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LIST OF ACRONYMS

AEMP	Aquatic Effects Monitoring Program
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
DFO	Fisheries and Oceans Canada
ECCC	Environment and Climate Change Canada
GN	Government of Nunavut
GN-DoE	Government of Nunavut – Department of Environment
GN-DCH	Government of Nunavut – Department of Culture and Heritage
GN-NHC	Government of Nunavut – Nunavut Housing Corporation
HBSEWG	Hope Bay Socio-Economic Working Group
HC	Health Canada
IEAC	Inuit Environmental Advisory Committee
IIBA	Inuit Impact and Benefits Agreement
KIA	Kitikmeot Inuit Association
KSEMC	Kitikmeot Socio-economic Monitoring Committee
NIRB	Nunavut Impact Review Board
NRCan	Natural Resources Canada
NWB	Nunavut Water Board
SEMC	Socio-Economic Working Committee
SEMWG	Socio-Economic Working Group
TIA	Tailings Impoundment Area
TC	Transport Canada
WSCC	Workers’ Safety and Compensation Commission
WMMP	Wildlife Mitigation and Monitoring Plan

1. INTRODUCTION

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

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

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

This report provides findings that resulted from the Board's monitoring program for the Doris North Gold Mine Project and Phase 2 Hope Bay Belt Project (the Hope Bay Projects) from October 1, 2024 to September 30, 2025.

1.1. Project Overview

1.1.1. Project Components

The Hope Bay properties are located in the West Kitikmeot region of Nunavut, approximately 110 kilometres (km) south of Cambridge Bay and 65 km east of Omingmaktok (Bay Chimo). Doris North sits at the northern end of the Hope Bay Belt, while Phase 2 includes the Madrid North and South sites (8 km south of Doris) and the Boston site (80 km further south) (Figures 1 and 2). Both projects involve developing underground gold mines and small open pits on Inuit-owned lands, using both Inuit and Crown-owned minerals. Access is by sealift for fuel and supplies, and by air for personnel and select freight.

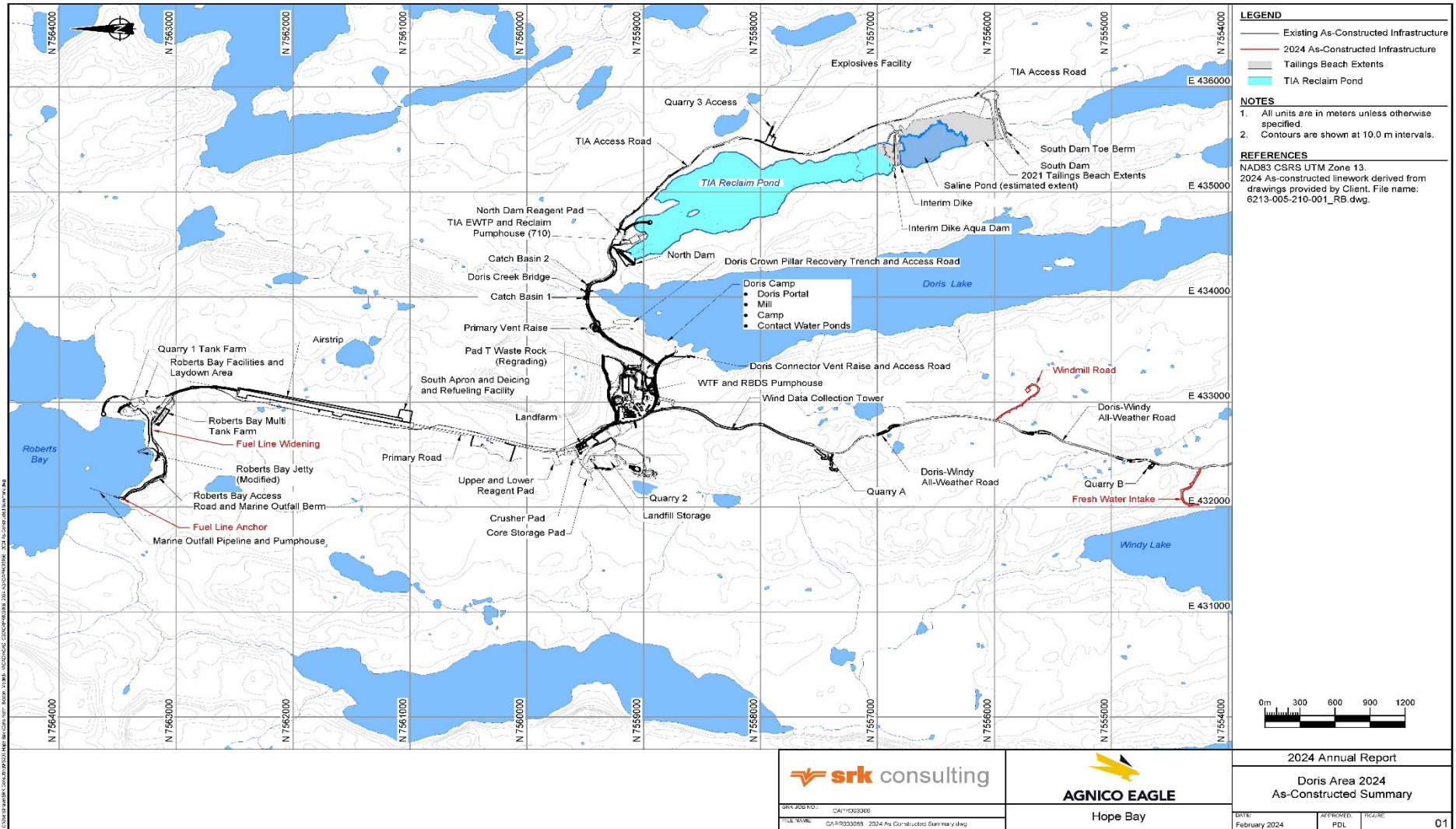


Figure 1: Doris North Area(from 2024 Hope Bay Annual report)

2025 Annual Monitoring Report
 Hope Bay 05MN047 12MN001, PC 003 and 009

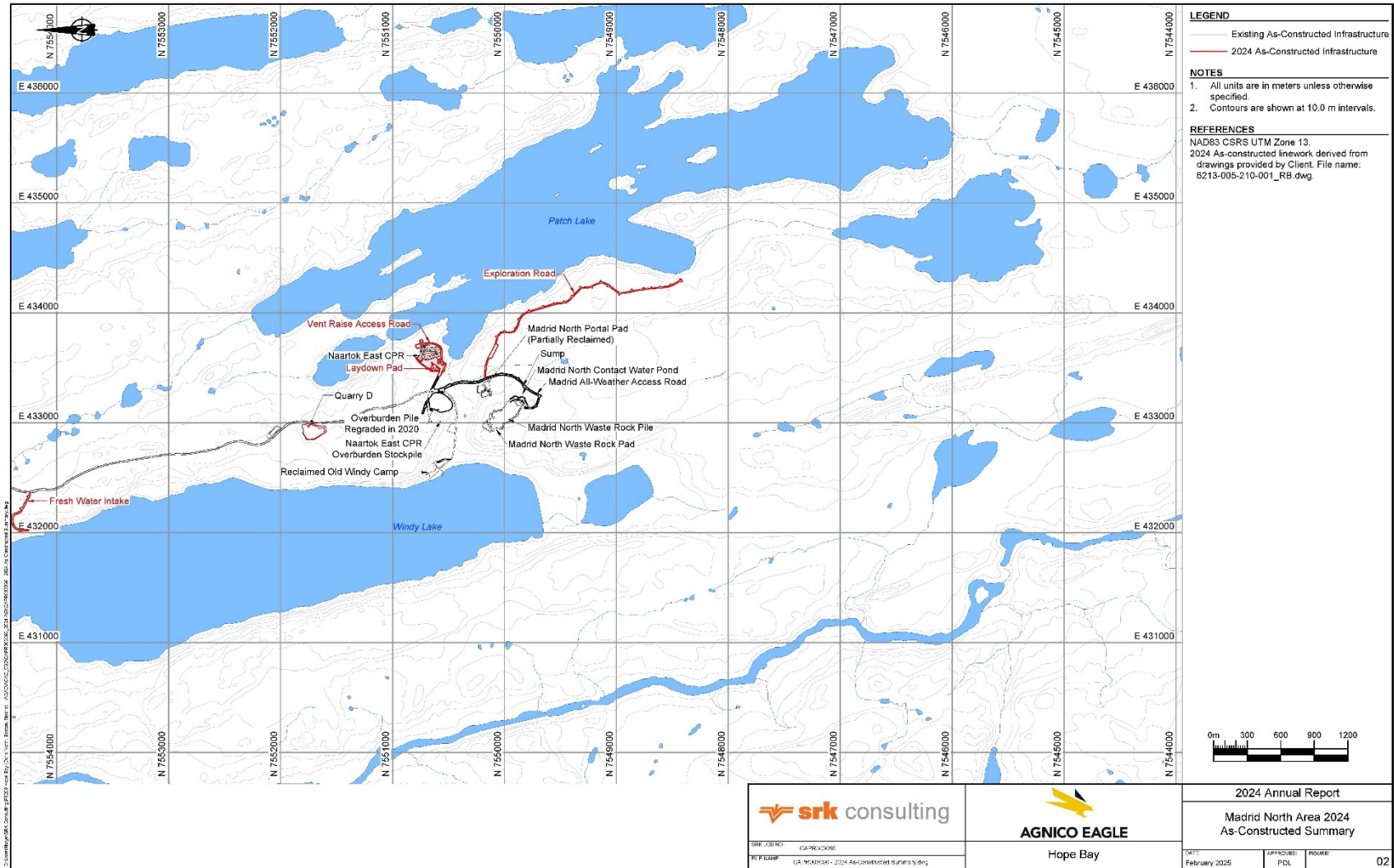


Figure 2: Madrid Area (from 2024 Hope Bay Annual report)

Details on the project activities can be found at www.nirb.ca/project/123632 (Doris North Gold Mine Project, Project Certificate 003) and www.nirb.ca/project/124148 (Phase 2 Hope Bay, Project Certificate 009).

