

2021 KIVALLIQ PROJECTS SOCIO-ECONOMIC HIGHLIGHTS



ROOTING OUR COMMITMENT

Over the past two years, our employees have gone through all kinds of challenges. Our focus has always been to contribute to our employees' well-being. We must also keep in mind that our Nunavut-based employees were sent home for most of this period to protect their families and themselves.

Over the course of this pandemic, we remained committed to supporting the social and economic development of Nunavut communities surrounding our operations.

COVID-19



Inuit employees residing in Nunavut, who stayed at home due to the COVID-19 isolation protocols, received 75% of their base salary for the duration of the pandemic crisis.

In 2020, Agnico Eagle launched the **Good Deeds Brigade**, an initiative whereby employees continued to receive their full company salaries while supporting local projects that were lacking an adequate workforce.

The program supported **20 community-based projects**, in partnership with 15 organizations.

91 Agnico Eagle employees participated in total (27% of the Kivalliq workforce).

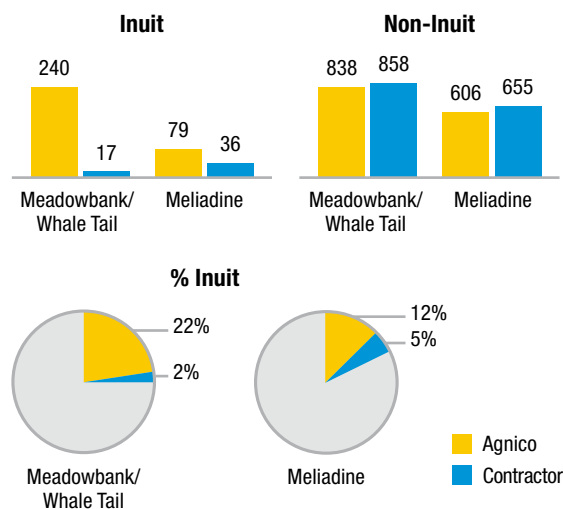


EMPLOYMENT

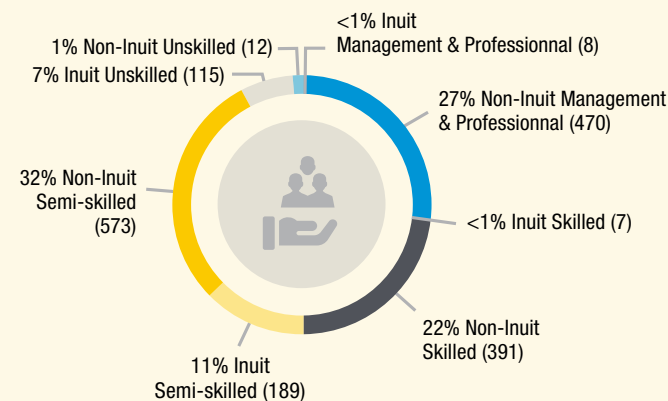
Total employment Agnico Eagle and contractors at both projects:

3,480 employees (increase of 14%)

Non-Inuit workforce increase to supplement Nunavummiut who had been sent home. Inuit employment slightly decrease or remain unchanged in 2021.



The number of Inuit employees **continued to increase** for skilled, management and professional positions.



Agnico employees in 2021 by Kivalliq community (headcount):

Arviat: **70**



Baker Lake: **150**



Chesterfield Inlet: **7**



Coral Harbour: **26**



Naujaat: **18**



Rankin Inlet: **47**



Whale Cove: **6**



Agnico contractors* in 2021 by Kivalliq community (FTE):

Arviat: **8**



Baker Lake: **48**



Chesterfield Inlet: **1**



Coral Harbour: **4**



Naujaat: **0**



Rankin Inlet: **24**



Whale Cove: **1**



Employment data uses full-time equivalent, or FTE, which is a measure of employment where one FTE represents 2,184 person-hours of work – the approximate number of hours worked by one employee on a full-time basis for a year.

INCOME



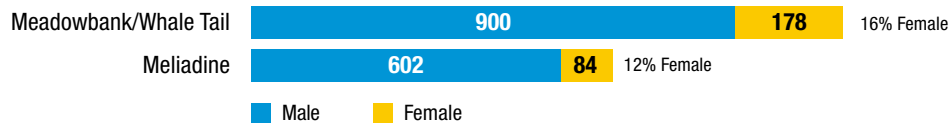
In 2021, total income paid to Inuit employees increased to **\$1.9M** at Meadowbank Complex and **\$8.6M** at Meliadine.

A cumulative total of **\$239M of employment income** had been paid to Inuit employees since 2010.

