sites compared to reference sites. Some local changes in nearshore sediment distribution that may be related to the construction of the jetty, however, generally minimal to no consistent change in sea-floor elevation since 2006 or between surveys. 	<ul style="list-style-type: none"> In 2023, there was no alteration or loss of fish or fish habitat in Roberts Bay 	<ul style="list-style-type: none"> In 2024, there was no alteration or loss of fish or fish habitat in Roberts Bay
2022 Conclusions	2023 Conclusions	2024 Conclusions
Loss of habitat in Roberts Bay has been compensated for through the construction of four rock shoals. Monitoring is on-going and indicates that compensation has been successful to date. Therefore, effects on Arctic Char habitat in marine environment are as predicted in the FEIS.	Loss of habitat in Roberts Bay has been compensated for through the construction of four rock shoals. Monitoring is on-going and indicates that compensation has been successful to date. Therefore, effects on Arctic Char habitat in marine environment are as predicted in the FEIS.	Loss of habitat in Roberts Bay has been compensated for through the construction of four rock shoals. Monitoring is on-going and indicates that compensation has been successful to date. Therefore, effects on Arctic Char habitat in marine environment are as predicted in the FEIS.

Marine Water Quality and Sediment Quality

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> Baseline marine water quality data were collected in April 2018, at ten sites within Roberts Bay (six near-field sampling sites and four far-field reference sites) to supplement data collected in 2016 and 2017. Monitoring of marine water quality was conducted as outlined in the MDMER and an Environment Effects Monitoring program was established in Roberts Bay in 2020 to assess the effects of effluent discharge on marine water quality. In 2022, effluent characterization monitoring, sublethal toxicity testing and water quality monitoring data at exposure and reference areas was conducted as outlined in MDMER. No non-compliances of the authorized limits set out in Schedule 4 of MDMER occurred in 2022. No effluent samples were determined to be acutely lethal in 2022. An interpretive report was submitted to ECCC before February 1, 2023 (i.e., 36 months after the day the mine became subject to the MDMER). No additional marine sediment quality baseline data were collected in 2020, as sufficient baseline data were collected in 2016 and 2017. Marine sediment quality monitoring and reporting will be informed by MDMER Environmental Effects Monitoring. No sediment quality monitoring was required to be conducted in 2022. 	<ul style="list-style-type: none"> In total 1,532,708 m³ were discharged to Roberts Bay between January 1, 2023 and the end of the year, with an average daily rate of just over 4,000 m³/day. Discharge to Roberts Bay was from the TIA and underground advanced exploration. Monitoring of marine water quality was conducted as outlined in the MDMER and an Environment Effects Monitoring program was established in Roberts Bay in 2020 to assess the effects of effluent discharge on marine water quality. In 2023 water quality monitoring samples for the exposure and the reference areas were collected in accordance with MDMER. This monitoring included in situ measurements of temperature, dissolved oxygen, conductivity, salinity and pH, and collection of water quality samples at three depths at each of the exposure and reference locations. Acute toxicity testing was conducted on Rainbow Trout, <i>Daphnia magna</i>, <i>Acartia tonsa</i>, and threespine stickleback. An <i>Acartia Tonsa</i> acute lethality test failure was observed on a sample taken on July 4, 2023. Discharge was subsequently halted on July 15, 2023, until the effluent could be proven to not be acutely lethal. Discharge resumed on August 1, 2023, and increased monitoring was observed per MDMER requirements, with the final increased monitoring sample being taken on August 18, 2023, at which point regular acute lethality monitoring resumed. No non-compliances of the authorized limits set out in Schedule 4 of MDMER occurred in 2023. 	<ul style="list-style-type: none"> In total 2,738,586 m³ were discharged to Roberts Bay between January 1, 2024 and the end of the year, with an average daily rate of just over 7,000 m³/day. Discharge to Roberts Bay was from the TIA and underground advanced exploration. Monitoring of marine water quality was conducted as outlined in the MDMER and an Environment Effects Monitoring program was established in Roberts Bay in 2020 to assess the effects of effluent discharge on marine water quality. In 2024 water quality monitoring samples for the exposure and the reference areas were collected in accordance with MDMER. This monitoring included in situ measurements of temperature, dissolved oxygen, conductivity, salinity and pH, and collection of water quality samples at three depths at each of the exposure and reference locations. Acute toxicity testing was conducted on Rainbow Trout, <i>Daphnia magna</i>, <i>Acartia tonsa</i>, and threespine stickleback. No non-compliances of the authorized limits set out in Schedule 4 of MDMER occurred in 2024.
2022 Conclusions	2023 Conclusions	2024 Conclusions
	<p>Discharge effluent quality met MDMER limits during the entire period of discharge in 2023.</p> <p>The Study Design for the next phase of the EEM (Phase 2) is to be submitted to ECCC no later than six months prior to implementing the next study in 2025. The Interpretive Report for the Phase 2 EEM will be submitted to ECCC on or before February 1, 2026.</p>	<p>Discharge effluent quality met MDMER limits during the entire period of discharge in 2024.</p> <p>The Phase 2 EEM Program Study Design was submitted to ECCC in January 2024, and the field work/biological monitoring study was completed during the summer of 2024. As per the regulatory guideline, the Interpretive Report for the Phase 2 EEM will be submitted to ECCC on or before February 1, 2026.</p>

(a) Additional information is provided in Appendix E of this Annual Report

Marine Mammals

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> Noise monitoring for marine mammals will occur during dock construction; no construction occurred on the dock in 2022. Initial monitoring for marine mammals during shipping activities in Roberts Bay was conducted in 2022. In total, 16 surveys in September recorded two seals exhibiting normal behaviour during shipping activity in the Bay. A full monitoring program will begin in 2023 based on the updated 2023 Shipping Management Plan. No marine wildlife incidents or incidental sightings were reported along shipping routes. Vessel tracks from 2022 were summarized to confirm that mitigations for setbacks and designated routes were followed. In 2022, one unknown seal was incidentally reported in July. 	<ul style="list-style-type: none"> In 2023, the monitoring program from the 2023 Shipping Management Plan started. In total, 15 surveys in September recorded 4 seals exhibiting normal behaviour during shipping activity in the Bay. No marine wildlife incidents were reported along shipping routes. Vessel tracks from 2023 confirm that mitigations for setbacks and designated routes were followed. Incidental sightings were reported from the Qamutik: five seals, and a whale observed diving at sea. In 2023, incidental sightings were recorded for two seals were observed in Roberts Bay from the shore. 	<ul style="list-style-type: none"> The Roberts Bay marine mammal program was completed for the second year in 2024. One ringed seal was recorded and did not display behaviour changes as a result of shipping activity. No marine wildlife incidents were reported along shipping routes. Vessel tracks from 2024 were summarized to confirm that mitigations for setbacks and designated routes were followed. Several marine mammal sightings were reported along shipping routes from the three vessels servicing the Mine.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The Madrid-Boston FEIS predictions included a not significant and no potential of residual effects on ringed seals, which were used as an indicator for the larger marine mammals community</p> <p>Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p>	<p>The Madrid-Boston FEIS predictions included a not significant and no potential of residual effects on ringed seals, which were used as an indicator for the larger marine mammals community. Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p> <p>As per the Shipping Management Plan, the first two years of monitoring will inform appropriate indicators and thresholds to determine if negative impacts on marine wildlife are occurring. Indicators and thresholds cannot be set until the overall rate of marine wildlife observations is known.</p>	<p>The Madrid-Boston FEIS predictions included a not significant and no potential of residual effects on ringed seals, which were used as an indicator for the larger marine mammals community. Based on ongoing monitoring, the conclusions of the FEIS assessment remain valid.</p> <p>As per the Shipping Management Plan, the first two years of monitoring will inform appropriate indicators and thresholds to determine if negative impacts on marine wildlife are occurring. Indicators and thresholds cannot be set until the overall rate of marine wildlife observations is known.</p>

(a) Additional information is provided in Appendix D-2 of this Annual Report

7.8 ARCHAEOLOGY

2022 Monitoring Results	2023 Monitoring Results	2024 Monitoring Results ^(a)
<ul style="list-style-type: none"> 2022 field program included ground surveys in support of the exploration programs. Five archaeological sites were newly recorded in 2022. Three are in the vicinity of Patch Lake, one is north of the main body of Aimaokatalok, and one is east of Aimaokatalok. The entire Hope Bay Project area now has 337 site localities recorded to date. The LSA contains 287 recorded sites, of which 35 sites have already been mitigated by site data recovery as the result of previous project plans over the 20+ years of archaeological investigations, and two more are partly mitigated. 	<ul style="list-style-type: none"> 2023 field program involved inventory surveys of proposed exploration zones and potential developments, revisits of seven known sites, and completion of mitigation of one site that is likely to be affected by proposed development in the near future. Nine archaeological sites were newly recorded as the result of the surveys in 2023. The 23 years of investigations completed up to and including 2023 have resulted in the recording of 352 archaeological sites, 37 of which have been mitigated due to various project related potential disturbances over the years. Most of the mitigated sites have not yet been impacted by project due to mine plan schedules. 	<ul style="list-style-type: none"> 2024 field program involved assessments of potential exploration zones and proposed near-future developments, and mitigation of one site in Roberts Bay that is likely to be affected by proposed actions in the near future. Three archaeological sites were newly recorded as the result of the surveys in 2024. The 24 years of investigations completed up to and including 2024 have resulted in the recording of 355 archaeological sites, 37 of which have been mitigated due to various project related potential disturbances over the years. Most of the mitigated sites have not yet been impacted by project due to mine plan schedules.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The FEIS predicted there would be a non-significant loss of recorded/unrecorded archaeological sites</p> <p>Systematic data recovery provided positive benefits of recovering cultural information.</p> <p>Monitoring ensured no inadvertent impacts on recorded sites. This is consistent with FEIS predictions.</p>	<p>The FEIS predicted there would be a non-significant loss of recorded/unrecorded archaeological sites</p> <p>No inadvertent impacts on recorded sites. This is consistent with FEIS predictions.</p>	<p>The FEIS predicted there would be a non-significant loss of recorded/unrecorded archaeological sites</p> <p>No inadvertent impacts on recorded sites. This is consistent with FEIS predictions.</p>

(a) Additional information is provided in Appendix D-4 of this Annual Report

7.9 SOCIO-ECONOMICS

Community Services - Health Care Services

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<ul style="list-style-type: none"> There is no evidence that the Project has resulted in an increased demand on health care services from residents of the Kitikmeot region. The rates of utilization (with the exception of Cambridge Bay in 2014 and Kugaaruk in 2016) remain lower in comparison to the time prior to the Project (e.g., in 2003 or 2004). At the time of writing, community utilization data for 2017 to 2021 have yet to be released by the GN. In 2018 and 2019, there was no use of community emergency medical services, compared to one incident in 2017. In 2020, the Project accessed GN emergency services three times – all incidents were related to COVID-19 pandemic. The Project has not resulted in an increased demand on health care services in Kitikmeot communities as a result of Project-related emergencies. There is no indication that overall crime rates have increased as a result of the Project. A direct correlation between changes in Project-related employment and income, and changes in the demand for police services and crime in the Kitikmeot communities is not evident. Although the number of police calls continues to increase, overall crime rate falls within previously recorded levels. The number of social assistance cases slightly decreased in 2018. Work on the Hope Bay Project: 2022 SEMP Report is in progress, and an update for 2022 was not available in the 2022 Annual Report. 	<ul style="list-style-type: none"> In 2023, emergency health services were utilized four times by the Project and were all work related. Data has not been available for 2017 to 2023 for visits to health care centres by community and for the Kitikmeot region. 	<ul style="list-style-type: none"> In 2024, emergency health services were utilized five times by the Mine and were all work related. Data has not been available for 2017 to 2024 for visits to health care centres by community and for the Kitikmeot region.
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>Project may increase demand on health care services in Kitikmeot communities due to a change in health conditions of mine workers. Minimal adverse effects are predicted.</p> <p>No adverse effect on health care services. This is consistent with FEIS predictions.</p>	<p>Overall, the number of incidents remains very low. Visits to health centres are typically determined by a number of diverse factors, many of which are not related to the Project. The Project also has a number of measures to ensure that there is no impact on local services. For example, Project workers have access to first aid facilities and medical personnel while on-site.</p>	<p>Overall, the number of incidents remains very low. Visits to health centres are typically determined by a number of diverse factors, many of which are not related to the Mine. The Mine also has a number of measures to ensure that there is no impact on local services. For example, Mine workers have access to first aid facilities and medical personnel while on-site.</p>

(a) Additional information is provided in Appendix D-3 of this Annual Report

Community Services – Community Well-being and Delivery of Social Services

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<ul style="list-style-type: none"> An Employee and Family Assistance Program was established in 2014 and continues to be available to Agnico Eagle employees. In 2020, there were 17 EFAP cases, with nine of those accessed by Project employees, and the remaining by dependents or spouses. Information for 2022 was not available at the time of writing this report. There were no lost time incidents in 2020 and 33 minor injuries. Information for 2021 was not available at the time of writing this report. Agnico Eagle is committed to avoiding workplace accidents, and all lost time incidences are investigated, and corrective actions identified and implemented. The company promotes a Zero Harm culture as it believes that all injuries and accidents are preventable. The number of social assistance cases slightly decreased in 2018; information for 2019, 2020, and 2021 was not available at the time of writing this report. In 2020, impaired driving violations and the number of assaults increased in the Kitikmeot while drug-related violations continued to decrease. At a community level, Gjoa Haven had decreasing impaired driving violations and assaults. Substantial inter-annual variation in the number of violations makes it difficult to assess the effect of Project income on the number of violations in each community. The Project does not track the use of the Country Foods Kitchen. Work on the Hope Bay Project: 2022 SEMP Report is in progress, and an update for 2022 was not available in the 2022 Annual Report. 	<ul style="list-style-type: none"> EFAP was not utilized by Hope Bay employees. Financial management training for workers was not offered in 2023; however, EAP with Sunlife was available to all employees online or via phone Country Food Kitchen remained open, but Nunavummiut employees did not use it regularly. It is estimated the kitchen was visited 10 to 15 times by Agnico Eagle employees and contractors. 	<ul style="list-style-type: none"> EFAP was not utilized by Hope Bay employees. Financial management training for workers was not offered in 2024; however, EAP with Sunlife was available to all employees online or via phone. Country Foods Kitchen remained open, but the Nunavummiut workers used it infrequently, with an estimated usage of about five times. Country foods were served for a total of 16 times throughout the year.
2022 Conclusions	2023 Conclusions	2024 Conclusions