1.1.2. Project History

Table 1 Project History

Date	Achievement/Comment
2006	Project Certificate No. 003 (Doris North) issued to Miramar Hope Bay Limited
2008	Doris North and Hope Bay Belt projects acquired by Newmont Mining Corporation
2012	The Doris North Project placed in care and maintenance
2013	TMAC Resources Inc. (TMAC) acquired Hope Bay Belt projects
2015	Doris North operations resumed, and mine construction started
2016	Project Certificate No. 003 amended to designate TMAC as the responsible party
2017	Start of commercial production at Doris North
2018	Trenching and reclamation of Doris Crown Pillar; Project Certificate No. 009 issued for Phase 2 Hope Bay Project including the Madrid North/South and Boston deposits
2019	Construction started at Madrid North (Portal and Naartok East Crown Pillar Pit)
2020	Discharge through the waterline to Roberts Bay commenced. Agnico Eagle Mines Limited purchased TMAC and assumed operations
2021	Naartok East Crown Pillar pit mined out, portal temporarily closed, operations at Madrid suspended and plans for the development of Madrid re-evaluated
2022	Agnico Eagle paused commercial production to focus on exploration and planning for future development and operations of the Projects
2023- 2025	Agnico Eagle continues to focus on exploration and future planning for the Projects

1.1.3. 2024-2025 Project Activity Updates

Updates to the project since the 2024 Monitoring Report¹ (available in the NIRB online registry at www.nirb.ca/project/123632 and www.nirb.ca/project/124148) are summarized as follows:

- Minor commissioning work of the existing effluent water treatment plant at the Tailings Impoundment Area.
- Installation and commissioning of the composting facility.

¹ Doc ID: 353405
2025 Annual Monitoring Report
Hope Bay 05MN047 12MN001, PC 003 and 009

- 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.
- 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.
- 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).
- 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.

2. Monitoring

2.1. 2023-2024 Board Recommendations

On February 10, 2025, the NIRB issued the following recommendations in the *2023–2024 Annual Monitoring Report for the Doris North Gold Mine and Phase 2 Hope Bay Belt Projects (NIRB File No. 05MN047 and 12MN001)*:

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

In the 2024 Annual Report, Agnico Eagle reported the diffuser was re-attached and concrete blocks were laid on the pipe preventing the pipe from moving and causing further damage.

2.2. Proponent Annual Report

On April 30, 2025, Agnico Eagle submitted the *Hope Bay 2024 Annual Report* and associated appendices which can be found at www.nirb.ca/project/125740 or by searching for the following Document IDs:

Table 2: 2024 Annual Report Documents

Document	Document ID
250430-05MN047 12MN001-2024 Annual Report-IMRE	354884
250430-05MN047 12MN001-2024 Annual Report-App D.1 Atmospheric Compliance Rpt-IMRE	354885
250430-05MN047 12MN001-2024 Annual Report-AppD.2 WMMP Compliance Rpt-Pt 1-IMRE	354910
250430-05MN047 12MN001-2024 Annual Report-AppD.2 WMMP Compliance Rpt-Pt 2-IMRE	354911
250430-05MN047 12MN001-2024 Annual Report-AppD.2 WMMP Compliance Rpt-Pt 3-IMRE	354912
250430-05MN047 12MN001-2024 Annual Report-App D.3 SEMP Rpt-IMRE	354892
250430-05MN047 12MN001-2024 Annual Report-App D.4 Archaeological Site Status Rpt-IMRE	354895
250430-05MN047 12MN001-2024 Annual Report-App D.5 AEMP-IMRE	354896
250430-05MN047 12MN001-2024 Annual Report-App E Hope Bay EEM Rpts-IMRE	354897
250430-05MN047 12MN001-2024 Annual Report-App F.1 Care & Maintenance Plan-IMRE	354898
250430-05MN047 12MN001-2024 Annual Report-App F.2 OPPP-OPEP-IMRE	354899
250430-05MN047 12MN001-2024 Annual Report-App F.3 Spill Contingency Plan-IMRE	354900
250430-05MN047 12MN001-2024 Annual Report-App F.4 Spill Contingency Plan-IMRE	354901
250430-05MN047 12MN001-2024 Annual Report-App F.5 Hope Bay WMMP-IMRE	354902

2.3. Monitoring by Regulatory Authorities

2.3.1. Comments on 2024 Annual Report

On May 21, 2025, the NIRB requested that Regulatory Authorities with jurisdiction and/or area of expertise for the Doris North and Phase 2 Hope Bay Projects review the Proponent's 2024 Annual Report and provide comments with respect to the following:

Compliance Monitoring:

- Identify the terms and conditions from the Project Certificates which have been incorporated into any permits, certificates, licences, or other approvals issued for the Projects, where applicable and report annually to the NIRB on the status of those incorporated terms and conditions;
- A summary of any inspections conducted during the 2024 reporting period, and the results of these inspections; and
- A summary of the Proponent’s compliance status regarding authorizations that have been issued for the Projects.

Effects Monitoring:

- Whether the conclusions reached by Agnico Eagle in the *2024 Annual Report* are valid; and
- Any areas of significance requiring further supporting information or any changes to the monitoring program which may be required.

A list of comment submissions received by the NIRB on or before July 25, 2025, is shown in Table 3.

Table 3 Parties' Comments on the 2024 Annual Report

Commenting Party	Document ID
Kitikmeot Inuit Association (KIA)	356246
Government of Nunavut (GN)	356243
Fisheries and Oceans Canada (DFO)	356248
Health Canada (HC)	356244
Transport Canada (TC)	356245
Environment and Climate Change Canada (ECCC)	356249
Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)	356867

2.3.2. Proponent’s Response

On July 2, 2025 Agnico Eagle was given the opportunity to respond to the comments. The documents making up the response are shown in Table 4.

Table 4 Agnico Eagle Response to Comments

Document	Document ID
Response to Comments re 2024 Annual Report	356946

3. NIRB Monitoring

3.1. Compliance with the Project Certificate

The NIRB's comprehensive assessment of the Project Certificates' terms and conditions is provided in Tables 5 and 7, and Commitments in Table 6. During the 2024-2025 reporting period, the Proponent has continued to provide the required plans, information and programs required under in the Project Certificates. Non-compliances are noted, and where appropriate, brought forward as part of this year's recommendations to the Proponent.




In Table 5, cells with a gray background () indicate terms and conditions not yet applicable. Cells with a yellow background () indicate terms and conditions that are deficient or require attention. Cells with a green background () are completed and have no further updates.

Table 5: Compliance with Terms and Conditions, PC 003

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
Proponent's Commitments					
1. Monitor the commitments from the Final Environmental Impact Statement (FEIS) (Appendix A of Project Certificate) and any new commitments made during amendments.	Appendix C, <i>2024 Annual Report</i> (NIRB Doc ID: 354884)	KIA GN ECCC DFO CIRNAC HC NRCan TC	In Compliance	In Compliance	Appendix C of the <i>2024 Annual Report</i> provides a status update on all commitments made for this project, including 2006 and 2016 commitments.
2. Monitor the commitments presented as Exhibit 37 during the Final Hearing (Appendix B of Project Certificate) and any new commitments made during amendments.	Appendix A, <i>2024 Annual Report</i> (NIRB Doc ID: 354884)	KIA GN ECCC DFO CIRNAC HC NRCan TC	In Compliance	In Compliance	Appendix C of the <i>2024 Annual Report</i> provides a status update on all commitments made for this project, including 2006 and 2016 commitments.
3. Obtain Necessary Permits and approvals			In Compliance	In Compliance	All permits and other approvals are listed in Section 2 of the <i>2024 Annual Report</i> .
NIRB's Commitments					
4. The NIRB requires a full-time Monitoring Officer for the file			In Compliance	In Compliance	In 2024–2025, this role was fulfilled by a dedicated Monitoring Officer supported by the Manager, Project Monitoring.

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
The Assessment of Alternatives to Tail Lake for Tailings Disposal					
5. Report NIRB annually on its development plan for future phases of the Hope Bay Belt.			In Compliance	In Compliance	Agnico Eagle provided an update on development plans for 2025 in Section 4 of Agnico Eagle's <i>2024 Annual Report</i> .
6. Provide notice of alternatives to tailings impoundment area (TIA).			In Compliance	In Compliance	Tail Lake has been selected as the preferred option for the Tailings Impoundment Area (TIA) and Agnico Eagle confirmed this has not changed.
7. Add Tail Lake to Schedule 2 of <i>Metal Mining Effluent Regulations (now the Metal and Diamond Mining Effluent Regulations (MDMER))</i>		ECCC DFO	Completed	Completed	Schedule 2 of the Metal Mining Effluent Regulations (now MDMER) was amended on July 9, 2008, to authorize the use of Tail Lake as a TIA.
Tail Lake Water Quality and Water Management Strategy					
8. Collect atmospheric data and install a Weather Station.	<i>Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report – Doris and Madrid Projects (Appendix D-1, 2024 Annual Report (NIRB Doc ID: 354885))</i>	ECCC	In Compliance	In Compliance	The Doris meteorological station collected comprehensive atmospheric data since 2004, with year-round precipitation monitoring added in 2016. Atmospheric data are presented in the Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report.
9. Term and condition deleted					
10. Monitor discharge from the Tailings Impoundment Area (TIA) into Doris Creek and compare to predicted impacts.			In Compliance	In Compliance	No discharge from the Tailings Impoundment Area to Doris Creek occurred in 2024. Water quality monitoring was completed as required under the NWB Type A Water Licence, with sampling above and below the waterfall.

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
11. Maintain monitoring information associated with Tail Lake (TIA) Water Monitoring		ECCC DFO	In Compliance	In Compliance	Monitoring data was collected and stored on site. Monthly reports were submitted to the NWB and are available on Agnico Eagle’s website . Records are archived for the life of the project.
12. Keep Tail Lake (TIA) Water Monitoring records for the life of the project.			In Compliance	In Compliance	Monitoring results and records are retained for the life of the project, including closure and post-closure. This period may be extended if requested by relevant authorities. All sampling data remains archived on site. In accordance with reporting requirements, these records should be included in the annual report to the Board within the annual report. The NIRB looks forward to seeing this information reflected in future submissions.
General					
13. Collect baseline water quality data for the water license application to the Nunavut Water Board and meet discharge criteria to ensure the protection of the receiving environment at the point of discharge.		ECCC CIRNAC	Completed	Completed	Baseline water quality data from 2006, 2007, and 2008 were previously submitted to the NWB and the Type A Water Licence was issued.
14. Collect additional information due to uncertainty in water management		NWB	Completed	Completed	Baseline water quality data from 2006, 2007, and 2008 were previously submitted to the NWB and the Type A Water Licence was issued.
15. Ensure water discharged into Doris Creek does not exceed discharge criteria.		NWB	Not Yet Applicable	Not Yet Applicable	No site water was discharged into Doris Creek in 2024.

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
16. Take all reasonable steps to prevent any discharge that is not in compliance with applicable regulatory approvals or requirements.	<i>Hope Bay Project 2024 Effluent Monitoring Reports</i> (Appendix E, <i>2024 Annual Report</i> (NIRB Doc ID: 354897))	NIRB NWB ECCC CIRNAC	In Compliance	In Compliance	Discharge to Roberts Bay in 2024 followed the MDMER and results are generally below predictions. Agnico Eagle was not issued any warning notices regarding non-compliant discharges from ECCC in 2024. Section 7.7 of the <i>2024 Annual Report</i> summarizes the 2024 environmental monitoring results, with details provided in Appendix E
17. Report any exceedances or compliance problem to regulatory agencies and NIRB's Monitoring Officers.			In Compliance	In Compliance	Agnico Eagle reports any upset, exceedances, or compliance problems to the respective regulatory agencies and to the NIRB's Monitoring Officer as required.
18. Submit acid rock generation and metal leaching methodology.	<i>Hope Bay Project Quarry Management and Monitoring Plan</i> (2022) (NIRB Doc ID: 342154)	NIRB NWB	In Compliance	In Compliance	Agnico Eagle has submitted the methodology for testing quarried rock to the NWB through the approved Quarry Management and Monitoring Plan. Sampling is conducted twice annually at each active quarry, with both whole rock and sieved samples analyzed for sulphur content by an accredited external lab.
Design of the Jetty and Related Issues					
19. Install thermistor cables and temperature loggers in both the existing and new jetty foundations. Monitor the jetty's impact on shallow water permafrost during operations until the NIRB deems further monitoring unnecessary.	<i>Site-Wide – 2024 Annual Geotechnical Inspections</i> (SRK Consulting, 2025) (Appendix I, <i>NWB 2024 Annual Report</i> ; Part 1 , 2 , and 3)		In Compliance	In Compliance	Thermistor cables and temperature loggers were installed in the jetty foundation in March 2009. Temperature readings are included in the Doris Madrid annual geotechnical inspection, with recent data showing consistency with historical measurements.

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
20. To ensure spill response kits are on hand at Roberts Bay and that appropriate containment measures are used in the event of spill.	<i>Spill Contingency Plan</i> (Appendix F-3, 2024 Annual Report) (NIRB Doc ID: 354900) <i>Oil Pollution Prevention/Oil Pollution Emergency Plan</i> (Appendix F-2, 2024 Annual Report) (NIRB Doc ID: 354899)	TC	In Compliance	In Compliance	Spill kits are maintained at the Roberts Bay oil handling facility as required. Fuel and hazardous material storage areas meet engineering and Water Licence standards. The updated Spill Contingency Plan and Transport Canada-approved OPPP/OPEP are included in Appendix F of the 2024 Annual Report.
21. Consult with appropriate parties on closure of the jetty.		KIA NTI	Not Yet Applicable	Not Yet Applicable	The jetty remains in use by Agnico Eagle. Agnico Eagle has committed to consult with local Elders, KIA, and NTI on the closure plan for the Roberts Bay jetty.
Wildlife Mitigation and Monitoring Plan including Cumulative Effects Assessment					
22. Establish baseline data collection methods for both the wolverine and grizzly bear population of the Hope Bay Belt region.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: 354910 , 354911 , and 354912)	GN-DOE KIA	In Compliance	Completed	Baseline data for wolverine and grizzly bear populations have been collected, with ongoing monitoring as outlined in the Wildlife Mitigation and Monitoring Plan (WMMP). Results are reported in the 2024 WMMP Compliance Report.
23. Designate a wildlife contact to report wildlife activities.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: 354910 , 354911 , and 354912)		In Compliance	In Compliance	Reports of wildlife interactions, incidents and mortalities are reported to the NIRB by a member of Environment Department. These are included annually in the 2024 WMMP Compliance Report.
24. Ensure on-site staff are trained in matters relating to wildlife monitoring and mitigation. .			In Compliance	In Compliance	Environment Department staff receive training in wildlife responsibilities, including bear awareness and reporting.
25. Monitor and mitigate interactions with wildlife on site and report on any wildlife mortalities within 48 hours.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910 , 354911 , and 354912))		In Compliance	In Compliance	An updated WMMP is provided in Appendix F of the 2024 Annual Report. It includes monitoring of wildlife-human interactions across mine infrastructure. Two (2) non-valued component mortalities occurred in 2024.

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, <i>2024 Annual Report</i>) (NIRB Doc ID: 354902)				Results are reported in the 2024 WMMP Compliance Report.
26. Consult parties on wildlife monitoring, mitigation measures and measures to discourage bird interaction with the TIA.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, <i>2024 Annual Report</i>) (NIRB Doc IDs: 354910 , 354911 , and 354912)		In Compliance	In Compliance	Wildlife monitoring results, including bird and large mammal activity near the TIA, are reported in the 2024 WMMP Compliance Report. Consultation with IEAC, Elders, and agencies occurred through two (2) in-person meetings in 2024, with feedback and updates documented in the same report.
27. Regularly update the Wildlife Mitigation and Management Plan.	<i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, <i>2024 Annual Report</i>) (NIRB Doc ID: 354902)		In Compliance	In Compliance	An updated WMMP was submitted in Appendix F of the <i>2024 Annual Report</i> , revised to reflect Project terms and conditions and incorporate feedback from IEAC and KIA during the July 2024 meeting.
The Socio-Economic Impact of the Project on Affected Communities of Nunavut					
28. Produce an annual Socio-Economic Monitoring Plan Report (SEMP Report), reflecting the input of the Hope Bay Socio-Economic Working Group (HBSEWG), to assess the socio-economic impact of the project.	<i>Socio-economic Monitoring Program Plan (2023)</i> (NIRB Doc ID: 346122) <i>2024 Socio-economic Monitoring Program Report</i> (Appendix D-3, <i>2024 Annual Report</i>) (NIRB Doc ID: 354892)	GN CIRNAC	In Compliance	In Compliance	The Hope Bay Socio-Economic Monitoring Plan was updated in 2022 and finalized in 2023 to reflect the Care and Maintenance phase. The 2024 SEMP Report includes new metrics, mitigation measures, and data trends from 2024 and previous years.
Noise					
29. Develop and implement a Noise Abatement Plan to protect people and wildlife.	<i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, <i>2024 Annual Report</i>) (NIRB Doc ID: 354902)	GN-DOE ECCC HC	In Compliance	In Compliance	Agnico Eagle does not maintain a standalone Noise Abatement Plan. Noise management for people is addressed through the occupational health and safety