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<p>Project may have increased on demand for social services as a result of the Project is expected to be minor. Project may result in a small increase in population in Kitikmeot communities as result of the Project, including supplier and spin-off business in Kitikmeot communities.</p> <p>There will be a small or negligible change in the number of Kitikmeot residents relocating and the demand for social housing will be negligible or not significant as a result of immigration due to the Project. The demand for private housing may increase.</p> <p>Some workers and their families may find rotational employment stressful, leading to termination of employment. Employees may seek assistance to help deal with stress and improve their quality of life.</p> <p>Minimal adverse effect on community well-being. This is consistent with FEIS predictions. As a management response to monitoring results, Agnico Eagle will review employee use of the EFAP and other Project provisions and determine whether the appropriate supports are in place for employees who are homesick or experiencing emotional stress.</p> <p>As predicted, workplace accidents are minimal, and there is no observed increase in the use of social services.</p>	<p>The need for social assistance is likely to fluctuate as Project employment levels and individual employment patterns fluctuate.</p>	<p>The need for social assistance is likely to fluctuate as Mine employment levels and individual employment patterns fluctuate.</p>

(a) Additional information is provided in Appendix D-3 of this Annual Report

Community Services – Public Safety and Protection Services

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<ul style="list-style-type: none"> There is no indication that overall crime rates have increased as a result of the Project. A direct correlation between changes in Project-related employment and income, and changes in the demand for police services and crime in the Kitikmeot communities is not evident. Although the number of police calls continues to increase, overall crime rate falls within previously recorded levels. Work on the Hope Bay Project: 2022 SEMP Report is in progress, and an update for 2022 was not available in the 2022 Annual Report.. 	<ul style="list-style-type: none"> In 2023, there were 6,028 calls in the Kitikmeot, representing a 14% increase from 5,277 police calls in 2022, but remains below previously recorded peaks. Data was not available in 2023 for criminal violations; however, in 2022, crime violations and crime rate increased in Gjoa Haven, remained mostly stable in Kugaaruk, and decreased in the remaining communities. Data for the sale of alcoholic beverages was not available for 2023; however, in 2021/22, there was a 2% decrease in the sale of alcoholic beverage in the region over the previous year. 	<ul style="list-style-type: none"> In 2024, there were 6,682 police calls in the Kitikmeot, representing an 11% increase from 2023. Information regarding criminal violations is not available for 2024. In 2023, crime violations and crime rates decreased in Gjoa Haven and increased in all other communities, with Taloyoak having the highest increase of 42%. Information regarding sales of alcoholic beverages is not available for 2024. In 2023, there was a 23% increase in the sale of alcoholic beverages in Nunavut over the previous year, reaching the highest level since 2005
2022 Conclusions	2023 Conclusions	2024 Conclusions

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
Increased income from Project-related employment can lead to increased alcohol and drug use and other unhealthy choices or behaviours. No adverse effect on public safety and protection services. This is consistent with FEIS predictions.	A direct correlation between changes in Project-related employment and income, and changes in the demand for police services and crime in the Kitikmeot is not evident.	A direct correlation between changes in Mine-related employment and income, and changes in the demand for police services and crime in the Kitikmeot is not evident.

(a) Additional information is provided in Appendix D-3 of this Annual Report

Employment

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
-------------------------	--	-------------------------

<ul style="list-style-type: none"> • Work on the Hope Bay Project: 2022 SEMP Report is in progress, and an update for 2022 was not available in the 2022 Annual Report. • Project employment has exceeded initial predictions. The total number of workers has been growing with an increase in operating activities, with as many as 760 workers in 2019. However, in 2020, Project operations were scaled down and workforce was reduced to manage the COVID-19 pandemic and to protect its employees and contractors. The number of workers was 689 in January of 2020. Reduced operations continued throughout 2021; the Project provided 386 to 519 jobs in 2021, with up to 215 workers on site at any time. • In 2020, there were three Kitikmeot Inuit working at the Project, and up to nine Inuit from outside of the Kitikmeot region. Isolation policy for Inuit workforce continued at the Project in 2021 making it challenging to hire Kitikmeot Inuit for roles at the Project. As measured by workforce effort (total hours worked), Inuit employment at the Project represented about 3% of the total. • In September 2020, most workers from Kitikmeot communities put on leave in March 2020 were laid off. In 2021, due to continued challenges associated with the COVID-19 pandemic, there was no hiring of workers from Kitikmeot communities, and thus no skilled workers left community roles for work at the Project. • In 2021, women comprised about 10% of the total workforce (by hours worked). Workforce effort by Inuit women was 6,842 hours, or 1% of total workforce effort. • Significant direct benefits have been realized to Kitikmeot personal incomes as a result of the Project. • Payroll for Inuit was impacted in 2020 and in 2021 due to isolations policy that precluded Nunavut-based workforce from working at the Project to prevent the spread of COVID-19 to communities. • Employee turnover rate for Project employees increased in 2020 (35% for all employees, and 40% for Inuit employees). Information for 2021 was not available at the time of writing this report. • There were 2 lost time injuries, 4 modified work injuries, 3 medical treatment injuries and 16 first aids in 2021. 	<ul style="list-style-type: none"> • Up to 350 employees worked at the Project, with average onsite workforce of up to 206 employees. • Total workforce effort reached 592,176 hours, or 2,045 hours per employee. • The Project hired up to 15 Kitikmeot Inuit (5% of total workforce effort representing 19,104 hours of work). Four Kitikmeot Inuit contractors moved from operation-specific positions to care and maintenance role, and no Inuit employees were redeployed to other Kivalliq projects. • The Project hired up to five Inuit from elsewhere (1% of total workforce effort representing 8,016 hours of work). • On average, 12 Inuit from Kitikmeot communities worked at the Project. In 2023, Agnico Eagle hired three Inuit from Kitikmeot communities. One of the Inuit employees resigned in the same year. • Women worked 54,816 hours, representing 9% of total effort at the Project. • Inuit women worked 9,270 hours at the Project, representing 2% of total employment. Agnico Eagle hired one Inuit female employee, who also resigned in the same year. There were no terminations of Inuit female employees in 2023. • Turnover rate for all employees was 31%, and 33% for Inuit employees. • There were no lost time incidents reported. • Per capita utilization of the site medic was 1.40. • Delivered 8,106 hours of internal training. Thirteen Hope Bay employees were redeployed in 2023 to other Agnico Eagle projects, receiving a total of 22 hours of training related to redeployment. • 343 hours of training were delivered to Inuit employees. • There were no apprenticeship opportunities available at the Project due to the suspension of Project mining activities. • Hired 10 Inuit in unskilled positions, one in skilled position, one in professional position and one in management, for a total of 13 employees. Inuit employees represented 14% of total Agnico Eagle employment. • 10 Inuit worked in exploration, 2 in social responsibility, and 1 in environment. • 2 Kitikmeot residents left employment in community to work at the Hope Bay Project. No Hope Bay employee resigned in 2023 to work in the community. 	<ul style="list-style-type: none"> • Up to 529 employees worked at the Mine, with an average onsite workforce of up to 231 employees. • Total workforce effort reached 627,120 hours, or 1,981 hours per employee. • The Mine hired up to 38 Kitikmeot Inuit (7% of workforce effort). There were 44 unique Inuit on-site workers and 2 employees in the Cambridge Bay office in 2024, 16 of whom were directly hired by Agnico Eagle. • The Mine hired up to eight Inuit from outside the Kitikmeot (2% of workforce effort). • There was no other regional workforce at the Mine. • On average, 26 Inuit from Kitikmeot communities worked at the Mine. • Women worked 64,764 hours, representing 10% of total effort at the Mine. • Inuit women worked 9,912 hours at the Mine, representing 2% of total employment. No female employees were hired or fired, but one Inuit female resigned due to family reasons. • Turnover for all employees decreased to 2%, 19% for Inuit, and 0.8% for non-Inuit employees. • There were two lost time incidents reported in 2024. • Per capita utilization of the site medic was 0.8. • Delivered 11,138 hours of internal training. No workers were deployed to other Agnico Eagle projects and, consequently, no related training was provided. • 241 hours of training were delivered to Inuit employees. • No apprenticeship opportunities were available at the Mine due to the suspension of mining activities. • Hired 12 Inuit unskilled positions, one in semi-skilled position, one in skilled positions, one in professional positions, and one in management, for a total of 16 employees. Inuit employees represented 14% of total Agnico Eagle employment. • 10 Inuit worked in exploration, two in social responsibility, and four in environment. • 4 Kitikmeot residents left their community employment to work at the Hope Bay Mine. No Hope Bay employee resigned to work in the community.
---	--	--

<ul style="list-style-type: none"> • In 2021, there was no on-the job training due to physical distancing measures implemented at the Project in response to COVID-19 pandemic. • In 2021, two Kitikmeot Inuit contract employees relocated from Kugluktuk and Gjoa Haven to Edmonton in order to retain Hope Bay employment during the pandemic as Kitikmeot based employees were precluded from working at the Project to prevent the spread of COVID-19 to communities. The Project does not appear to be a driver for population growth • Two apprenticeship positions have been created thus far. Efforts have been hampered due to the challenges registering apprenticeships in other jurisdictions when the apprenticeship is not able to be registered in Nunavut. COVID-19 pandemic further added to these challenges. 		
2022 Conclusions	2023 Conclusions	2024 Conclusions
No evidence of adverse effect on competition for labour in the communities due to the Project. This is consistent with FEIS predictions.	Lower levels of employment are expected to continue throughout the duration of Care and Maintenance at the Project. Through the IIBA, Agnico Eagle is committed to maximizing Inuit employment and training arising from the Hope Bay Project.	Lower levels of employment are expected to continue throughout the duration of Care and Maintenance at the Mine. Through the IIBA, Agnico Eagle is committed to maximizing Inuit employment and training arising from the Hope Bay Mine.

(a) Additional information is provided in Appendix D-3 of this Annual Report

Economy

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<ul style="list-style-type: none"> Significant direct benefits have been realized to Kitikmeot personal incomes as a result of the Project. For 2020, the total payroll for Inuit direct employees (excluding contractors) is estimated at \$1.8 million. Payroll for Inuit was impacted in 2020 and in 2021 due to isolations policy that precluded Nunavut-based workforce from working at the Project to prevent the spread of COVID-19 to communities. The Project has resulted in substantial business opportunities for KQB in Nunavut. For 2021, Agnico Eagle contractor spend totaled \$62.0 million to KQB In 2021, the cost of food decreased in Cambridge Bay, Kugluktuk, and Taloyoak, while it remained unchanged in Gjoa Haven; the Revised Northern Food Basket (RNFB) is not available for Kugaaruk. Changes to the cost of food have not occurred in line with Project activities and it is unlikely that the Project has had any impact on food prices. In 2021, Agnico Eagle made payments of \$9.0 million to the KitlA and NTI to promote the social, economic, and cultural well-being of Inuit in Nunavut. Agnico Eagle made direct payments of \$1.4 million in various taxes to the GN; additional benefits were from the purchase of diesel fuel by the Project, with tax paid at the wholesale level. The Project has made significant positive contributions to the Kitikmeot and Nunavut economy. Agnico Eagle awarded \$65.0 million in contracts to Nunavut businesses, of which, \$62.0 million was awarded to KQB as defined under the Hope Bay IIBA. An estimated 32% of the total value of contracts awarded by Agnico Eagle was awarded to Nunavut businesses in 2021. In 2021, there were 83 registered Inuit Firms in the Kitikmeot region of which 29 were KQB. Many businesses in the Kitikmeot region provide mining services. The development of these businesses may have been supported by the Project or by other mining projects and exploration in the region. Work on the Hope Bay Project: 2022 SEMP Report is in progress, and an update for 2022 was not available in the 2022 Annual Report. 	<ul style="list-style-type: none"> Agnico Eagle made \$1.3 million to KitlA and \$0.4 million to NTI in payments, for a total of \$1.7 million. GN directly received \$1.8 million in tax payments from the Project. The Project spent: <ul style="list-style-type: none"> \$100.1 million on contracts with businesses from Nunavut and beyond. \$38.9 million on contracts with Nunavut-based businesses. \$29.4 million on contracts with KQBs \$7.3 million was awarded to non-KQBs. \$32.6 million on contracts with Inuit Firms. There were 28 KQBs on Hope Bay list. There were 11 KQBs providing services to the Project – one KQB delisted from 2022 and one new KQB added in 2023. Housing need increased in all Kitikmeot communities, except from Cambridge Bay. 	<ul style="list-style-type: none"> Agnico Eagle paid \$0.7 million to KitlA and \$0.4 million to NTI, for a total of \$1.1 million. GN directly received \$1.1 million in tax payments from the Mine. The Mine spent: <ul style="list-style-type: none"> \$113.0 million on contracts with businesses from Nunavut and beyond. \$71.0 on contracts with Nunavut-based businesses. \$21.0 million on contracts with KQBs \$0.9 million awarded to non-KQBs. \$70.2 million on contracts with Inuit Firms. There were 34 KQBs providing services to the Mine, with growth occurring in Cambridge Bay and Kugluktuk. The community of Kugaaruk, due to the limited business base, did not have any KQBs in any of the investigated periods. 110 NTI-registered Inuit-owned firms were in the Kitikmeot, and 5 more were not located in the Kitikmeot but registered as Kitikmeot or on Agnico Eagle's list as KQBs. 11 KQBs that provided business services to the Mine during its operation continued to do so during the temporary closure Housing need increased in all Kitikmeot communities, except from Cambridge Bay.