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<p><i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, <i>2024 Annual Report</i>) (NIRB Doc IDs: 354910, 354911, and 354912)</p> <p><i>Hope Bay Health and Safety Management Plan</i> (2017) (NIRB Doc ID: 307433)</p>	DFO WCB			program reviewed by WSCC. Wildlife-related noise mitigation is implemented under the WMMP. Pre-blast checks confirmed no caribou presence within 2.8 km of blast sites.
30. Monitor and report on on-site air quality.	<p><i>Q1-Q3 2024 Atmospheric Compliance Monitoring Program Report – Doris and Madrid Projects</i> (Appendix D-1, <i>2024 Annual Report</i>) (NIRB Doc ID: 354885)</p>	ECCC	In Compliance	In Compliance	Agnico Eagle’s air quality, dustfall, and meteorological monitoring results are detailed in the Q1–Q3 2024 Atmospheric Compliance Monitoring Program Report, with a summary provided in Section 7.1 of the <i>2024 Annual Report</i> .
Closure and Reclamation					
31. Maintain a complete Closure and Reclamation Plan.	<p><i>Interim Closure and Reclamation Plan</i> (Version 7.1, 2024) (NIRB Doc ID: 354677)</p>		In Compliance	In Compliance	Agnico Eagle worked with CIRNAC and ECCC throughout 2024 to revise the Doris-Madrid Interim Closure and Reclamation Plan (ICRP). Version 7.1 of the ICRP was approved by the NWB and submitted to the NIRB.
32. Ensure all Management Plans are in place prior to construction.			In Compliance	In Compliance	Agnico Eagle continues to submit updated Environment, Health and Safety Management System plans to the NIRB as they are revised. Current plans are listed in Section 8 of the <i>2024 Annual Report</i> .
Fuel and Hazardous Materials					

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
33. Ensure spill containment and response measures are at Roberts Bay oil handling facility.	<p><i>Spill Contingency Plan</i> (Appendix F-3, 2024 Annual Report) (NIRB Doc ID: 354900)</p> <p><i>Oil Pollution Prevention/Oil Pollution Emergency Plan</i> (Appendix F-2, 2024 Annual Report) (NIRB Doc ID: 354899)</p> <p>NIRB's 2023-2024 Monitoring Report (NIRB Doc ID: 353405)</p>		Deficient – In Progress	Deficient – In Progress	<p>See T&C no. 20.</p> <p>In response to NIRB's request in its 2023–2024 Monitoring Report, Agnico Eagle met with CIRNAC in April 2025 to discuss the adequacy of secondary containment. The parties are working to resolve the issue, and NIRB looks forward to receiving an update once the matter is resolved.</p>
34. Give notice of any significant planned changes to the mine facility.			In Compliance	In Compliance	Agnico Eagle will continue to notify the NIRB of significant changes planned at the mine facility.
35. Duty to Comply to Project Certificate.			In Compliance	In Compliance	Based on the Proponent's annual reporting, Parties' Comments, Proponent's Responses, and the NIRB's Site Visit, the Proponent appears to generally be in compliance.
36. Monitor Doris Lake Water levels during construction and operations.		NWB	Not Active On-Pause	Not Active On-Pause	As Hope Bay is in Care & Maintenance, this Term and Condition is not applicable at this time.
37. Develop a Groundwater Management Plan.	<i>Ground Water Management Plan</i> (2022) (NIRB Doc ID: 342596)	NWB CIRNAC	In Compliance	In Compliance	Agnico Eagle continues to implement the Hope Bay Groundwater Management Plan.
38. Submit the detailed design of the effluent pipeline and diffuser system six (6) months prior to construction.	<i>Marine Outfall Berm, Detailed Design Drawings; and Hazard and Operability Study</i> (2018) (NIRB Doc ID: 319604)	CIRNAC	In Compliance	In Compliance	The Hazard and Operability Study of the pipeline and marine outfall system was submitted to the NIRB on August 29, 2018.

Doris North Gold Mine - PC No. 003, Amendment 02					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					The effluent pipeline and diffuser system experienced operational issues in 2020 and 2022 due to air entrapment. Repairs were completed in August 2024, including re-laying the pipe and securing it with concrete blocks to prevent future movement. The diffuser was successfully reattached, stabilizing the system.
39. Submit a Hazard and Operability Study of effluent pipeline and diffuser system six (6) months prior to operation.	<i>Marine Outfall Berm, Detailed Design Drawings; and Hazard and Operability Study (2018) (NIRB Doc ID: 319604)</i>	CIRNAC	Completed	Completed	A hazard and operability study of the pipeline and marine outfall system was submitted to NIRB on August 29, 2018.
40. Provide an updated Socio-Economic Monitoring Plan for review of the Hope Bay Socio-Economic Working Group.	<i>Socio-Economic Monitoring Program Plan (2023) (NIRB Doc ID: 346122)</i>	HBSEWG	In Compliance	In Compliance	Following the transition to Care and Maintenance in 2022, the SEMP Plan was updated to reflect all phases of the Project. The revised Plan was reviewed by the SEMWG and submitted to the NIRB on July 14, 2023. Agnico Eagle will submit an updated Plan to KSEMC two years prior to Final Closure.
41. Update the Socio-Economic Monitoring Plan (SEMP) two (2) years prior to planned final closure.		HBSEWG KSEMC	Not Yet Applicable	Not Yet Applicable	Agnico Eagle will submit an updated Plan to KSEMC two years prior to Final Closure.
42. Update the Socio-Economic Monitoring Plan (SEMP) within six (6) months of unanticipated temporary or final closure.	<i>Socio-Economic Monitoring Program Plan (2023) (NIRB Doc ID: 346122)</i>	HBSEWG KSEMC	In Compliance	In Compliance	See T&C no. 40.
43. Update the Human Resource Plan and Wellness Strategy for the project two (2) years prior to planned Final Closure.		HBSEWG KSEMC	Not Yet Applicable	Not Yet Applicable	Agnico Eagle will submit an updated Plan to KSEMC two years prior to Final Closure.

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Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
44. Update the Human Resource Plan and Wellness Strategy for the project within six (6) months of unanticipated temporary or final closure of the Project.	<i>Human Resources Plan (2022)</i> (Appendix G.3, 2023 Annual Report) (NIRB Doc ID: 349893)	GN KSEMC	In Compliance	In Compliance	Following the transition to Care and Maintenance in February 2022, an updated Human Resources Plan and Wellness Strategy, including a Workforce Transition Strategy, was submitted in the 2023 Annual Report.
45. Share information on Youth Employment Initiatives, Education, and other programs		GN	In Compliance	In Compliance	Agnico Eagle continues to collaborate with GN departments and Nunavut Arctic College on education and training. A formal MOU was signed with the GN on February 8, 2024.
46. Provide information to the GN and the NIRB regarding Project labour force needs as the Project progresses.	<i>2024 Socio-economic Monitoring Program Report</i> (Appendix D-3, 2024 Annual Report) (NIRB Doc ID: 354892)	GN	In Compliance	In Compliance	Due to Care and Maintenance, labour needs were reduced but continued. In 2024, Hope Bay employed 38 Kitikmeot Inuit and 8 Inuit from outside the region. Employment and training details are provided in the 2024 SEMP Report.
47. Share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs.	<i>2024 Socio-economic Monitoring Program Report</i> (Appendix D-3, 2024 Annual Report) (NIRB Doc ID: 354892)	HBSEWG KSEMC	In Compliance	In Compliance	In 2024, Agnico Eagle delivered 11,138 hours of internal training, including 241 hours to Inuit employees. Details are provided in the 2024 SEMP Report.
48. Report on Archeological Sites with the GN.	<i>2024 Archaeological Investigations Permit 2024-09A Final Report</i> (Appendix D-4, 2024 Annual Report) (NIRB Doc ID: 354895)	GN-DCH	In Compliance	In Compliance	This condition was met in consultation with GN-DCH. The report was submitted to the Territorial Archaeologist in December 2024. A summary is provided in 2024 Archaeological Investigations Permit 2024-09A Final Report.
49. Cooperate with GN / Nunavut Housing Corporation on Housing Surveys		GN-NHC	Not In Compliance	Not In Compliance	The housing survey has not yet been developed by NHC. Agnico Eagle has attempted engagement and

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Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					remains committed to administering the survey when available. The NIRB reminds Responsible Parties and Authorities that they may also be required to take note of Terms and Conditions in a Project Certificate for which they may have responsibility.
50. Remove the underwater discharge pipeline and diffuser when no longer in use unless it can be demonstrated to the satisfaction of the NIRB that it will provide a net positive environmental effect to the local ecosystem.		CIRNAC ECCC DFO	Not Yet Applicable	Not Yet Applicable	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.

Table 6: Commitments, PC 003

Requirement	Update Summary
NIRB Monitoring Conditions	
1. Appointment of Monitoring Officer(s)	Completed by the NIRB and overseen by Manager, Project Monitoring
2. NIRB to report annually on the monitoring program (in English, Inuinnaqtun, and Inuktitut)	Completed by the NIRB: issued monitoring report for 2023-2024 in February 2025.
3. NIRB to conduct periodic community meetings updates regarding its Monitoring Program	Completed by the NIRB on August 20, 2025.

Requirement	Update Summary
4. NIRB to schedule periodic site inspections.	Completed by the NIRB on August 6, 2025.
General Regulatory Requirements	
5. Proponent must obtain all required federal and territorial permits and approvals.	The Proponent has obtained all necessary permits for construction, operation, and exploration, as detailed in Section 2 of the <i>2024 Annual Report</i> .
6. Proponent must comply with environmental laws and regulations, take prompt action to remedy non-compliance, and report any non-compliance.	Summary of compliance provided in Section 6 of the <i>2024 Annual Report</i> .
7. Posting of adequate performance bonding.	Agnico Eagle collaborated with KIA and CIRNAC in 2024 to update security for Doris-Madrid under the Type A Water Licence. Letters of Credit were finalized and are in place as agreed with NWB.
Monitoring Records	
8. Information requirements for monitoring reporting.	A summary of compliance with monitoring reporting is provided in Section 5 of the <i>2024 Annual Report</i> .
9. Make significant monitoring results and/or summaries of significant results available in English, Inuinnaqtun, and Inuktitut, to the extent feasible.	Executive summary was provided in the <i>2024 Annual Report</i> in both Inuktitut and Inuinnaqtun.
10. Maintain the records, including results, of all Project-related monitoring data and analysis for the life of the Project, including closure and post-closure monitoring.	Agnico Eagle has confirmed it retains all Project-related monitoring data and analysis results throughout the duration of the Project.
11. Maintenance of an up-to-date Environmental Impact Statement and monitoring programs.	The updated management and monitoring plans, along with their current versions, are listed in Section 8 of the <i>2024 Annual Report</i> .
12. Publicly accessible Project-specific web portal or web page to make available in a central location all significant non-confidential monitoring and reporting information submitted to regulatory authorities.	The Proponent maintains a publicly accessible web portal at https://aemnunavut.ca/hopebay-documents/ .
Engagement	
13. Provide on-going opportunities for consultation and comment on any substantive revisions to the Project-specific monitoring program, modelling, studies, management plans, management measures, and reporting.	The Proponent participates in the project-specific Inuit Environmental Advisory Committee (IEAC) and Socio-Economic Monitoring Working Group (SEMWG) to review and update environmental and socio-economic management and monitoring plans.

Requirement	Update Summary
<p>14. To the extent feasible, the NIRB will provide an opportunity for comment on any substantive revisions to the Project-specific monitoring, modelling, studies, management plans, management measures, and reporting provided by the Proponent under the Project Certificate.</p>	<p>Completed by the NIRB: commenting period in May-June 2025 followed by giving Agnico Eagle an opportunity to address comments in July-August 2025. All comments received are available on the NIRB's Public Registry at www.nirb.ca/project/125515.</p>

Table 7: Compliance with Terms and Conditions, PC 009

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
Ecosystemic Terms and Conditions					
1. Maintain an Air Quality Management Plan.	<i>Air Quality Management Plan (2019)</i> (NIRB Doc ID: 324635)	ECCC	In Compliance	In Compliance	Agnico Eagle maintains an Air Quality Management Plan (AQMP) addressing emissions and dust control. Stack testing was last completed in 2022, with the next scheduled for 2025.
2. Maintain a Greenhouse Gas Emissions (GHG) Reduction Plan.			Deficient – In Progress	Deficient – In Progress	As the site is currently under Care and Maintenance, Agnico Eagle has committed to developing a standalone GHG Reduction Plan prior to resuming operations.
3. Maintain a Mine Closure and Reclamation Plan.	<i>Interim Closure and Reclamation Plan (Version 7.1, 2024)</i> (NIRB Doc ID: 354677)		In Compliance	In Compliance	Agnico Eagle worked with CIRNAC and ECCC throughout 2024 to revise the Doris-Madrid Interim Closure and Reclamation Plan (ICRP). Version 7.1 of the ICRP was approved by the NWB and submitted to the NIRB.
4. In consultation with relevant parties, maintain a Noise Abatement Monitoring Plan.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report)</i> (NIRB Doc IDs: 354910 , 354911 , and 354911)	GN-DOE ECCC DFO HC	In Compliance	In Compliance	Agnico Eagle does not maintain a standalone Noise Abatement Plan. Noise management for people is addressed through the occupational health and safety program reviewed by WSCC. Wildlife-related noise mitigation is implemented under the WMMP. Pre-blast checks confirmed no caribou presence within 2.8 km of blast sites.
5. Maintain a stand-alone Acid Rock Drainage and Metal Leaching Management Plan.	<i>Hope Bay Project Quarry Management and Monitoring Plan (2022)</i> (NIRB Doc ID: 342154)		In Compliance	In Compliance	Agnico Eagle has existing management plans and SOPs in place that collectively include inspection,

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<p><i>Waste Rock, Ore and Mine Backfill Management Plan (2024) (Appendix G.8, 2023 Annual Report) (NIRB Doc ID: 349898)</i></p> <p><i>Hope Bay Project Aquatic Effects Monitoring Plan (2018) (NIRB Doc ID: 349585)</i></p> <p><i>Doris TIA Operations, Maintenance and Surveillance Manual (2025) (Appendix J.2, NWB 2024 Annual Report)</i></p>				sampling, seepage surveys, and geochemical characterization.
6. Undertake site-specific geotechnical investigations, permafrost monitoring, mapping and thermal analysis.	<p><i>Geotechnical Design Parameters and Overburden Summary Report (2017) (NIRB Doc ID: 314671)</i></p> <p><i>Technical Specifications and Earthworks and Geotechnical Engineering Report (2018)</i></p>		Inactive / In Care & Maintenance	Inactive	<p>Foundation conditions for Doris, Madrid, and Boston are documented in referenced reports (2017, 2018), and construction follows technical specifications.</p> <p>Agnico Eagle referenced reports on other Regulatory Authority websites therefore NIRB will require compliance updates from those agencies. Agnico Eagle is reminded that if a secondary report is being referenced in the Annual Report, a summary of the materials and key messages should be provided in the annual report to the NIRB.</p>
7. Maintain an Erosion Management Plan.	<p><i>Hope Bay Doris-Madrid Water Management Plan (2025) (Appendix F-4, 2024 Annual Report)</i></p>		In Compliance	In Compliance	Agnico Eagle has erosion control measures in place through the Water Management Plan. The updated

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	(NIRB Doc ID: 354901) <i>Hope Bay Project Boston Water Management Plan (2017)</i> (NIRB Doc ID: 314692)				Plan outlines mitigation tools such as sandbag mats, silt fencing, and straw waddles, with monitoring conducted as per NWB Type A Water Licence requirements.
8. Develop and implement a program to progressively reclaim disturbed areas within the project footprint. (Mine Closure and Reclamation Plan)	<i>Interim Closure and Reclamation Plan (Version 7.1, 2024)</i> (NIRB Doc ID: 354677)		In Compliance	In Compliance	In 2024, Agnico Eagle revised and received approval for the Doris-Madrid ICRP (v7.1). During NIRB’s August 2024 site visit, compost from the site’s industrial composter was observed in storage. Agnico Eagle is evaluating its use in progressive reclamation and has committed to providing an updated work plan. Early results show the composting process is effective, though foreign debris remains a challenge. Evaluation is ongoing. NIRB appreciates the update and looks forward to seeing the results of this evaluation.
9. Implement a Thermal Monitoring Plan to identify potential changes in talik distribution and flow paths.	<i>Ground Water Management Plan (2022)</i> (NIRB Doc ID: 342596)		In Compliance	In Compliance	Thermal monitoring is addressed through existing management plans, SOPs, and engineering requirements. The Groundwater Management Plan includes Mine Inflow Management Program for each site, supported by thermal monitoring and annual geotechnical inspections.