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
2022 Conclusions	2023 Conclusions	2024 Conclusions
<p>The FEIS predicted there would be an increase in business and personal income from the Project is expected to result in economic benefits to the Kitikmeot region. There will be a minor increase in the cost of living in the communities as a result of the Project and there will be a decrease in the number or value of social assistance payments in the communities as a result of the Project. No evidence of adverse effect on cost of living due to the Project. This is consistent with FEIS predictions, although employment and business benefits have been much higher than originally predicted</p> <p>Strong positive effects on Inuit-owned businesses in the Kitikmeot region. This is consistent with FEIS predictions, although business benefits have been much higher than originally predicted.</p> <p>As a management response to monitoring results, Agnico Eagle will continue to support the development of skills and worker readiness for employment by working with the KitlA, GN, Nunavut Arctic College and other organizations, as enabled by the provisions of the IIBA.</p>	<p>Project procurement expenditures continue to contribute to the economic prosperity in Nunavut and the rest of Canada, but at lesser levels.</p> <p>To date, no evidence has emerged that Project procurement puts strain on Kitikmeot business service capacity or community access to necessary goods and services. On the contrary, the Project has contributed to an increase in business activity in the Kitikmeot region.</p> <p>While the number of people waiting for public housing has been generally increasing, Project induced in-migration to the Kitikmeot has been negligible. As such, it is unlikely that the Project affected the demand for public housing.</p>	<p>Mine procurement expenditures continue to contribute to the economic prosperity in Nunavut and the rest of Canada, but at lesser levels.</p> <p>To date, no evidence has emerged suggesting that project procurement activities have strained Kitikmeot business service capacity or limited community access to essential goods and services. On the contrary, the Mine has helped stimulate increased business activity within the region.</p> <p>While the number of people waiting for public housing has generally increased, Mine-induced in-migration to the Kitikmeot has been negligible. As such, it is unlikely that the Mine affected the demand for public housing.</p>

(a) Additional information is provided in Appendix D-3 of this Annual Report

Education and Training

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<ul style="list-style-type: none"> In 2021, there was no on-the job training due to physical distancing measures implemented at the Project in response to COVID-19 pandemic. Support for school-based initiatives including Career Awareness Sessions, High School Awards, and Mining Matters events was postponed in 2020 and in 2021 due to COVID-19 pandemic High school enrollment remained relatively stable in the Kitikmeot region. High school completion in 2017/18 dropped by a half in Cambridge Bay and Gjoa Haven but increased in Kugluktuk. Work on the Hope Bay Project: 2022 SEMP Report is in progress, and an update for 2022 was not available in the 2022 Annual Report. 	<ul style="list-style-type: none"> Hosted first post-pandemic Kitikmeot Trade Show. Discussions at the trade show included Procurement, Exploration, General updates, and connect with local representatives and community. 2,080 students were enrolled in public schools in the Kitikmeot region in the 2023/2024 school year: <ul style="list-style-type: none"> 508 students from Kugluktuk 443 from Gjoa Haven 406 from Cambridge Bay 370 from Taloyoak 354 from Kugaaruk Average public-school attendance in the Kitikmeot region was 66.4: <ul style="list-style-type: none"> 71.1 in Cambridge Bay 71.0 in Taloyoak 68.7 in Gjoa Haven 63.1 in Kugaaruk 58.0 in Kugluktuk High school completion data was not available for 2023. Post-secondary education enrolment in programs including Social Service Worker, Adult Basic Education Essential Skills, Nunavut Teacher Education Program, Pre Health and Getting Ready for Employment and Training programs: <ul style="list-style-type: none"> 40 students Cambridge Bay 6 from Taloyoak 4 from Gjoa Haven 1 from Kugaaruk A one-week Smart Ice Training was held at the Cambridge Bay office. 	<ul style="list-style-type: none"> Proudly participated in the Kitikmeot Trade Show, gathering feedback to ensure Agnico Eagle's procurement approach remains responsive and contributes to long-term community benefit. 2,102 students were enrolled in public schools in the Kitikmeot region in the 2024/2025 school year: <ul style="list-style-type: none"> 470 students from Kugluktuk 457 students from Gjoa Haven 425 from Cambridge Bay 392 from Taloyoak 470 from Kugaaruk Average public school attendance information is not available for the 2024/2025 school year. High school completion data was not available for the 2024/2025 school year. In 2023/24, the number of graduates increased in all communities, with the exception of Kugaaruk and Taloyoak, reaching a total of 44 graduate students. Post-secondary education enrollment data is not available for the 2024/2025 school year. A \$100,000 Training and Education Fund was made available to the KitIA.
2022 Conclusions	2023 Conclusions	2024 Conclusions

2022 Monitoring Results	2023 Monitoring Results ^(a)	2024 Monitoring Results
<p>The FEIS predicted the Project will create opportunities for training and job skills that are transportable, and the Project could affect retention rates of youth in school.</p> <p>Positive effects on training and the development of a skilled and experienced labour force. This is consistent with FEIS predictions.</p> <p>Pre-pandemic, Inuit workers received over 10x the amount of on-the-job training (by hours) than non-Inuit workers, on average. Employment and training of Inuit was hampered in 2020 and 2021 due to COVID-19 related measures.</p> <p>Agnico Eagle's involvement in community and student outreach events was mostly postponed in 2020 and 2021 due to COVID-19 related restrictions.</p>	<p>Through the IIBA, Agnico Eagle is committed to maximizing Inuit employment and training arising from the Hope Bay Project.</p> <p>Through the IIBA, Agnico Eagle is committed to sponsoring competitions and awards to encourage students to complete high school and pursue post-secondary education and encouraging students to study areas important to the mining industry, such as science, technology, mathematics, and professional services.</p>	<p>Through the IIBA, Agnico Eagle is committed to maximizing Inuit employment and training arising from the Hope Bay Mine.</p> <p>Through the IIBA, Agnico Eagle is committed to sponsoring competitions and awards to encourage students to complete high school and pursue post-secondary education and encouraging students to study areas important to the mining industry, such as science, technology, mathematics, and professional services.</p>

(a) Additional information is provided in Appendix D-3 of this Annual Report

8. Management Plans

Table 8-1 provides an overview of all Management Plans for the Hope Bay Mine.

Table 8-1. Hope Bay Mine Management Plans

Management Plans	Revision Date
Hope Bay – Mine Wide Plans	
Air Quality Management Plan	Apr-2019
Acid Rock Drainage and Metal Leaching Management Plan <i>Note: a stand-alone plan does not exist; the management of acid generation and metal leaching material is incorporated within the Quarry Management Plans, Waste Rock, Ore, and Mine Backfill Management Plan</i>	n/a
Aquatic Effects Monitoring Plan	Apr-2018
Care and Maintenance Plan ^(a)	Mar-2025
Community Involvement Plan	Dec-2026
Cultural Heritage and Natural Resources Management Plan	Dec-2017
Domestic Wastewater Treatment Management Plan	Mar-2022
Emergency Response Plan <i>Note: Referred to as the Emergency Response and Crisis Management Plan</i>	Mar-2024
Erosion Management Plan <i>Note: a stand-alone plan does not exist; erosion control management is incorporated within the respective Water Management Plans for Doris-Madrid and Boston sites</i>	n/a
Explosives Management Plan	Apr-2022
Groundwater Management Plan	Mar-2022
Hazardous Waste Management Plan	Mar-2020
Health and Safety Management Plan	Dec-2017
Human Resources Plan	Apr-2024
Hydrocarbon Contaminated Material Management Plan	Dec-2017
Incinerator Management Plan <i>Note: Referred to as the Incinerator and Composter Waste Management Plan</i>	Mar-2023
Landfarm Management and Monitoring Plan <i>Note: a stand-alone plan does not exist; landfarm management and monitoring is incorporated within the Hydrocarbon Contaminated Material Management Plan</i>	n/a
Non-hazardous Waste Management Plan <i>Note: Revised plan that includes Landfill approved by the NWB on April 25, 2025.</i>	Jan-2025
Noise Abatement Monitoring Plan <i>Note: a stand-alone plan does not exist; noise monitoring and abatement for the protection of people is under occupational health and safety management program which is reviewed by the WSCC Mines Inspector. For the protection of wildlife, its noise management is under the WMMP</i>	n/a
Oil Pollution Prevention Plan (OPPP) and Oil Pollution Emergency Plan (OPEP) ^(a)	Apr-2025

Management Plans	Revision Date
Quality Assurance Quality Control Plan	Mar-2024
Quarry Management and Monitoring Plan	Sep-2022
Road Management Plan Note: a stand-alone plan does not exist; road management is incorporated in the WMMP	n/a
Shipping Management Plan	Mar-2025
Spill Contingency Plan ^(a)	Mar-2025
Socio-Economic Monitoring Plan	Jun-2023
Surface Emergency Response Plan Note: Referred to as the Emergency Response and Crisis Management Plan	Mar-2024
Underground Emergency Response Plan Note: Referred to as the Emergency Response and Crisis Management Plan	Mar-2024
Waste Rock, Ore and Mine Backfill Management Plan	Mar-2024
Wildlife Mitigation and Monitoring Plan ^(a)	Apr-2025
Doris-Madrid Specific Plans	
Doris-Madrid Water Management Plan	Jan-2025
Phase 2 Doris Tailings Impoundment Area – Operations, Maintenance, and Surveillance Manual	Mar-2023
Doris-Madrid Interim Closure and Reclamation Plan	Nov-2024
Boston Specific Plans	
Boston Water Management Plan	Dec-2017
Boston Sewage Treatment Operations and Maintenance Management Plan	Sep-2017
Boston Tailings Management Area -Operations, Maintenance, and Surveillance Manual	Dec-2017
Boston Conceptual Closure and Reclamation Plan	Jan-2024
Water and Ore/Waste Rock Management Plan for Boston Site	Jan-2017

(a) = Updated plan provided in Appendix F of the Annual Report

References

- Agnico Eagle (Agnico Eagle Mines Limited). 2022. Hope Bay Project Quarry Management and Monitoring Plan. September 2022.
- Agnico Eagle. 2022. Hope Bay Project Ground Water Management Plan. March 2022.
- Agnico Eagle. 2024. Hope Bay Project Shipping Management Plan. Version 3. March 2024.
- Agnico Eagle. 2024. Hope Bay Project Waste Rock, Ore and Mine Backfill Management Plan. Version 11. March 2024.
- Agnico Eagle. 2024. Human Resources Plan. April 2024.
- Agnico Eagle. 2025. Hope Bay Project Wildlife Mitigation and Monitoring Plan. April 2025.
- Agnico Eagle. 2025. Hope Bay Spill Contingency Plan. Version 18. March 2025.
- Agnico Eagle. 2025. Oil Pollution Prevention/Oil Pollution Emergency Plan. Version 4. April 2025.
- Agnico Eagle. 2025. Doris TIA Operations, Maintenance and Surveillance Manual. March 2025.
- Agnico Eagle. 2025. Hope Bay Doris-Madrid Water Management Plan. Version 19a. January 2025.
- ERM (ERM Consultants Canada Inc.). 2023. Hope Bay Project: Socio-Economic Monitoring Program Plan Update. Project No. 0655864. June 2023
- ERM. 2025. Hope Bay Project: 2024 AEMP Annual Report. Prepared for Agnico Eagle Mines Limited. Reference No. 0738548-01. February 2025.
- ERM. 2025. Hope Bay Project 2024 Wildlife Mitigation and Monitoring Program Compliance Report. Prepared for Agnico Eagle Mines Limited. Ref No. 0738548-03. April 2025.
- ERM. 2025. Hope Bay Project: 2024 Socio-economic Monitoring Program (SEMP) Report. Project No. 0758076. April 2025.
- Minnow (Minnow Environmental Inc.). 2024. Agnico Eagle Hope Bay Mine Phase 2 Environmental Effects Monitoring Program Study Design. Prepared for Agnico Eagle Mines. January 2024.
- NIRB (Nunavut Impact Review Board). 2025. 2023-2024 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. February 2025.
- Nunami Stantec Limited. Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report. Prepared for Agnico Eagle Mines Limited. Project No. 160930542. March 2025.
- Points West (Points West Heritage Consulting Ltd.). 2024. Archaeological Investigations at the Hope Bay Project, Nunavut in 2024 Final Permit Report (NU Archaeologist's Permit 2024-09A)
- SRK (SRK Consulting). 2017. Geotechnical Design Parameters and Overburden Summary Report. Prepared by SRK Consulting.

SRK. 2018. Technical Specifications Earthworks and Geotechnical Engineering Hope Bay Project, Nunavut Canada Revision H – Issue for Construction. Prepared by SRK Consulting.

SRK (SRK Consulting). 2025. Site-Wide – 2024 Annual Geotechnical Inspections. Submitted to Agnico Eagle Mines Limited. Project reference: CAPR003066. March 26, 2025.

TMAC (TMAC Resources). 2017. Hope Bay Project Boston Water Management Plan.

TMAC. 2018. Hope Bay Project Aquatic Effects Monitoring Plan. October 2018

TMAC. 2019. Hope Bay Project Air Quality Management Plan. April 2019.

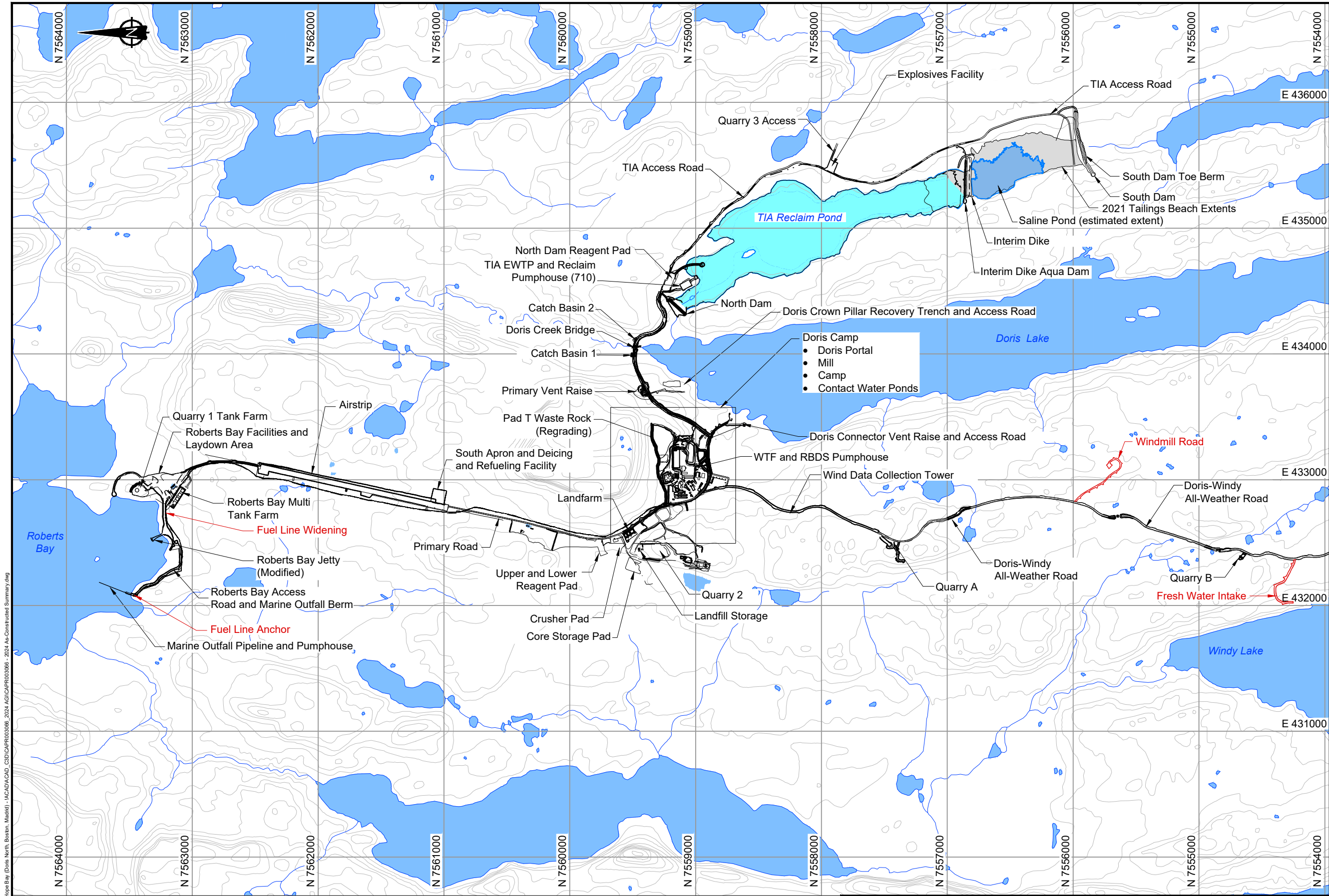
Wright and Hopky. 1998. Guidelines for the Use of Explosives In or Near Canadian Fisheries Water. Canadian Technical Report of Fisheries and Aquatic Sciences 2107. iv + 34pp.

Appendix A: Concordance

Upon issuance of the Project Certificate No. 003 in 2006, Appendix D of the Project Certificate was established. The development of “Appendix D” was to provide direction to the Proponent, NIRB, and applicable authorizing/Government agencies regarding the Monitoring Program established. The following table was approved and circulated on November 26, 2007 by the NIRB (NIRB Public Registry ID. 289702 and 289698).

Nunavut Impact Review Board Concordance Table – Appendix D of Project Certificate		
Reporting Requirements No. 003 and No. 009		Section
Submit an annual report to NIRB by April 30 th of each year the project is in operation until the post-closure phase. The report must contain, but is not limited to, the following information:	a. A summary of evidence indicating how the Proponent has carried out the project in relation to the terms and conditions contained within the Project Certificate;	Section 5
	b. A summary of the results from the PEAMP including:	Section 7
	i. An analysis regarding whether or not the project is operating in accordance with the predicted impacts identified in the FEIS or at the Final Hearing. This analysis should include: a) All relevant data (baseline and monitoring) to support impact predictions and effects conclusions b) An analysis of the effectiveness of mitigation measures and discussion regarding any necessary adaptive mitigation strategies employed c) Explicit conclusions related to whether or not the project is operating in accordance the predicted impacts identified in the FEIS or at the Final Hearing	
	ii. An analysis of the impact of the project upon the biophysical and socioeconomic environment	Section 7
	iii. Any modifications made to the PEAMP	Section 7
	c. Compliance status with all authorizations and applicable regulations and guidelines associated with the Project;	Section 6
	d. Identification of all authorizations obtained to date for the Project, including any requested renewals, updates, amendments or extensions to existing authorizations;	Section 2
	e. A summary of activities undertaken for the year, including any progressive reclamation work undertaken, and a work plan for the activities occurring in the following year – site photos should be provided where relevant;	Section 3 and 4
	f. A summary of community consultations undertaken and the results; and	Section 5, Project Certificate No. 009, Term and Condition 49
	g. A summary of site-visits by inspectors with results and follow-up actions.	Section 6.1

Appendix B: Site Layout



LEGEND

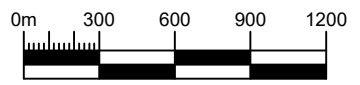
- Existing As-Constructed Infrastructure
- 2024 As-Constructed Infrastructure
- Tailings Beach Extents
- TIA Reclaim Pond

NOTES

- All units are in meters unless otherwise specified.
- Contours are shown at 10.0 m intervals.

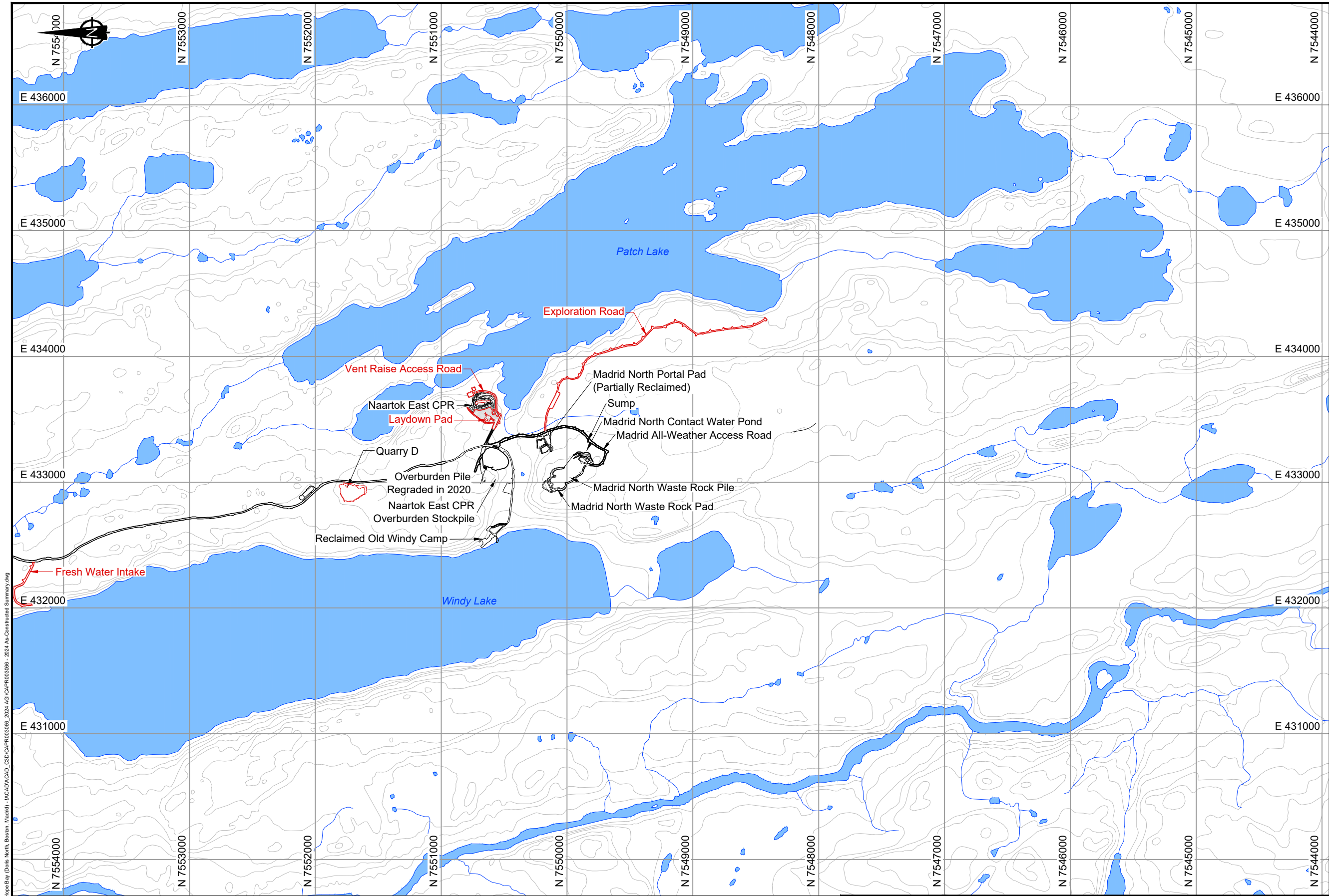
REFERENCES

NAD83 CSRS UTM Zone 13.
2024 As-constructed linework derived from drawings provided by Client. File name: 6213-005-210-001_RB.dwg.



C:\Users\thay\SRK Consulting\F5208 Hope Bay (Doris North, Boston, Madrid) - ACAD\ACAD_C3D\CAPR003066 - 2024 As-Constructed Summary.dwg

 SRK JOB NO.: CAPR003066 FILE NAME: CAPR003066 - 2024 As-Constructed Summary.dwg	 Hope Bay	2024 Annual Report		
		Doris Area 2024 As-Constructed Summary		
		DATE: February 2024	APPROVED: PDL	FIGURE: 01



LEGEND

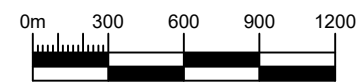
- Existing As-Constructed Infrastructure
- 2024 As-Constructed Infrastructure

NOTES

- All units are in meters unless otherwise specified.
- Contours are shown at 10.0 m intervals.

REFERENCES

NAD83 CSRS UTM Zone 13.
2024 As-constructed linework derived from drawings provided by Client. File name: 6213-005-210-001_RB.dwg.



C:\Users\thayes\SRK Consulting\F5208 Hope Bay (Doris North, Boston, Madrid) - \ACAD\ACAD_C3D\CAPR003066 - 2024 As-Constructed Summary.dwg



SRK JOB NO.: CAPR003066
FILE NAME: CAPR003066 - 2024 As-Constructed Summary.dwg



AGNICO EAGLE

Hope Bay

2024 Annual Report

Madrid North Area 2024
As-Constructed Summary

DATE: February 2025	APPROVED: PDL	FIGURE: 02
------------------------	------------------	---------------

Appendix C: Status Update with Project Certificate Commitments

Appendix C-1. Project Certificate No. 003 – Commitments made in 2006

The following commitments were made in 2006 during the issuance of Project Certificate No. 003. While Agnico Eagle acknowledges the importance of commitments, it is noted that these commitments were made in 2006 and have either been replaced by the IIBA, Management Plans, Project Terms and Conditions, or are outdated and feel it would be most efficient for all parties involved to no longer review and report on these types of commitments. Agnico Eagle has marked commitments deemed as complete and rationale for removal for the exclusion from the commitment list moving forward to facilitate the review and tracking of past commitments.