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Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
10. Monitor effects on surface waters.	<p><i>Hope Bay Doris-Madrid Water Management Plan (2025)</i> (Appendix F-4, <i>2024 Annual Report</i>) (NIRB Doc ID: 354901)</p> <p><i>2024 AEMP Annual Report</i> (Appendix D-5, <i>2024 Annual Report</i>) (NIRB Doc ID: 354896)</p> <p><i>Hope Bay Project Boston Water Management Plan</i> (2017) (NIRB Doc ID: 314692)</p> <p><i>Hope Bay Project Aquatic Effects Monitoring Plan</i> (NIRB Doc ID: 349585)</p>		In Compliance	In Compliance	Monitoring is conducted under the Doris-Madrid and Boston Water Management Plans and the Aquatic Effects Monitoring Plan. Results and comparisons to FEIS predictions are summarized in Section 7 of the <i>2024 Annual Report</i> and detailed in the 2024 AEMP Report.
11. Maintain an Aquatic Effects Monitoring Program (AEMP) designed to appropriately characterize the receiving environment, assess impact predictions and prevent adverse impacts.	<p><i>2024 AEMP Annual Report</i> (Appendix D-5, <i>2024 Annual Report</i>) (NIRB Doc ID: 354896)</p> <p><i>Hope Bay Project Aquatic Effects Monitoring Plan</i> (NIRB Doc ID: 349585)</p>	ECCC DFO	In Compliance	In Compliance	The Hope Bay AEMP, covering Boston and Madrid, is reviewed annually and updated as needed. Section 7 of the <i>2024 Annual Report</i> summarizes water quality results and comparisons to FEIS predictions, with full details in the 2024 AEMP Report.
12. Maintain an appropriate setback distance between project quarries and borrow pits from waterbodies.	<p><i>Hope Bay Project Quarry Management and Monitoring Plan</i> (2022) (NIRB Doc ID: 342154)</p>		In Compliance	In Compliance	Agnico Eagle maintains appropriate setback distances between quarries and fish-bearing or permanent waterbodies, as outlined in the Quarry Management Plan.
13. Ensure that infrastructure in watercourses is designed and constructed in such a manner that they do not unduly prevent or		DFO	In Compliance	In Compliance	In 2024, Agnico Eagle reported no fish mortality or habitat disruption. A culvert installed on the Patch Exploration Gravel Track Road was non-fish bearing

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
limit the movement of water or fish species.					and did not affect fish passage. Additional culverts planned for 2025 are designed to maintain fish passage. No fish-out activities occurred, and mitigation measures aligned with DFO approvals.
14. Engage with Fisheries and Oceans Canada (DFO) to develop project specific thresholds, mitigation and monitoring for any blasting activities that would exceed the requirements.	<i>Agnico Eagle's Response to Comments on the 2024 Annual Reports for the Hope Bay Project</i> (NIRB Doc ID: 356946)	DFO	In Compliance	In Compliance	No project-specific blasting thresholds were developed with DFO in 2024. KIA noted that Noise management is included in the WMMP, covering caribou and muskox but not fish habitat and requested a summary map of blasting locations and distances to water. DFO requested fish-specific noise monitoring and reporting. Agnico Eagle confirmed it follows a Blast Monitoring Program aligned with DFO guidelines and submitted a 2025 blasting site map in their response document. NIRB requests that the Blast Monitoring Program be made publicly available.
15. Implement all applicable DFO management practices to avoid and mitigate serious harm to fish as a result of the construction, operations, and decommissioning of winter ice roads.			In Compliance	In Compliance	In 2024, water use for winter ice roads and under-ice withdrawals was managed by Hope Bay's Environmental Department, following DFO guidance, including screened intake pipes to prevent fish entrainment. Water use remained within NWB limits.

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Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					<p>As requested by NIRB, Agnico Eagle has included a summary related to the WIR in this year’s Annual Report. Pg 5–65 and Pg 5–66</p> <p>As requested by the NIRB, Agnico Eagle provided a summary of Winter Ice Road construction and a map showing the 2024 drill program at Patch Lake in the <i>2024 Annual Report</i>.</p>
16. 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.			In Compliance	In Compliance	In 2024, Agnico Eagle continued to implement DFO best management practices to avoid harm to fish during construction, operation, and decommissioning of fish-bearing water crossings. One (1) project (Roberts Bay Jetty Modification) required a Fisheries Act Authorization, and a Marine Fish Offsetting Plan was submitted to DFO.
17. Maintain a section in the Wildlife Mitigation and Monitoring Plan (WMMP) on invasive plant species and rare plant species with details on mitigation and monitoring.	<p><i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, <i>2024 Annual Report</i>) (NIRB Doc ID: 354902)</p> <p><i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, <i>2024 Annual Report</i>) (NIRB Doc IDs: (354910, 354911, and 354912))</p>		In Compliance	In Compliance	The WMMP includes mitigation and monitoring for invasive plant species, with field surveys every 5 years. Surveys were completed in 2023, with the next scheduled for 2029. Any observations are reported to GN-DoE. Details on habitat and rare plant habitat loss are provided in the 2024 WMMP Compliance Report.
18. Ensure that the progressive reclamation outlined in the Mine Closure and Reclamation Plan encourage recolonization by native plant species.	<p><i>Interim Closure and Reclamation Plan</i> (Version 7.1, 2024) (NIRB Doc ID: 354677)</p>		In Progress	In Progress	As outlined in the ICRP, reclamation efforts promote natural revegetation using local seed sources where feasible. Rock fill pads are not suitable for active revegetation but are expected to

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					support lichen growth over time. At Windy Camp, a site assessment is planned to evaluate soil conditions and guide further rehabilitation.
19. Maintain either a Project-specific Wildlife Mitigation and Monitoring Plan (WMMP) or include the Project-specific details in a belt-wide plan.	<i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, 2024 Annual Report) (NIRB Doc ID: 354902)		In Compliance	In Compliance	The WMMP was updated in 2024 based on feedback from IEAC and KIA. Two IEAC meetings were held (July and October), including site visits and discussions on WMMP revisions. Updates and engagement details are summarized in the 2024 WMMP Compliance Report.
20. Maintain a Road Management Plan which includes traffic monitoring and snowbank height monitoring.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report)</i> (NIRB Doc IDs: (354910 , 354911 , and 354912) <i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, 2024 Annual Report) (NIRB Doc ID: 354902)		In Compliance	In Compliance	Road management is addressed in the WMMP. Traffic monitoring and snowbank height monitoring are included in the 2024 WMMP Compliance Report. Traffic monitoring showed short-term exceedances between Roberts Bay and Doris, but no action was required. Snowbank monitoring was discontinued in 2024 following consistent results from 2020–2023 and discussions with the IEAC confirming no barrier to wildlife movement.
21. Include criteria and procedures within Wildlife Mitigation and Monitoring Plan governing the deterrence of wildlife.	<i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, 2024 Annual Report) (NIRB Doc ID: 354902) <i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report)</i> (NIRB Doc IDs: (354910 , 354911 , and 354912)	GN	In Compliance	In Compliance	Agnico Eagle has incorporated criteria and procedures for wildlife deterrence and mitigation within its WMMP. Pre-blast checks confirmed no caribou presence within 2.8 km of blast sites. Agnico Eagle observed inconsistency in monitoring results and indicated that a localized monitoring approach may be more effective in assessing caribou responses to blasting activities at the Mine.

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
22. Specify within Wildlife Mitigation and Monitoring Plan specific mitigation measures, trigger distances, and group size thresholds for the protection of caribou and muskox.	<i>Wildlife Mitigation and Monitoring Plan (2025)</i> (Appendix F-5, 2024 Annual Report) (NIRB Doc ID: 354902)	GN	In Compliance	In Compliance	Agnico Eagle has updated the WMMP to reflect site-specific changes and consultations with KIA and IEAC. The plan includes mitigation measures for caribou and muskox across all seasons, with detailed triggers and responses. Observations triggering mitigation are documented through site-wide incidental wildlife reporting.
23. File an incident report with the local wildlife conservation office for all direct wildlife mortalities.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910 , 354911 , and 354912))		In Compliance	In Compliance	Wildlife interaction and mortality incidents are reported to the local wildlife conservation office by the Environment Department. In 2024, Two (2) non-valued component mortalities occurred in 2024. Results are reported in the 2024 WMMP Compliance Report.
24. Implement measures to prevent the use of water attenuation ponds and tailings storage areas by wildlife.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910 , 354911 , and 354912))		In Compliance	In Compliance	The updated WMMP includes mitigation measures to deter wildlife from water attenuation ponds and tailings areas. Ground surveys in 2024 showed similar waterbird species diversity across control and impact sites, with higher abundance at treatment sites due to large flocks. Facility camera monitoring at the TIA recorded 2 grizzly bears and 16 caribou, with no wolverine or muskox observed. These low numbers suggest wildlife are not regularly using or attracted to the TIA area. More details are provided in 2024 WMMP Compliance Report.