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
AIR QUALITY			
1. Use of an aggressive fuel conservation effort;	Fuel use is monitored, and where possible consumption is reduced to limit air emissions.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 4.2)	Complete
2. Use of a brine solution for dust suppression in the underground mine;	There were no underground workings in 2024 due to Care and Maintenance.	Suggest the removal as this has been incorporated into the existing and approved Waste Rock, Ore and Mine Backfill Management Plan (Section 2.6) and Groundwater Management Plan.	Complete
3. Use of coarse rock in roads, airstrip, building pads and laydown areas to minimize dust during construction;	All pads and roads constructed in 2024 were built using coarse rock.	Suggest the removal as this has been incorporated into the existing and approved Waste Rock, Ore and Mine Backfill Management Plan (Section 3.2)	Complete
4. Driving at designated speeds on site roads;	The speed limit is 40 km/hr (or less) on all Mine roads. To enforce speed limits, on-site security team completes speed checks, will stop people, give warnings, as well as report to managers	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.2.3, 2.2.4)	Complete
5. Application of water to roadways to reduce dust from ore and waste rock haulage and grading to a minimum;	Dust suppressants were applied on an as-needed basis between May 2024 and September 2024.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
6. Installation of dust covers, sonic sprays, etc. to suppress dust generation from equipment in the crushing facility;	Mill was not operational in 2024 due to Care and Maintenance.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 5)	Complete
7. Installation of a dust scrubber on the smelting off-gas stream;	Not applicable	Suggest the removal as there is no smelting associated with the Doris mine.	Complete
8. Submerged release of tailings deposition to avoid tailings dust emissions;	Due to the change to sub-aerial tailings this commitment is no longer appropriate to the project design as approved by the most recent amendment.	Suggest the removal as there have been approved changes in project design and are no longer applicable.	Complete
9. Installation of a waste oil burner unit equipped with a settling tank and filter system for particulate removal from the waste oil;	In compliance.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
10. Regular servicing of all mobile and stationary engines to maintain efficiency;	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
11. Proper equipment maintenance; and	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
12. Adherence to all permits, authorizations, and approvals.	Adheres to Project Certificates, Water Licenses, Leases, Permits, for the Hope Bay Mine, along with applicable guidelines and regulations.	Suggest the removal as this has been resolved with Project Certificate No. 003, Term and Condition No. 3.	Complete
NOISE			
1. Buildings, structures and material stockpiles will act as physical barriers to noise particularly for outdoor exposed equipment;	This is not a commitment.	Suggest the removal as this is a statement rather than a commitment.	Complete
2. Most powered equipment will be enclosed in insulated buildings;	Where possible, and applicable, powered equipment is enclosed in buildings.	Suggest the removal as this is part of best management practices rather than a commitment.	Complete
3. Proper equipment maintenance;	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
4. There will be noise monitoring in the mill for occupational health and safety;	Mill was not operational in 2024 due to Care and Maintenance.	Suggest the removal as this has been resolved with Project Certificate No. 003, Term and Condition No. 29. Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 4.	Complete
5. The on-site Environmental Manager will also conduct routine inspections of the Project operations and look for possible mitigation opportunities; and	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	Suggest the removal as this has been incorporated into existing and approved WWMP (Section 2.2.2).	Complete
6. Adherence to all permits, authorizations, and approvals.	Adheres to Project Certificates, Water Licenses, Leases, Permits, for the Hope Bay Mine, along with applicable guidelines and regulations.	Suggest the removal as this has been resolved with Project Certificate No. 003, Term and Condition No. 3.	Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
WATER QUALITY – TOTAL SUSPENDED SOLIDS			
1. Installing silt curtains in localized areas of permafrost degradation;	Best practices are employed for water management.	Suggest the removal as this has been incorporated into existing and approved Doris-Madrid Water Management Plan (Section 3.1.1, 4.1.1, 5.2). Suggest the removal as commitments have been addressed through the Water Licence 2AM-DOH1335.	Complete
2. Applying geo-textile materials or rip rap to areas where slumping is observed to stabilize the shoreline.	Completed Annual Geotechnical Inspections in 2024 for Doris Infrastructure, including the TIA.	Suggest the removal as this has been incorporated into existing and approved Doris-Madrid Water Management Plan (Section 3.1.1, 4.1.1, 5.2). Suggest the removal as commitments have been addressed through the Water Licence 2AM-DOH1335.	Complete
WATER QUALITY – RUNOFF			
3. Identifying and using quarry rock that has a low acid generation and metal leaching potential;	Agnico Eagle has approved methodologies for testing quarried rock for acid generation and metal leaching potential (i.e., Quarry Management and Monitoring Plan).	Suggest the removal as this has been incorporated into existing and approved Quarry Management Plan (Section 2.1.1, 2.2).	Complete
4. Implementing industry best practice methods for explosives use, which will limit residual nitrite and nitrate present in quarried and waste rock;	Best practices are employed for blasting and explosive use.	Suggest the removal as this has been incorporated into existing and approved Quarry Management Plan (Section 2.1.2, 2.2.3).	Complete
5. Completing winter construction of the roads and building pads, which will mitigate the risk of sediment release during construction; and	Where possible, construction of pads and roads was completed during winter months to avoid sediment release.	Suggest removal as this is not a commitment rather an alternative mitigation measure.	Complete
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.	Best practices are employed for water management.	Suggest the removal as this has been incorporated into existing and approved Doris-Madrid Water Management Plan (Section 3.1.1, 4.1.1, 5.2).	Complete
PERMAFROST			
1. Additional thermistors will be installed during construction; and	Thermistors have been installed at existing infrastructure and are monitored by the Engineering and Environmental department. Further, they are inspected as part of the Annual Geotechnical Inspections which was completed in 2024 for Doris Infrastructure, including the TIA.	Suggest the removal as these commitments have been addressed through the Water Licence 2AM-DOH1335 and Project Certificate No. 009, Term and Condition No. 9	Complete
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.	Thermistors have been installed at existing infrastructure and are monitored by the Engineering and Environmental department. Further, they are inspected as part of the Annual Geotechnical Inspections which was completed in 2024 for Doris Infrastructure, including the TIA	Suggest the removal as these commitments have been addressed through the Water Licence 2AM-DOH1335 and Project Certificate No. 009, Term and Condition No. 9	Complete
VEGETATION			
1. Avoiding, or reducing, impacts to vegetation units during project planning by reusing previously disturbed areas, where possible;	Agnico Eagle avoided reducing and disturbing habitats where possible.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.4, 2.11)	Complete
2. Avoiding, or reducing, impacts to rare species;	Agnico Eagle avoided reducing and disturbing habitats where possible.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.17	Complete
3. Implement dust suppression methods (i.e., spraying with water) on the airstrip and roads during the snow/ice free period.	Dust suppressants were applied on an as-needed basis between May 2024 and September 2024.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
4. Apply water to roadways to reduce dust from ore and waste rock haulage and minimizing grading;	Dust suppressants were applied on an as-needed basis between May 2024 and September 2024.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
5. Install dust covers and sonic sprays to suppress dust generation from equipment in the crushing facility;	Mill was not operational in 2024 due to Care and Maintenance.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 5)	Complete
6. Install a dust scrubber on the smelting off-gas stream;	Not applicable as in Care and Maintenance; however, dust scrubber has been installed, and vents to the inside of the mill building, not to the outdoors.	Suggest the removal as this has been executed.	Complete
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;	Agnico Eagle continues to report on reclamation activities. Further, Agnico Eagle maintains site visits with the KitIA and assesses progressive reclamation efforts as per the Term and Condition.	Suggest the removal as this has been incorporated into existing and approved Interim Closure and Reclamation Plan (Section 4.5.2 and 4.5.5) Suggest the removal as these commitments have been addressed through the Water Licence 2AM-DOH1335 Part J, Item 16	Complete
8. Allow areas to revegetate during operations (e.g., progressive) and promoting natural vegetation regeneration throughout the mine life; and	In compliance, natural revegetation is promoted.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.8 Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.18	Complete
9. Using adaptive management approaches to ensure that advances in revegetation research are included in final closure planning efforts.	Natural revegetation is promoted; Hope Bay is not in final closure in 2024.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.8 Suggest the removal as this has been resolved with Project Certificate No.	Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
		009, Term and Condition No.18	
JETTY			
1. Constructing the jetty of clean, crushed rock that has been certified as having low acid generation potential and low metal leaching potential;	No longer active; current commitment has been executed.	Suggest removal as the commitments have been fulfilled. The jetty has been constructed in accordance with the commitment and is being monitored according to the legal requirements of the Fisheries Act Authorization.	Complete
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;	No longer active; current commitment has been executed.	Suggest removal as the commitments have been fulfilled. The jetty has been constructed in accordance with the commitment and is being monitored according to the legal requirements of the Fisheries Act Authorization.	Complete
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	No longer active; current commitment has been executed.	Suggest removal as the commitments have been fulfilled. The jetty has been constructed in accordance with the commitment and is being monitored according to the legal requirements of the Fisheries Act Authorization.	Complete
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.	No longer active; current commitment has been executed.	Suggest removal as the commitments have been fulfilled. The jetty has been constructed in accordance with the commitment and is being monitored according to the legal requirements of the Fisheries Act Authorization.	Complete
CARIBOU			
1. Integration of Inuit Qaujimagatuqangit into monitoring programs;	Agnico Eagle meets with the IEAC yearly and incorporates feedback into respective plans and project planning.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 43.	Complete
2. Restricting the mine surface footprint to a small and confined area of 53 ha;	Not applicable.	Suggest removal of this commitment as the Hope Bay Project has evolved and has been revaluated since 2006 approval and footprint has changed.	Complete
3. Minimizing the amount of clearing;	Agnico Eagle avoided reducing and disturbing habitats where possible.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.4, 2.11)	Complete
4. Reduce noise by use of muffled exhaust systems;	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
5. All diesel-powered equipment will meet emission guidelines;	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
6. Minimum flying altitude of 300 m above ground level for cargo and passenger aircraft outside of the Project area;	In compliance.	Suggest the removal as this has been incorporated into existing and approved WMMP (Table 2.2-1, Table 2.2-2)	Complete
7. Vehicles restricted to designated roads and prepared work areas (<i>i.e.</i> , recreational use of off-road vehicles is prohibited);	Roads are followed and Agnico Eagle does not partake in recreational use of off-road vehicles on-site.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.4)	Complete
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);	Dust suppressants were applied on an as-needed basis between May 2024 and September 2024.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 2.2)	Complete
9. Install dust covers and sonic sprays to suppress dust generation from equipment in the crushing facility;	Mill was not operational in 2024 due to Care and Maintenance.	Suggest the removal as this has been incorporated into existing and approved Air Quality Management Plan (Section 5)	Complete
10. Install a dust scrubber on the smelting off-gas stream;	Not applicable as in Care and Maintenance; however, dust scrubber has been installed, and vents to the inside of the mill building, not to the outdoors.	Suggest the removal as this has been executed.	Complete
11. Conducting pre-project surveys to identify wildlife sensitive locations and protected areas for avoidance;	Wildlife residence (bird nests and dens) preclearing surveys were completed in 2024 as vegetation clearing/ground disturbance activities took place.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.5)	Complete
12. Reclaiming areas during operations (<i>e.g.</i> , progressive) and promoting natural vegetation regeneration throughout the mine life;	In compliance, natural revegetation is promoted.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.8 Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.18	Complete
13. Wildlife awareness and sensitivity training for on-site personnel;	Employees and personnel on-site are provided with respect to wildlife on-site training and awareness.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.1).	Complete
14. Participation in the Bathurst Caribou Management Committee;	The Bathurst Caribou Management Committee no longer exists. It was put in place to establish a herd management plan. The plan has been developed and it being implemented now by the Advisory Committee whereby there is not really an identified role for industry in this Advisory Committee now: https://www.gov.nt.ca/ecc/en/services/barren-ground-caribou/bathurst-caribou-management-plan#:~:text=Bathurst%20Caribou%20Advisory%20Committee,-The%20BCAC%20was&text=It%20is%20made%20up%20of,with%20the%20Bathurst%20Caribou%20Herd.The Bathurst Caribou Management Plan contains a reference to the creation of the Bathurst Range Plan.https://www.gov.nt.ca/ecc/sites/ecc/files/resources/bathurst_caribou_management_plan_aug_2021_1.pdf	Suggest the removal as per the details provided in the 2023 Update.	Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
	Agnico Eagle did participate in the creation of the Bathurst Range Plan with the Chamber of Mines		
15. Implement caribou crossing locations along the road based on local information from the Hunters and Trappers Associations and KIA, among others;	Current commitment has been executed.	Suggest the removal as this has been incorporated into existing and approved WMMP (Sections 2.2.3). Further, the KitlA had noted 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 KitlA 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).	Complete
16. Give caribou the right-of-way (i.e., all vehicles must stop when wildlife are on the road or approaching);	This is a standard operating procedure as per WMMP.	Suggest the removal as this has been incorporated into existing and approved WMMP (Sections 2.1, 2.2.3, 2.2.4, 2.6 Table 2.2-1).	Complete
17. Allowing natural encroachment of vegetation on and near roads, airstrip, and the active mine site;	In compliance, natural revegetation is promoted.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.8 Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No.18	Complete
18. Use of Inukshuks or other initiatives determined through consultation with Elders to deter caribou from site;	Part of ongoing mitigations and discussions with IEAC.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 43. Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.2.6)	Complete
19. Establishing and enforcing speed limits;	The speed limit is 40 km/hr (or less) on all Mine roads. To enforce speed limits, on-site security team completes speed checks, will stop people, give warnings, as well as report to managers	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.2.3, 2.2.4)	Complete
20. Implementing procedures for the safe removal of caribou from hazardous areas (e.g., roads and airstrip); and	Standard operating procedures as per WMMP.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.9, Table 2.2-1)	Complete
21. Warning drivers when caribou are moving through the area.	Notification is communicated on-site through radios.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.2.5)	Complete
GRIZZLY			
1. Integrate Inuit Qaujimajatuqangit into education, monitoring, and response programs;	Agnico Eagle meets with the IEAC yearly and incorporates feedback into respective plans and project planning.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 43.	Complete
2. Education and reinforcement of proper waste management practices to all workers and visitors to the site;	Appropriate waste management areas throughout site and waste management best practices are reiterated at site.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.8) Suggest the removal as this has been incorporated into existing and approved Non-hazardous Waste Management Plan (throughout document) Suggest the removal as this has been incorporated into existing and approved Hazardous Waste Management Plan (throughout document)	Complete
3. Implement appropriate waste management protocols, including burning all food wastes in an oil-fired incinerator;	Standard operating procedures per the latest Incinerator and Composter Waste Management Plan (NIRB Public Registry ID No. 344847).	Suggest the removal as this has been incorporated into existing and approved Incinerator and Composter Waste Management Plan (throughout document) Suggest the removal as this has been incorporated into existing and approved Non-hazardous Waste Management Plan (throughout document)	Complete
4. Eliminate attractants (e.g. food waste, oil products) at the landfill site;	Landfill will be constructed in 2025; however, Agnico Eagle does manage waste according to Non-hazardous Waste Management Plan, which includes reducing attractants.		Ongoing
5. Separation of food waste and non-food waste at source;	Appropriate waste management areas throughout site and waste management best practices are reiterated at site	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.8) Suggest the removal as this has been incorporated into existing and approved Non-hazardous Waste Management Plan (throughout document)	Complete
6. Appropriate fencing around the landfill area;	Landfill will be constructed in 2025.	Fencing is no longer recommended as the landfill is for non-hazardous waste only: attractants will be minimized by design.	Ongoing
7. Burn waste oil in waste-oil furnaces or taken off-site for recycling;	Waste materials backhauled off-site are regulated by the Transportation of Dangerous Goods Act. In 2024, empty cargo aircraft were utilized for waste backhaul from the Doris Camp throughout the year. About 10 m3 of waste Kitchen Grease was backhauled on empty cargo aircraft was received by Buffalo Airways Ltd. in Yellowknife for recycling in waste oil heaters at that facility.	Suggest the removal as this has been incorporated into existing and approved Hazardous Waste Management Plan (Section 3.3, 4, Table 4.1)	Complete
8. Designate contained areas for worker lunch and coffee breaks;	Policies and management actions that are undertaken by all employees and personnel site, such as: bear awareness training, education related to the dangers of improper food waste disposal, no feeding policy, no littering policy, etc. are communicated	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.1)	Complete



2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
9. Educate people on the risk associated with feeding wildlife and careless disposal of food garbage.	Polices and management actions that are undertaken by all employees and personnel site, such as: bear awareness training, education related to the dangers of improper food waste disposal, no feeding policy, no littering policy, etc. are communicated	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.1)	Complete
10. Ongoing review of the efficacy of the waste management program and adaptive improvement.	Continuous review of policies and procedures is part of standard operating procedures.	Suggest the removal as this has been incorporated into existing and approved Non-hazardous Waste Management Plan (Section 5.2). Suggest the removal as this has been incorporated into existing and approved Hazardous Waste Management Plan (Section 5.1).	Complete
BREEDING BIRDS AND WATERFOWL			
1. Conduct land clearing for site infrastructure (e.g., building pad construction and roads) outside of the breeding season;	Wildlife residence (bird nests and dens) preclearing surveys were completed in 2024 as vegetation clearing/ground disturbance activities took place.	Suggest the removal as this has been incorporated into existing and approved WMMP (Table 2.5-1).	Complete
2. Prevent nesting on mine infrastructure and man-made structures; and	Wildlife residence (bird nests and dens) preclearing surveys were completed in 2024 as vegetation clearing/ground disturbance activities took place.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 27. Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.5, 3.1.10, 3.1.11)	Complete
3. If a nest site is established and eggs are present, avoid the nest as much as possible and monitor for nest success.	No interactions involving upland breeding birds were recorded in 2024.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 27. Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.5, 3.1.10, 3.1.11)	Complete
RAPTORS			
1. Integrate Inuit Qaujimajatuqangit into education, monitoring, and response programs;	Agnico Eagle meets with the IEAC yearly and incorporates feedback into respective plans and project planning.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 43.	Complete
2. Prevent raptors from nesting on mine infrastructure;	In compliance.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 27. Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.5, 3.1.12)	Complete
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.	No raptor nests were identified incidentally in 2024, and no interactions or incidents occurred.	Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 27. Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.5, 3.1.12)	Complete
4. Establishing and enforcing speed limits; and	The speed limit is 40 km/hr (or less) on all Mine roads.	Suggest the removal as this has been incorporated into existing and approved WMMP (Section 2.2.3, 2.2.4)	Complete
5. Reporting all accidental deaths or injury to raptors as a result of vehicle or aircraft collisions, so that mitigation can be adaptively managed.	No incidents, interactions, or mortalities with raptors were recorded in 2024 (Appendix D-3 of the 2024 Annual Report). As reported in the 2021 Compliance Report (NIRB Public Registry ID: 339237), there was one mortality due to being struck by a vehicle. In 2024, 2023, 2022, 2020, 2019 there were no collisions with vehicles or aircraft. Over the past 5 years, there has been only one collisions with vehicle or aircraft; thus, no adaptive management is needed at this time.	Suggest the removal as this has been resolved with Project Certificate No. 003, Term and Condition No. 23 and No. 25. Suggest the removal as this has been resolved with Project Certificate No. 009, Term and Condition No. 23.	Complete
ARCHAEOLOGY			
1. All construction activity in the vicinity of the remains will cease immediately;	Was not triggered in 2024.	Suggest the removal as this commitment is superseded by the applicable regulatory requirements and the IIBA. Agnico Eagle wishes to avoid any potential for inconsistency with applicable regulatory requirements and with the commitments under the IIBA.	Complete
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;	Was not triggered in 2024.	Suggest the removal as this commitment is superseded by the applicable regulatory requirements and the IIBA. Agnico Eagle wishes to avoid any potential for inconsistency with applicable regulatory requirements and with the commitments under the IIBA.	Complete
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	Was not triggered in 2024.	Suggest the removal as this commitment is superseded by the applicable regulatory requirements and the IIBA. Agnico Eagle wishes to avoid any potential for inconsistency with applicable regulatory requirements and with the commitments under the IIBA.	Complete
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	Was not triggered in 2024.	Suggest the removal as this commitment is superseded by the applicable regulatory requirements and the IIBA. Agnico Eagle wishes to avoid any potential for inconsistency with applicable regulatory requirements and with the commitments under the IIBA.	Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
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 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.	Employees and personnel on-site are provided with on-site heritage resources training and awareness.	Suggest the removal as this has been incorporated into existing and approved Heritage Resources Protection Plan (Section 3.4, Appendix A, Appendix B).	Complete
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;	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	Suggest removal as these commitments are superseded by the applicable regulatory requirements, the IIBA, and Human Resource Management Plan.	Complete
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;	As part of the Mines Safety Act, Agnico Eagle is required to maintain qualified medical personnel on-site.		Complete
3. Emergency response and contingency plans are in place for medical evacuation if required;	Agnico Eagle adheres to the Emergency Response and Crisis Management Plan, which includes plans for medevac.		Complete
4. Alcohol and drug education will be provided to all employees and the site will continue to be an alcohol and drug free operation;	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required.		Complete
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;	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel.		Complete
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;	Agnico Eagle adheres to the Emergency Response and Crisis Management Plan, as well as the Health and Safety Management Plan.		Complete
7. All Project contractors and subcontractors are bound to the guidelines, procedures and protocols developed by Miramar (<i>the Proponent</i>);	Agnico Eagle confirms contractors and subcontractors are bound to the guidelines, procedures and protocols developed for the Company.		Complete
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;	The Country Food Kitchen remained open, but Nunavummiut employees used it infrequently. It is estimated to have been used about five times per year (Appendix D-3 of the 2024 Annual Report).		Complete
9. To avoid employee injury, Miramar (<i>the Proponent</i>) will ensure that safety is the highest priority for the Project;	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel		Complete
10. Miramar (<i>the Proponent</i>) will ensure transportation equipment is regularly inspected for safety; and	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan.		Complete
11. Miramar (<i>the Proponent</i>) will take safety into account when planning contractor delivery schedules.	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan.		Complete
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;	Agnico Eagle adheres to the Emergency Response and Crisis Management Plan.	Suggest removal of items as these are addressed in the Human Resources Plan and/or are superseded by the IIBA.	Complete
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	Agnico Eagle adheres to the Human Resources Plan and IIBA.		Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
3. Miramar(<i>the Proponent</i>) will provide counseling and life skills Training workshops.	Agnico Eagle adheres to the Human Resources Plan and IIBA.		Complete
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.	The IIBA as agreed between Agnico Eagle and the KitlA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an Employee and Family Assistance Program (EFAP) was established in 2014 and continues to be available to Agnico Eagle employees.	Suggest removal of items as these are addressed in the Human Resources Plan and/or are superseded by the IIBA.	Complete
2. Miramar (<i>the Proponent</i>) plans to keep family groups or community groups of workers together for support while away from home;			Complete
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;			Complete
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;			Complete
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;			Complete
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;			Complete
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			Complete
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.			Complete
EMPLOYMENT			
1. Provide the support of a Manager, Community Relations to support community liaison and facilitate workers integration into the work force;	The IIBA as agreed between Agnico Eagle and the KitlA includes Schedule E “Employment” which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	Suggest removal of items as these are superseded by the IIBA, Project Certificate, and Human Resources Plan.	Complete
2. Provide a workplace where individuals are treated in a fair, equitable and respectful manner in order to attract and retain workers;			Complete
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. MHBL (<i>the Proponent</i>) will consider fights to other communities as appropriate to attract and retain Inuit workers;			Complete
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;			Complete
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;			Complete
6. Work with 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;			Complete
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;			Complete
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;			Complete
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			Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
manner so they do not consider leaving the company;			
10. Provide ongoing support for employees of the four key communities and other northern hires that recognize cultural differences at the worksite;			Complete
11. Identify and communicate project employment opportunities early in project development;			Complete
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;			Complete
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;			Complete
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;			Complete
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;			Complete
16. Establish on-the-job support systems and resources to help develop worksite and life skills;			Complete
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			Complete
18. Work proactively with contractors, unions, communities, educational institutions, and government agencies to develop and recruit qualified workers.			Complete
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 their money.	An Employee and Family Assistance Program (EFAP) was established in 2014 and continues to be available to Agnico Eagle employees.	Suggest removal of this item as is superseded by the IIBA, and Human Resources Plan.	Complete
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;	The IIBA as agreed between Agnico Eagle and the KitlA includes Schedule E “Training and Education Opportunities” which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	Suggest removal of items as these are superseded by the IIBA, Project Certificate Terms and Conditions, and Human Resources Plan.	Complete
2. Establish on-the-job support systems and resources to help develop worksite and life skills;			Complete
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;			Complete
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;			Complete
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;			Complete
6. Continue annual Summer Camp for students to the Kimberlite Career and Technical Centre in Yellowknife to get exposure to trades and technology options;			Complete

2006 Commitments	2024 Update	Agnico Eagle Proposed Path Forward	Status
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;			Complete
8. Waive formal educational requirements, where appropriate, to reduce barriers for potential Inuit employees;			Complete
9. Support some trades training on-site where appropriate with the short life of mine;			Complete
10. Continue to provide scholarships in each of the key communities to encourage further education;			Complete
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;			Complete
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.			Complete
BUSINESS OPPORTUNITIES			
1. Provide an annual business opportunities forecast to local businesses to identify foreseeable procurement requirements;	The IIBA as agreed between Agnico Eagle and the KitlA includes Schedule F “Business and Contracting Opportunities” which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	Suggest removal of items as these are superseded by the IIBA and Project Certificate Terms and Conditions.	Complete
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;			Complete
3. Endeavour to pre-qualify the four key communities, and offer feedback and assistance in understanding how to fill gaps in their qualifications;			Complete
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;			Complete
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);			Complete
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;			Complete
7. Give particular emphasis to local content plans when evaluating bids, and subsequently awarding work and supply packages for the Project;			Complete
8. Ensure that awarded contracts are monitored by the IIBA Implementation Committee and actual contract awards are reviewed to track Inuit content;			Complete
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;			Complete
10. For Inuit owned businesses, waive bonding until a successful contractor is selected;			Complete
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;			Complete
12. Supply information about the four key communities and other northern businesses to potential contractors, in support of local content plans; and			Complete
13. Provide feedback to unsuccessful bidders from the four key communities and other northern communities to help them bid more successfully in the future.			Complete

Reference: NIRB (Nunavut Impact Review Board). 2024. 2022-2023 Monitoring Report Doris North Gold Mine and Phase 2 Hope Bay Belt Projects. NIRB File No. 05MN057 and 12MN001. January 2024.

Appendix C-2. Project Certificate Commitments – Phase 2 FH Commitments

The following commitments were made in 2017 FEIS Addendum Final Hearing. 003. Agnico Eagle acknowledges the importance of commitments; however, it is noted that many of the commitments have either been completed, replaced by the IIBA, Management Plans, Project Terms and Conditions, or are outdated. Agnico Eagle has marked commitments deemed as complete and should be excluded from the commitment list moving forward to facilitate the review and tracking of past commitments.