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
25. Conduct an assessment of the potential for its planned transmission lines to impact the movement and use of project areas by wildlife.			Not Yet Applicable	Not Yet Applicable	No transmission lines were constructed or planned in 2024-2025.
26. Monitor usage of contact water ponds by water birds and shorebirds.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910, 354911, and 354912))</i>	IEAC ECCC	In Compliance	In Compliance	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. Baseline and ongoing surveys of water birds and shorebirds at the TIA have been conducted in collaboration with ECCC in 2018, 2021, and 2023. Current monitoring indicates water quality remains below guideline thresholds, suggesting minimal risk to wildlife. Details are in the 2024 WMMP Compliance Report.
27. Conduct a pre-construction survey of potential cliff-nesting habitat if necessary to undertake Project-related construction within the raptor-breeding period.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910, 354911, and 354912))</i>		In Compliance	In Compliance	The WMMP includes measures for raptor monitoring during construction in the breeding season and for creating nest protection plans with GN-DoE if needed. In 2024, no raptor occupancy surveys were done in Madrid because construction did not take place during the breeding period. Monitoring results are provided in 2024 WMMP Compliance Report.
28. Maintain a Migratory Birds Protection Plan or as an addition to the Wildlife Mitigation			Not Yet Applicable	Not Yet Applicable	No wind turbines were constructed in 2024. Agnico Eagle is evaluating turbine construction in 2025/26,

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
and Monitoring Plan mitigation measures for wind turbines.					and the WMMP will be updated to include relevant monitoring and mitigation measures.
29. Maintain a Shipping Management Plan.	<i>Shipping Management Plan, (Version 3, 2024) (NIRB Doc ID: 349909)</i>		In Compliance	In Compliance	Agnico Eagle maintains a Shipping Management Plan.
30. Contract only Transport Canada certified vessels to carry cargo or fuel and ensure shippers are informed of Proponent’s management plans.	<i>Shipping Management Plan, (Version 3, 2024) (NIRB Doc ID: 349909)</i>	TC	In Compliance	In Compliance	Agnico Eagle confirms that only Transport Canada certified vessels were used for fuel and cargo transport in 2024. Shippers received the Shipping Management Plan. One (1) fuel vessel and two (2) cargo vessels operated for the Mine.
31. Provide its contracted vessel operators with maps and descriptions of key marine habitats.	<i>Shipping Management Plan, (Version 3, 2024) (NIRB Doc ID: 349909)</i> <i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910, 354911, and 354912))</i>	ECCC DFO	In Compliance	In Compliance	The Shipping Management Plan provides vessel operators with updated maps and descriptions of key marine bird and sensitive marine mammal habitats in the Northwest Passage. The March 2024 update includes guidance to avoid key habitats by at least 500 metres, subject to safety, and to give wildlife the right of way. More details are provided in 2024 WMMMP Compliance Report.
32. Report any accidental contact by project vessels with marine mammals or seabird colonies to Fisheries and Oceans Canada and Environment and Climate Change Canada.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910, 354911, and 354912))</i>	ECCC DFO	In Compliance	In Compliance	Agnico Eagle has outlined procedures in the Shipping Management Plan requiring shippers to report any accidental contact with marine mammals or seabird colonies within 24 hours to Agnico Eagle and relevant authorities. No such incidents were recorded in 2024. However, concerns raised by DFO and other parties indicate that current measures may not sufficiently

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					detect or prevent impacts on marine mammals. The NIRB encourages the Proponent to continue working with DFO to explore enhancements to the monitoring protocol. This could include consideration of dedicated marine mammal observers, particularly when vessels travel near key habitats such as the Tallurutiup Imanga National Marine Conservation Area, and would align with practices used in other mining operations in Nunavut to support marine wildlife protection.
33. Develop a monitoring protocol for assessing disturbance to marine wildlife resulting from project-related underwater noise in Roberts Bay.	<p><i>Shipping Management Plan, (Version 3, 2024) (NIRB Doc ID: 349909)</i></p> <p><i>2024 Wildlife Mitigation and Monitoring Program Compliance Report (Appendix D-2, 2024 Annual Report) (NIRB Doc IDs: (354910, 354911, and 354912))</i></p>	DFO	In Compliance	In Compliance	<p>Agnico Eagle has conducted marine wildlife monitoring in Roberts Bay during the 2023 and 2024 shipping seasons, with surveys designed to assess potential disturbance from vessel noise. Observations have been minimal and consistent with baseline data and Inuit Traditional Knowledge.</p> <p>The NIRB recommends continued collaboration with DFO to develop a noise monitoring protocol that includes indicators and thresholds for assessing impacts.</p>
Socio-Economic Terms and Conditions					
34. Continue to be an active member in the Hope Bay Socio-Economic Working Group.	<p><i>Socio-Economic Monitoring Program Plan (2023) (NIRB Doc ID: 346122)</i></p>	KIA GN CIRNAC Communities	In Compliance	In Compliance	<p>Agnico Eagle continues to participate in the Hope Bay Socio-Economic Working Group (HBSEWG). Following the transition to Care and Maintenance in 2022, the SEMP Plan was updated to reflect all</p>

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					phases of the Project. The revised Plan was reviewed by the SEMWG and submitted to the NIRB on July 14, 2023.
35. Submit an updated Hope Bay Socio-Economic Monitoring Plan to the Kitikmeot Socio-Economic Monitoring Committee following an unanticipated temporary closure or prior to the final closure.	<i>Socio-Economic Monitoring Program Plan (2023)</i> (NIRB Doc ID: 346122)	HBSEWG KSEMC	In Compliance	In Compliance	Following the transition to Care and Maintenance in 2022, the SEMP Plan was updated to reflect all phases of the Project. The revised Plan was reviewed by the SEMWG and submitted to the NIRB on July 14, 2023.
36. Submit an updated Human Resources Plan and Wellness Strategy following an unanticipated temporary closure or prior to the final closure.	<i>Human Resources Plan (2022)</i> (Appendix G.3, <i>2023 Annual Report</i>) (NIRB Doc ID: 349893)	HBSEWG KSEMC	In Compliance	In Compliance	Following the transition to Care and Maintenance in February 2022, an updated Human Resources Plan and Wellness Strategy, including a Workforce Transition Strategy, was submitted in the 2023 Annual Report.
37. Track and report on project procurement of local and regional businesses and competition for access to local and regional businesses by existing customers.	<i>2024 Socio-economic Monitoring Program Report</i> (Appendix D-3, <i>2024 Annual Report</i>) (NIRB Doc ID: 354892)		In Compliance	In Compliance	Agnico Eagle has acknowledged that procurement opportunities have decreased due to the Mine’s care and maintenance status. Contracting activities continue at a reduced level, and key results are reported in 2024 SEMP Report.
38. Encouraged to submit staff schedule forecasts.			Deficient – In Progress	Deficient – In Progress	Employment levels remained low in 2024 due to the Mine’s continued care and maintenance phase. Agnico Eagle signed a MOU with the GN in February 2024, establishing a framework for collaboration on staff schedule forecasting once operations resume.
39. Include the levels of Inuit employment at the Project as well as barriers and	<i>2024 Socio-economic Monitoring Program Report</i> (Appendix D-3, <i>2024 Annual Report</i>)	HBSEWG	In Compliance	In Compliance	Due to Care and Maintenance, labour needs were reduced but continued. In 2024, Hope Bay employed 38 Kitikmeot Inuit and 8 Inuit from

Phase 2 Hope Bay Belt Project, PC No. 009					
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opportunities to achieving the levels of employment.	(NIRB Doc ID: 354892)				outside the region. Employment and training details are provided in the 2024 SEMP Report.
40. Encouraged to identify and register all trades occupations working with the Project.		GN	In Compliance	In Compliance	All apprentices are registered with the GN Apprenticeship Certification Unit. No apprenticeship opportunities were available in 2024 due to the Mine’s care and maintenance status.
41. Encouraged to work with training organizations offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for the Inuit.		GN Training - Organizations	In Compliance	In Compliance	Agnico Eagle continues to be an active member of the Nunavut Mine Training Roundtable and Kitikmeot Employment and Training Stakeholder Working Group. The MOU signed between Agnico Eagle, the GN, and KIA supports regular collaboration on employment and training priorities.
42. Collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior.	<i>2024 Socio-economic Monitoring Program Report</i> (Appendix D-3, <i>2024 Annual Report</i>) (NIRB Doc ID: 354892)	KSEMC	In Compliance	In Compliance	In 2024, Hope Bay employed 38 Kitikmeot Inuit and 8 Inuit from outside the region. Further details are provided in 2024 SEMP Report.
Traditional Activity and Knowledge					
43. Work with the local and regional Inuit organizations to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs.	<i>2024 Wildlife Mitigation and Monitoring Program Compliance Report</i> (Appendix D-2, <i>2024 Annual Report</i>) (NIRB Doc IDs: (354910 , 354911 , and 354912))		In Compliance	In Compliance	Agnico Eagle engaged Kitikmeot communities through the IEAC, holding two meetings in 2024 with updates on project activities and wildlife monitoring. In response to community input, HOL caribou surveys were conducted for the first time in 2024,