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
KIA	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 TIA and additional samples at reference sites. TMAC will produce a sampling plan for review by the KIA prior to construction.	Completed in collaboration with input from the KitIA. See the 2018 Wildlife Mitigation and Monitoring Report submitted March 28, 2019, Sections 5.2.1 and 5.3.1.	Suggest removal of this item as it is superseded by the WMMP.	Complete
KIA	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.	The health and safety of Hope Bay workers is overseen by the <i>Mines Safety Act</i> and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	Suggest removal of this item as it is superseded by the Health and Safety Management Plan.	Complete
KIA	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.	No action required at this time.	Will continue to track until completion.	Ongoing
KIA	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.	The WMMP provides an overview of invasive plant species management and reporting.	Suggest removal of this item as it is superseded by the WMMP.	Complete
KIA	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 (i.e., as per response to GN-20).	Monitoring for traffic is included in the WMMP (January 2025) and reported the WMMP Compliance Report (Appendix D-2 of the 2024 Annual Report).	Will continue to track until completion.	Ongoing
KIA	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.	To be considered in the future as operational plans at Madrid and or Boston develop.	Will continue to track until completion.	Ongoing
KIA	KIA-FEIS-12	TMAC commits to conducting additional migration surveys at the proposed wind turbine pad locations prior to construction (for baseline purposes), and during the appropriate survey time period to meet ECCC (2017) guidance and to capture peak migratory activity for raptors, waterbirds, and upland birds.	No turbines were constructed in 2024. Baseline work will be conducted prior to construction of turbines.	Will continue to track until completion.	Ongoing
KIA	KIA-FEIS-12	TMAC commits to designing the transmission line to meet the Edison Institute guidelines for reducing bird mortalities and line strikes.	No turbines or transmissions lines were constructed in 2024.	Will continue to track until completion.	Ongoing
KIA	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.	The use of Terrestrial Ecosystem maps to report Habitat Loss is included in the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
KIA	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.	Consultation commenced in 2018 and continued in 2019 with field work being conducted after perspectives and input were gained from the KIA and IEAC. A preferred offsetting option at Freshwater Creek has since been identified, adjacent to the community of Cambridge Bay.	Will continue to track until completion.	Ongoing
KIA	KIA-FEIS-14	TMAC will undertake field surveys in summer 2018 to ground-truth preliminary offsetting site options, and refine objectives, constraints, and opportunities associated with each site. These activities will contribute to preliminary gain calculations in support of the development of a Fisheries Offsetting Plan.	Surveys commenced in 2018 and continued in 2019 with field work being conducted after perspectives and input were gained from the KIA and IEAC. Results of the 2019 field program were reviewed with the IEAC in December 2019.	Will continue to track until completion.	Ongoing
KIA	KIA-FEIS-15	TMAC will apply adaptive management processes during monitoring. Should a high groundwater sensitivity case result in habitat losses that exceed those predicted for the base case, TMAC would apply an offsetting plan (as required by DFO) that is commensurate with these losses.	In consultation with DFO, KIA and IEAC, offsetting will be accomplished as required by DFO.	Will continue to track until completion.	Ongoing
KIA	KIA-FEIS-17	TMAC has re-considered applying an SSWQO for arsenic at this early juncture of the Madrid-Boston Project. Instead, it will monitor potential changes to arsenic	Arsenic is included as one of the water quality parameters to be monitored in the approved Hope Bay: Aquatic Effects Monitoring Plan (the Plan; TMAC	Suggest removal of this item as it is superseded by the AEMP.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		in the Project lakes through the AEMP.	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.		
KIA	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 Aimaakatalok Lake and Reference Lake B.	As stated in the approved Hope Bay: Aquatic Effects Monitoring Plan (Section 3.2-2; TMAC 2018), total and free cyanide will be monitored in Aimaakatalok Lake and Reference Lake B.	Suggest removal of this item as it is superseded by the AEMP.	Complete
DFO	DFO-3.1.1	TMAC will develop and provide watercourse and site-specific engineering plans to Fisheries and Oceans Canada (DFO), supported by measured or modelled stream flow data prior to construction.	No activity in 2024.	Will continue to track until completion.	Ongoing
DFO	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.	No activity in 2024.	Will continue to track until completion.	Ongoing
DFO	DFO-3.1.1	TMAC will work with DFO and abide by any monitoring and reporting requirements of the authorization if and when granted.	No activity in 2024.	Will continue to track until completion.	Ongoing
DFO	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.	Conducted as part of the approved Hope Bay: Aquatic Effects Monitoring Plan (TMAC 2018).	Suggest removal of this item as it is superseded by the AEMP.	Complete
DFO	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.	Freshwater pipeline infrastructure as it relates to the Madrid-Boston Mine is not yet scheduled.	Will continue to track until completion.	Ongoing
DFO	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). Representative fish species of each trophic level and their habitat utilization will be analyzed to ensure that all potential residual serious harm to fish and fish habitat that are part of or support commercial, recreational or Aboriginal fisheries as a result of the project are accounted for and adequately offset.	In consultation with DFO a marine and/or freshwater offset will be achieved. This will be achieved in consultation with KIA and IEAC.	Will continue to track until completion.	Ongoing
DFO	DFO-3.2.2	As part of the WMMP, TMAC will be preparing maps and descriptions of key bird habitats such as large marine bird colonies and Prince Leopold Island for supply vessel operators. TMAC commits to updating the guidance package for vessel operators to include information on sensitive marine mammal habitats in the Northwest Passage, as described in FEIS Figures 11.2.1 and 11.2.2, and Table 11.2.1. This information will be updated to include data published since the FEIS or provided by DFO [DFO has indicated to TMAC that this commitment does not fully address DFO-3.2.2].	These have been incorporated into the Hope Bay Shipping Management Plan.	Suggest removal of this item as it is superseded by the Shipping Management Plan.	Complete
DFO	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 in a DFO guidance document for Arctic waters. All mitigation is contingent on vessel safety [DFO has indicated to TMAC that this commitment does not fully address DFO-3.2.2].	Noted.	Will continue to track until completion.	Ongoing
ECCC	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.	This has been incorporated into the Hope Bay Air Quality Management Plan, Section 3.4. Stack testing was conducted in 2022 and will be conducted “if site activities change the potential to alter the waste stream” or in 2025, whichever comes first as per the Incinerator and Composter Waste Management Plan.	Suggest removal of this item as it is superseded by the Air Quality Management Plan and the Incinerator and Composter Waste Management Plan.	Complete
ECCC	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.	This has been incorporated into the Hope Bay Air Quality Management Plan, Section 5.0.	Suggest removal of this item as it is superseded by the Air Quality Management Plan.	Complete
ECCC	ECCC-4.1.3	TMAC commits to implementing continuous NO ₂ monitoring during peak construction and during a time in operations that designates lead up to and during peak operations. Monitoring results will be compared to the Canadian Ambient Air Quality Standards (CAAQS). The results of the monitoring program	This has been incorporated into the Hope Bay Air Quality Management Plan, Section 3.3 and B4.	Suggest removal of this item as it is superseded by the Air Quality Management Plan.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		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.			
ECCC	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.	This has been incorporated into the Hope Bay Air Quality Management Plan, Section 2.2.	Suggest removal of this item as it is superseded by the Air Quality Management Plan.	Complete
ECCC	ECCC-4.2.1	TMAC agrees to include a section in the 2018 WMMP listing the species at risk, and relevant mitigation.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
ECCC	ECCC-4.2.2	TMAC agrees to add the post-construction monitoring for the proposed wind turbine to the existing discussions with ECCC and interested parties on site-wide bird monitoring.	This will be done when wind turbines are constructed.	Will continue to track until completion.	Ongoing
ECCC	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.	This will be done when wind turbines are constructed.	Will continue to track until completion.	Ongoing
ECCC	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”.	This will be done when wind turbines are constructed.	Will continue to track until completion.	Ongoing
ECCC	ECCC-4.2.3	TMAC commits to updating the WMMP to include more detail on the existing monitoring and mitigation for waterbirds in the TIA, including: 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. 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. 3. If the baseline survey indicates that birds are using the TIA, TMAC will conduct a toxicological risk assessment in consultation with ECCC. 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 bird usage of the TIA by birds and will engage with the IEAC and ECCC on methods for deterrence of waterbirds.	Additional baseline surveys for waterbirds and shorebirds at the TIA occurred in 2018 and 2021 and the results can be found in the 2018 and 2021 WMMP compliance reports. The commitments were included in the WMMP, Section 3.1.11.2.	Suggest removal of this item as it is superseded by the WMMP.	Complete
ECCC	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.	Noted. In addition, ECCC has not approach Agnico Eagle on this scope.	Will continue to track until completion.	Ongoing
ECCC	ECCC-4.3.6	TMAC has re-considered its position of adopting a copper SSWQO for the Madrid-Boston Project, and will instead monitor potential changes to copper in the Project lakes through the AEMP.	Copper is included as one of the water quality parameters to be monitored in the approved Hope Bay: Aquatic Effects Monitoring Plan (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.	Suggest removal of this item as it is superseded by the AEMP.	Complete
ECCC	ECCC-4.3.7	TMAC has re-considered applying an SSWQO for arsenic at this early juncture of the Madrid-Boston Project. Instead, it will monitor potential changes to arsenic in the Project lakes through the AEMP.	Arsenic is included as one of the water quality parameters to be monitored in the approved Hope Bay: Aquatic Effects Monitoring Plan (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.	Suggest removal of this item as it is superseded by the AEMP.	Complete
ECCC	ECCC-4.3.10	TMAC will update the Madrid-Boston AEMP with an Aquatic Response Framework similar to the approach taken for the Doris AEMP. The updated AEMP will be provided to the interested parties prior to the May Final Hearing in Cambridge Bay.	The approved Hope Bay: Aquatic Effects Monitoring Plan includes a Response Framework (Section 4) similar to the approach taken for the Doris AEMP.	Suggest removal of this item as it is superseded by the AEMP.	Complete
ECCC	ECCC-4.3.10	TMAC will improve the harmonization between the AEMP and MMER programs in the updated Madrid-Boston AEMP.	The approved Hope Bay: Aquatic Effects Monitoring Plan harmonizes the AEMP and MDMER programs by incorporating all sampling programs under one cover.	Suggest removal of this item as it is superseded by the AEMP.	Complete
ECCC	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.	Similar to the approach taken for the Doris AEMP, the approved Hope Bay: Aquatic Effects Monitoring Plan (TMAC 2018) includes a Response Framework (Section 4) that provides environmental thresholds or conditions that must be met for the exceedance of a low action level. If these thresholds are exceeded, further management action would be triggered.	Suggest removal of this item as it is superseded by the AEMP.	Complete
ECCC	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	The cargo dock was not constructed in 2024 and is not planned to be constructed in 2025.	Will continue to track until completion.	Ongoing

HOPE BAY			2024 ANNUAL REPORT – NIRB		
Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		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.			
ECCC	ECCC-4.3.12	TMAC maintains that the updating of predictive models will be used as adaptive management to refine closure requirements or substantial changes to the Project design. TMAC will update near-field mixing modelling and water quality predictions in the receiving environment of Roberts Bay if substantial 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 licensing stage.	Overall, the mechanisms behind the water and load balance appear to be well calibrated to observed conditions at Hope Bay in 2024 (SRK Consulting. Doris Mine – 2024 Annual Water and Load Balance Assessment. March 20, 2025).	Will continue to track until completion.	Ongoing
GN	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.	This item was resolved with Project Certificate No. 009, Term and Condition No. 47a.	Suggest removal of this item as it is superseded by PC No. 009, T&C No. 47a.	Complete
GN	GN-03	TMAC will continue to inform workers of the range of health services available on-site throughout the life of the Project.	This item was resolved with Project Certificate No. 009, Term and Condition No. 47b.	Suggest removal of this item as it is superseded by PC No. 009, T&C No. 47b.	Complete
GN	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.	This item was resolved with Project Certificate No. 009, Term and Condition No. 47c.	Suggest removal of this item as it is superseded by PC No. 009, T&C No. 47c.	Complete
GN	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 contacting the other to request an updated estimate of territorial taxes.	No major changes to Mine-related tax payments have occurred to date. Agnico Eagle continues to annually report payments to the Government of Nunavut and others as part of Government of Canada <i>Extractive Sector Transparency Measures Act</i> compliance: https://www.nrcan.gc.ca/our-natural-resources/minerals-mining/mining-resources/extractive-sector-transparency-m/links-estma-reports/18198 .	Will continue to track until completion.	Ongoing
GN	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.	This item was resolved with Project Certificate No. 009, Term and Condition No. 49.	Suggest removal of this item as it is superseded by PC No. 009, T&C No. 49.	Complete
GN	GN-06	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. 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 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. The Proponent, reflecting the input of the Hope Bay Socio-Economic Working Group, shall produce an annual Hope Bay Socio-Economic Monitoring Plan report.	This item was resolved with Project Certificate No. 003, Term and Condition No. 28 This item was resolved with Project Certificate No. 009, Term and Condition No. 34	Suggest removal of this item as it is superseded by PC No. 003, T&C No. 28 and PC No. 009, T&C No. 34.	Complete
GN	GN-06	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.	This item was resolved with Project Certificate No. 003, Term and Condition No. 40.	Suggest removal of this item as it is superseded by PC No. 003, T&C No. 40.	Complete
GN	GN-07 & GN-11	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.	Agnico Eagle will continue to evaluate options for the delivery of financial management programs to Hope Bay workers.	Will continue to track until completion.	Ongoing

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
GN	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.	This item was resolved with Project Certificate No. 003, Term and Condition No. 47	Suggest removal of this item as it is superseded by PC No. 003, T&C No. 47.	Complete
GN	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>	<p>This item was resolved with Project Certificate No. 003 Term and Condition No. 46.</p> <p>This item was resolved with Project Certificate No. 009 Term and Condition No. 38.</p>	Suggest removal of this item as it is superseded by PC No. 003, T&C No. 46 and PC No. 009, T&C No. 38.	Complete
GN	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.	Agnico Eagle is committed to providing the GN Department of Family Services with a detailed listing of positions required for operations at Hope Bay. This information includes: position title, number of positions (by title), employment type (seasonal or permanent), education requirements, qualification requirements, and whether or not the training/education is available in Nunavut. As the project entered into Care and Maintenance in February 2022, the GN was contacted to communicate the future of the site and explain that there would be a net loss at Hope Bay and/or that there would be a transfer of positions in 2022 to other Agnico Eagle operations in Nunavut. This is still the case in 2024.	Will continue to track until completion.	Ongoing
GN	GN-08	<p>The Proponent's Human Resources shall make best efforts to collaborate with the Government of Nunavut's Career Development Officer, Regional Manager of Career Development, and Director of Career Development. Semi-annual calls, at 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.Long-term labour market plans to facilitate training in communities.	Noted. Agnico Eagle remains open to communications with the Government of Nunavut's two Kitikmeot based Career Development Officers, the Regional Manager of Career Development, and Director of Career Development. Regional Family Services officials are also on an email distribution of Nunavut project stakeholders and have received regular project updates in 2024.	Will continue to track until completion.	Ongoing
GN	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.	<p>This item was resolved with Project Certificate No. 003 Term and Condition No. 45.</p> <p>This item was resolved with Project Certificate No. 009 Term and Condition No. 41, 49.</p>	Suggest removal of this item as it is superseded by PC No. 003, T&C No. 45 and PC No. 009, T&C No. 41, 49.	Complete
GN	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.	This item was resolved with Project Certificate No. 009 Term and Condition No. 49.	Suggest removal of this item as it is superseded by PC No. 009, T&C No. 49.	Complete
GN	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 that focuses on enhancing employee understanding and access to housing options in the Project LSA.</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>	Agnico Eagle will re-establish efforts to deliver financial management training and disseminate homeownership information to Nunavut.	Will continue to track until completion.	Ongoing
GN	GN-13	<p>TMAC has already compared updated modelling results against the CCME CAAQS. The GN suggested commitment is not required.</p> <p>If the GN accepts the NO₂ CAAQS, TMAC will implement a program of continuous NO₂ monitoring to ensure adequate follow up of the proposed mitigation to meet the hourly average CAAQS for NO₂.</p>	Per the commitment, GN has already communicated this commitment is not required.	Suggest removal of this item as the GN has communicated tis commitment is not required.	Complete
GN	GN-14	a. TMAC will conduct noise measurements during quarry blasts at 2.8 and 4 km to confirm predictions.	This item was resolved with Project Certificate No. 009 Term and Condition No. 21 and the WMMP Compliance Report (appended to the Annual Report).	Suggest removal of this item as it is superseded by the WMMP and PC No. 009, T&C No. 21.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		<div>b. TMAC will confirm that the overpressure value of 96 L_{peak} dBZ will not be exceeded at 2,800 m from the location of the blast.</div> <div>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.</div> <div>d. TMAC will include methods in WMMP to determine potential calving ground overlap with the Project.</div>			
GN	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, and 60 days prior to operation of the proposed landfill.	This plan was updated and provided to parties for review through the NWB process. The Landfill will be constructed in 2025.	Will continue to track until completion.	Ongoing
GN	GN-16	<div>TMAC commits to an update of the Hazardous Waste Management Plan to:</div> <div><div>• Remove reference to disposal of hazardous waste within the Doris Tailings Impoundment Area.</div><div>• Remove reference to disposal of bottom ash generated from open burning and incineration in the underground mines.</div></div> <div>TMAC also clarifies that 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.</div>	This has been incorporated into the Hope Bay Hazardous Waste Management Plan.	Suggest removal of this item as it is superseded by the Hazardous Waste Management Plan.	Complete
GN	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.	Mitigation for rare plants is included in the revised WMMP and loss of special landscape features that may support rare species are reported in the WMMP Compliance Report.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-18(i)	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 for 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.	<div>This item was resolved with Project Certificate No. 003, Term and Condition No. 27</div> <div>This has been incorporated into the WMMP.</div>	Suggest removal of this item as it is superseded by the WMMP and PC No. 003, T&C No. 27.	Complete
GN	GN-18(ii)	<div>The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following:</div> <div><div>• The Project's effects on caribou movements will be monitored at a local scale using behavioral observations from height-of-land surveys and a snow track study.</div><div>• 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.</div></div> <div>The snow track study will be designed to estimate or index the 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.</div>	Behaviour observations and snow track surveys is included in the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-19	Following construction, 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 interveners for further assessment of potential road effects and for wildlife effects monitoring.	The AWR between Madrid and Boston has not been constructed.	Will continue to track until completion.	Ongoing
GN	GN-19	<div>The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following:</div> <div>Periodically during the Project, analyses of caribou road crossing behaviour will be conducted to examine crossing locations in relation to wildlife crossing structures. These analyses will use available data from collars, snow track surveys, and</div>	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		height-of-land monitoring. Results will be presented in annual reports.			
GN	GN-19	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Periodically during the Project, analyses of caribou road crossing behaviour will be conducted to examine crossing locations in relation to wildlife crossing structures. These analyses will use available data from collars, snow track surveys, and height-of-land monitoring. Results will be presented in annual reports.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-19	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: TMAC will implement a program to monitor and report snow bank heights along Project roads. This program 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.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-19	The power transmission line remains an outstanding issue between TMAC and the Government of Nunavut	No turbines or transmissions lines were constructed in 2024.	Will continue to track until completion.	Ongoing
GN	GN-20	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: A traffic monitoring and reporting program will be implemented to accurately estimate the rates and composition of all traffic using each of the Project's road segments (as identified in FEIS Vol. 3, Table 4.5-1) 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.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	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.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	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 for 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.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-22	The caribou-protection measure of a 1.5 km setback remains an outstanding issue between TMAC and the Government of Nunavut.	This item was resolved with Project Certificate No. 009 term and condition 22 "In collaboration with the Government of Nunavut, the Proponent shall specify within its Wildlife Mitigation and Monitoring Plan specific mitigation measures, trigger distances, and group size thresholds for the protection of caribou and muskox in proximity to project activities (e.g., blasting, heavy truck traffic, and aircraft)." The information relevant to this commitment was included in the revised WMMP.	Suggest removal of this item as it is superseded by the WMMP and PC No. 009, T&C No. 22.	Complete
GN	GN-23	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Prior to construction activities during denning season, surveys will be conducted to locate active big game dens within 1 km of the Project. Survey design will be informed by maps of high quality denning habitat that were included within the FEIS. If an active big game den is located within 1 km of construction activities, construction activities shall not begin until a den-site protection plan is developed in consultation with a Government of Nunavut Regional Manager of Wildlife. The plan will consider a 1 km no blasting or drilling buffer, 750 m for operation of heavy equipment, and 250 m for light vehicle traffic. Exceptions to these minimums may be implemented as part of a den-specific management plan and may require a	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		permit from the Government of Nunavut under sections 74 of the Nunavut <i>Wildlife Act</i> . During construction and operations, regular ground-based observations will be conducted regularly during the denning season to identify active big game den sites within 1 km of the Project that may require mitigation. All active big game dens within 1 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). A den-specific management plan for big game may include mitigation measures such as increased monitoring (to assess responses to disturbance and den success), speed limit reductions and posting of signs in proximity to the den, driver notifications, and avoidance during denning or den emergence.			
GN	GN-24(i)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: 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 development prior to construction to ensure sites have been accounted for from previous surveys.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-24(ii)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: a. If an active cliff nest is located within 1 km of planned construction activities, construction activities shall not begin until 1) a nest-site protection plan is developed in consultation with the Regional Manager of Wildlife (Government of Nunavut, Department of Environment). The plan will consider a 1 km no blasting or drilling buffer, 750 m for operation of heavy equipment, and 250 m for light vehicle traffic. Exceptions to these minimums may be implemented as part of a nest-specific management plan and may require a permit from the Government of Nunavut under sections 72 and 74 of the Nunavut <i>Wildlife Act</i> . Where a raptor builds a nest on project infrastructure such as a service building, the recommended cessation of construction activities within a no-disturbance buffer does not apply but development of a nest-specific management plan is recommended.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-24(iii)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: a. If an active cliff nest is located within 1 km of planned construction activities, construction activities shall not begin until 1) a nest-site protection plan is developed in consultation with the Regional Manager of Wildlife (Government of Nunavut, Department of Environment). The plan will consider a 1 km no blasting or drilling buffer, 750 m for operation of heavy equipment, and 250 m for light vehicle traffic. Exceptions to these minimums may be implemented as part of a nest-specific management plan and may require a permit from the Government of Nunavut under sections 72 and 74 of the Nunavut <i>Wildlife Act</i> . Where a raptor builds a nest on project infrastructure such as a service building, the recommended cessation of construction activities within a no-disturbance buffer does not apply but development of a nest-specific management plan is recommended.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-24(iv)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Throughout the life of the Project, all potential nest sites within 1 km of project activities will have a nest-specific management plan, developed in consultation with the GN Department of Environment.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-25(i)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: 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.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
GN	GN-25(ii)	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Helicopter flight logs will be collected 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. Facilitate other Project effects monitoring programs such as wildlife ZOI and movement studies.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-25(iii)	The Project's Wildlife Mitigation and Monitoring Plan shall be revised to clarify the following: That the 600m 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.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
GN	GN-26	The WMMP will be revised to clarify that driver rules used for caribou (as detailed in the WMMP; Figure 2.2-1 Driver Mitigation for Caribou) will be applied to muskoxen.	This has been incorporated into the WMMP.	Suggest removal of this item as it is superseded by the WMMP.	Complete
HC	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.	This is not a commitment.	Suggest to remove this item as it is not a commitment.	Remove
HC	HC-4.1.4	NO ₂ mitigation: Consideration of taller stacks at the Madrid North and Boston power plants to promote greater dispersion.	This is not a commitment.	Suggest to remove this item as it is not a commitment.	Remove
HC	HC-4.1.4	NO ₂ mitigation: Consideration for additional NO _x emissions reductions during detailed Project design. These may include energy efficiency methodologies, allowances in design for inclusion of future control technologies in power plant design, etc.	This is not a commitment.	Suggest to remove this item as it is not a commitment.	Remove
TC	TC-4.1.1	TMAC will comply with the regulations under Subpart 7 (307.01) of the Canadian Aviation Regulations (CARs).	This item was resolved with Project Certificate No. 003, Term and Condition No. 3	Suggest to remove this item as it is superseded by PC No. 003, T&C No. 3.	Complete
INAC	INAC-FC#3	TMAC will install and use silt curtains during in-water construction of the cargo dock as stipulated in FEIS volume 5, Section 10.5.3.2 unless directed otherwise by DFO during the regulatory phase.	Cargo dock was not constructed in 2024.	Will continue to track until completion.	Ongoing
INAC	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.	A revised ICRP (version 7.1) was submitted in September 2024 to address recommendations from parties. In the end, on November 19, 2024 this version of the ICRP was approved by the NWB. Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes.	Will continue to track until completion.	Ongoing
INAC	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 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.	The 2021 SEMP report based on the HB SEMP Plan was delivered to the Hope Bay Socio-Economic Monitoring Working Group in July 2022. An up-to-date SEMP report was provided in the 2023 Annual Report.	Will continue to track until completion.	Ongoing
INAC	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 the provisions of the Hope Bay Inuit Impact and Benefit Agreement (IIBA). Activities related to monitoring and development of mitigation, including use and disclosure of	This item was resolved with Project Certificate No. 009, Term and Condition No. 37.	Suggest to remove this item as it is superseded by PC No. 009, T&C No. 37.	Complete

Agency	NIRB Commitment ID	Commitment	2024 Update	Agnico Eagle Proposed Path Forward	Status
		information and data, will adhere to the SEWG Terms of Reference.			

Appendix C-3. Project Certificate Commitments – 2016 Commitments

GN Comment Number	Original GN Proposed Recommendation	TMAC Response	GN & TMAC Proposed Commitment	2024 Status Update
2 (Technical Comments)	GN needs reassurance that details of training and education program implementation will be made publically available.	Subject to approval by the KIA, 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.	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.	This information is available in the 2024 SEMP Report.
7 (Technical Comments)	<p>Add to the terms of reference:</p> <p>7) The DNSEMC, in collaboration with the K-SEMC, 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.</p> <p>8) In the event of premature (temporary or final) closure of the Project, the DNSEMC will continue all socio-economic monitoring responsibilities and agree on appropriate measures, to ensure that the impacts of premature closure are managed as best as possible.</p>	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, 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 the K-SEMC, in the event of premature (temporary or final) closure of the Project, 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.	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 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.	Final closure not expected to occur in 2025.
8 (Technical Comments)	<p>Add to the terms of reference:</p> <p>6) 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.</p>	Agrees that Project activities associated with the Doris Amendment will be subject to the existing Doris North Socio-Economic Monitoring Program (SEMP). 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.	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.	Noted.
2	The Proponent shall commit to communicate to the Government of Nunavut (GN) major decisions which may impact territorial tax revenues and respond to requests for information and input from GN finance officials regarding taxes. This will involve developing a protocol with the GN's Department of Finance that sees the parties convene on a pre-planned, periodic basis to exchange such relevant financial information as can be disclosed. The meetings should occur at the technical level and their timing should coincide with the Proponent's budgeting cycle including the annual budget (Q4 of each year) and the five-year life of mine planning cycle (Q3 of each year). The protocol will establish who is to be involved, when meetings will take place, and what topics will be discussed. The planned meetings will not preclude either party from contacting the other as necessary.	TMAC does not agree with the recommendations or proposed commitment as currently stated. The sharing of any Project information with the GN, such as business operations and financial information, must be mindful of and consistent with all regulatory requirements and legal obligations. Because of this, TMAC is restricted on the content and timing of the release of information to the GN. This includes, for example, details on tax payments from financial forecasts. TMAC is not prepared to make a specific commitment at this time regarding the type, content and timing of the business information that it will be able to share with the GN. TMAC is prepared to work cooperatively 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 fiscal outlooks and tax forecasts.	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.	This information is available in the 2024 SEMP Report.
3	The Proponent commits to collaborate with Department of Education headquarters staff on any initiatives relating to youth employment in their Human Resources Plan, and other programs that may relate to education in order to identify common points of interest and action, strategic planning that would help integrate the activity into the existing education program, and communication and delivery plans. A formal Memorandum of Understanding is not currently being considered for development, but both parties should remain open to the possibility of entering into one.	TMAC agrees to communicate with the Department of Education headquarters staff on any planned initiatives relating to youth employment in their Human Resources Plan, and other programs that may relate to education, in order to identify common points of interest and action that would help integrate the Proponent's activities into the existing education program, and communication and delivery plans. Further, any communication or collaboration between TMAC and the Department of Education is to be consistent with the commitments contained in the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA), including those commitments related to training and education, and recognize that, as defined by the IIBA, training and educational support is a shared responsibility between TMAC and the KIA.	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.	This information is available in the 2024 SEMP Report.

Appendix D: Compliance Monitoring Reports

(refer to standalone pdfs provided for this appendix)

**APPENDIX D.1: Q1-Q3 2024 ATMOSPHERIC COMPLIANCE MONITORING
PROGRAM REPORT – DORIS AND MADRID PROJECTS**

(refer to standalone pdf provided for this appendix)

**APPENDIX D.2: HOPE BAY PROJECT: 2024 WILDLIFE MITIGATION AND MONITORING
PROGRAM COMPLIANCE REPORT**

(refer to standalone pdf provided for this appendix)

**APPENDIX D.3: HOPE BAY PROJECT: 2024 SOCIO-ECONOMIC MONITORING
PROGRAM REPORT**

(refer to standalone pdf provided for this appendix)

APPENDIX D.4: HOPE BAY MINE ARCHAEOLOGICAL SITE STATUS REPORT 2024

(refer to standalone pdf provided for this appendix)

**APPENDIX D.5: HOPE BAY PROJECT: 2024 AQUATIC EFFECTS MONITORING
PROGRAM REPORT**

(refer to standalone pdf provided for this appendix)

Appendix E: Hope Bay Project 2024 Effluent Monitoring Reports

(refer to standalone pdf provided for this appendix)

Appendix F: Updated Monitoring and Management Plans

(refer to standalone pdfs provided for this appendix)

APPENDIX F.1: CARE AND MAINTENANCE PLAN

(refer to standalone pdf provided for this appendix)

APPENDIX F.2: OPPP/OPEP

(refer to standalone pdf provided for this appendix)

APPENDIX F.3: SPILL CONTINGENCY PLAN

(refer to standalone pdf provided for this appendix)

APPENDIX F.4: WATER MANAGEMENT PLAN

(refer to standalone pdf provided for this appendix)

APPENDIX F.5: WILDLIFE MITIGATION AND MONITORING PLAN

(refer to standalone pdf provided for this appendix)