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					using traditional methods to observe caribou migration. The IEAC also helped develop a herd identification guide through workshops, which was used to categorize camera data. The IEAC confirmed the herd ID protocol is working well, and results from both HOL and herd ID monitoring are detailed in the 2024 WMMP Compliance Report.
44. Encouraged to consult with outfitting businesses that operate in the regional study area.			In Compliance	In Compliance	Ongoing collaboration with local outfitters continued in 2024, including fuel donations for sports hunting cabins and regular meetings with Hakongak and Canada North Outfitting.
45. Conduct archaeological surveys prior to land disturbance related to the Project and report survey results to applicable parties.	<i>2024 Archaeological Investigations Permit 2024-09A Final Report (Appendix D-4, 2024 Annual Report)</i> (NIRB Doc ID: 354895)		In Compliance	In Compliance	Archaeological and palaeontological surveys were completed before land disturbance, in collaboration with the Government of Nunavut. Findings were submitted to the Territorial Archaeologist in December 2024, with a summary provided in Appendix D-4 of the <i>2024 Annual Report</i> .
46. Report any archaeological sites discovered during the construction, operation, and closure phases to applicable parties.	<i>2024 Archaeological Investigations Permit 2024-09A Final Report (Appendix D-4, 2024 Annual Report)</i> (NIRB Doc ID: 354895)	GN	In Compliance	In Compliance	No new heritage sites were discovered in 2024.
47. Inform the workers of the range of health and wellness services available on site throughout the life of the Project		GN	In Compliance	In Compliance	Agnico Eagle provides various on-site health and wellness services and informs workers of these services

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
					through its Human Resources department and the onsite clinic as well as reporting monthly with the GN's Department of Health.
48. Encouraged to promote consideration for Inuit culture and Inuit Qaujimaningit through the establishment of cross-cultural training initiatives.			In Compliance	In Compliance	Agnico Eagle created a Nunavut Cross Cultural Awareness training program in 2023 and delivered it in 2024. The program promotes understanding between Inuit and non-Inuit workers and includes Inuit Qaujimaningit. Implementation is ongoing and monitored.
49. Maintain a current Community Involvement Plan.	<i>Community Involvement Plan (2016)</i> (NIRB Doc ID: 314715)		In Compliance	In Compliance	Agnico Eagle maintained a Community Involvement Plan in 2024, with activities summarized in Section 5 of the <i>2024 Annual Report</i> .
50. Conduct soil sampling to determine metal levels of soils in areas with berry-producing plants.			In Compliance	In Compliance	No construction will occur in areas with berry-producing plants or in locations that have not been assessed.
51. Conduct additional studies prior to and during operations to ensure that toxic trace element concentrations anticipated to increase in the aquatic environments during operation do not exceed regulatory requirements.	<i>2024 AEMP Annual Report (Appendix D-5, 2024 Annual Report)</i> (NIRB Doc ID: 354896)		In Compliance	In Compliance	Potentially toxic metals in freshwater and marine environments are monitored through the AEMP and Environmental Effects Monitoring (EEM) programs. No mine-related exceedances have been recorded. Results from the 2024 Phase 2 EEM study will be submitted to ECCC by February 1, 2026.

Phase 2 Hope Bay Belt Project, PC No. 009					
Term and Condition	Reference Document(s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
52. 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.	<p><i>Spill Contingency Plan</i> (Appendix F-3, 2024 Annual Report) (NIRB Doc ID: 354900)</p> <p><i>Oil Pollution Prevention/Oil Pollution Emergency Plan</i> (Appendix F-2, 2024 Annual Report) (NIRB Doc ID: 354899)</p>	TC	Deficient – In Progress	Deficient – In Progress	Fuel and hazardous material storage areas include secondary containment and are covered by updated emergency response plans. In response to NIRB’s request in its 2023-2024 Monitoring Report, Agnico Eagle met with CIRNAC in April 2025 to discuss the adequacy of secondary containment. The parties are working to resolve the issue, and NIRB will be updated once the matter is resolved.
53. Implement a monitoring and mitigation program for the tailings pipelines to ensure that the integrity of this infrastructure is maintained for the life of the Project.	<p><i>Site-Wide – 2024 Annual Geotechnical Inspections</i> (SRK Consulting, 2025) (Appendix I, <i>NWB 2024 Annual Report</i>) (Part 1, 2, and 3)</p>		In Compliance	In Compliance	Tailings pipeline monitoring is included in the Doris TIA Operations Manual and Geotechnical Inspection. The 2024 inspection confirmed infrastructure is functioning as designed.
54. Provide updates on the status of ongoing exploration programs and other related physical activities associated with the Hope Bay Belt Property.			In Compliance	In Compliance	Exploration activities in 2024 focused on surface drilling at Doris and Madrid. Plans for 2025 include continued surface drilling at Madrid, Doris, and regional targets. A summary of these activities is provided in Section 5 of the <i>2024 Annual Report</i> .

3.2. NIRB Site Visit and Public Information Session

3.2.1. Site Visit

On August 6, 2025, NIRB staff conducted a visit to Hope Bay. During the site visit, the NIRB staff observed that facilities at the Doris North and Madrid were generally maintained according to required environmental protection measures.

Although the sites are currently under care and maintenance, construction is ongoing with a new three-story residence at the Doris Camp with a second in the initial construction phase. Additionally, underground development is ongoing at Madrid, and exploration occurring south of the main Madrid site.

NIRB staff identified the following specific areas for improvement, which were noted in the Site Visit Report²:

- There is no obvious dust control used on roads, with vehicles raising dust clouds.
- The ramp at Roberts Bay intended to allow snowmobiles to pass the fixed fuel line is unacceptably designed and built which prevents safe usage. The staff at Hope Bay are aware of the issue and plans to replace it are underway.

3.2.2. Public Information Session

On the evening of August 20, 2025, the NIRB held a public information session in Cambridge Bay to provide an update on the Hope Bay Projects. No members of the public attended.

4. Findings and Recommendations

4.1. Monitoring Findings

Agnico Eagle has generally provided required reporting under the Project Certificate, and as applicable to the current phase of the project. However, as noted in Tables 5 and 7, there are specific incidences of exceedances or non compliances, but include information about the mitigation or plan to be implemented in response. The Board is aware that generally speaking reporting through the annual monitoring report shows that existing plans or mitigation and work by the Proponent and regulators addressed the situations and brought the overall

² Doc ID: 357401

operations into compliance. The NIRB looks forward to updates by Agnico Eagle on these issues.

Despite the specific identified issues, the project is generally functioning in accordance with the Terms and Conditions and Commitments of the Project Certificates with no significant issues raising concerns regarding the impact of the project.

In regard to the annual reporting, the NIRB notes that the volume of material submitted in the annual report submitted for other projects is increasing year by year, and should operations resume at Hope Bay this is expected to also happen with this project. Much of this information is reporting that is required to be submitted to regulatory authorities and creates redundancy that may be unnecessary. The NIRB will be discussing this issue with Agnico Eagle and other parties.

The NIRB notes that Project Certificate 009 section 4.1 states:

12. The Proponent shall establish a 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 pursuant to the Project Certificate and other territorial or federal permits issued for the Project. For clarity, posting on the Project-specific site does not replace any reporting obligation of the Proponent pursuant to the Project Certificate or any territorial or federal permit.³

The existence of an online location for such documents would provide a method which may help address the issue of the volume of material, and redundant material, submitted to the NIRB. While Agnico Eagle does currently have a website for some of this information, it does not provide the breadth of information contemplated in the Project Certificate.

4.2. Board Recommendations

As noted above, there yet no Project-specific web portal or web page meeting all the requirement of 4.1 (12) of the Project Certificate 009.

Recommendation 1: Agnico Eagle shall provide an update within 30 days of receiving the NIRB Monitoring Officers' 2025 Report, on the development of a 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 pursuant to the Project Certificate and other territorial or federal permits issued for the Project.

Recommendation 2: Agnico Eagle shall have a publicly-accessible Project-specific web portal or web page to make available in a central location all significant non-

³ Doc ID: 320991, p. 10


confidential monitoring and reporting information submitted to Regulatory Authorities pursuant to the Project Certificates and other territorial or federal permits issued for the Project in place for the 2026-2027 reporting year.

As per Term and Condition 49 of Project Certificate 003, the Proponent is directed to cooperate with housing surveys carried out the Government of Nunavut-Nunavut Housing Corporation, however such surveys have not been developed or carried out by GN-NHC since the Project Certificate was issued in 2006. This has resulted in this term and condition never having been in compliance, despite efforts over the years by the assorted Proponents of the Project to reach out to GN-NHC.

Recommendation 3: The Government of Nunavut shall provide an update within 60 days of receiving the NIRB Monitoring Officers' 2025 Report on the status of any housing surveys planned to be carried out in the Kitikmeot Region and shall communicate with Agnico Eagle opportunities to cooperate with such surveys.

5. Conclusion

The Hope Bay Projects continued in Care and Maintenance throughout the 2024-2025 monitoring period, with Agnico Eagle maintaining its focus on exploration activities. Pursuant to Sections 12.7.2 and 12.7.3 of the *Nunavut Agreement*, the NIRB will continue to work with Agnico Eagle and other Authorizing Agencies to conduct and coordinate monitoring efforts, and to review results and Project compliance in accordance with the requirements set out in Project Certificates No. 003 and No. 009.

Prepared by: Varun Nayak Monitoring Officer Keith Morrison Manager Project Monitoring	Reviewed by: Keith Morrison Manager Project Monitoring
Date: November 26, 2025	Date: November 26, 2025
Signature: Varun Nayak 	Signature: Keith Morrison 