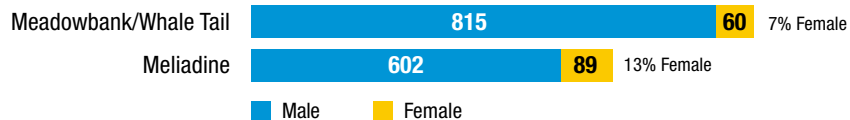
GENDER

The total number of female employees working directly for Agnico Eagle, and contractors increased from **367** in 2020 to **411** in 2021.

Agnico Employees



Contractors



2021 Gender-Specific Programs highlights:



Dr. Leanne Baker Scholarship and Development Program

A 2-year Scholarship and Development Program supports up to 6 women at a time working for Agnico Eagle and facilitates their advancement into leadership positions.



International Women in Resource Mentoring Program

The program provides mentees with an opportunity to work closely with a mentor on professional and individual growth with the goal of building the next pipeline of female leaders in the industry.



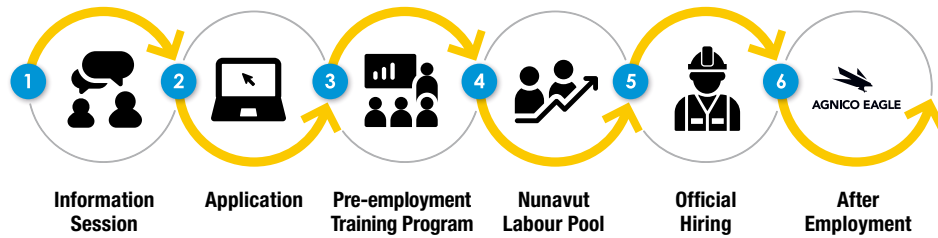
Baker Lake Camp Engies

A camp program created by women in engineering to inspire and support young women to pursue engineering.



EDUCATION & TRAINING

The **Labour Pool Process** is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. In 2021, the process was modified to include a 10 days community based training to reduce the process steps and to decrease the length of delay for applicants to get employment.



Agnico Eagle made **\$155,000** in contributions to **school-based initiatives**, with investments since the beginning of operations totaling **over \$2.7 million**.

- 5-year agreement to invest \$25K each year in the Kivalliq Science Educators Community
- Scholarships and KIA Scholarship Funds
- Mining Matters Science Program



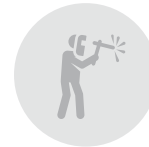
2021 Training Efforts:



In 2021, four trainees continued the Underground Trainee Program from 2020. They all completed the program.



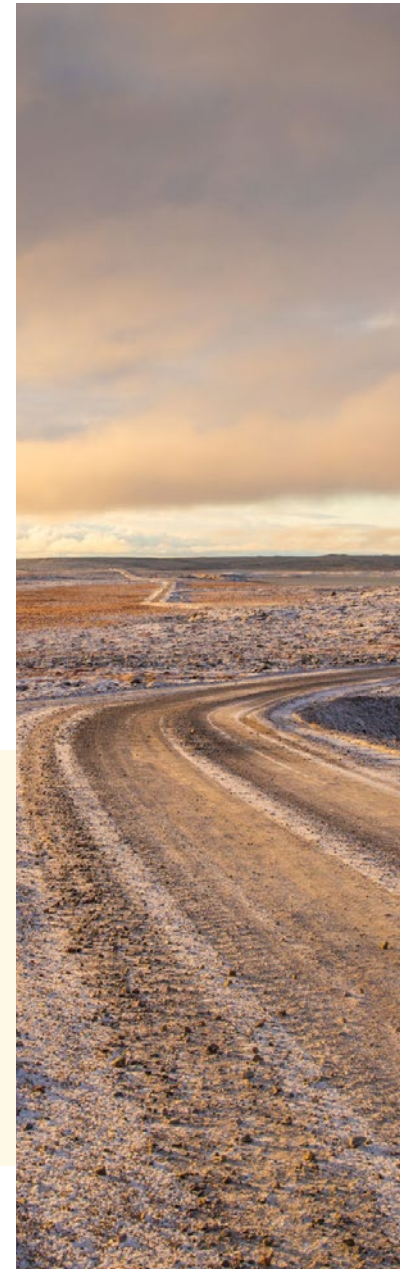
In 2021, two trainees continued the Haul Truck Trainee Program started in 2020. They both completed the program.



At the end of 2021, there were seven active apprentices and pre-apprentices in technical and on-the-job training.

Historically successful skills development programs such as the Haul Truck Trainee Program and Underground Trainee Program saw decreases in successful completions as the programs were paused due to COVID-19 in 2020 and 2021.

In 2021, the Inuit Summer Employment program was offered only in the communities and not at the mine site to accommodate the COVID-19 situation.



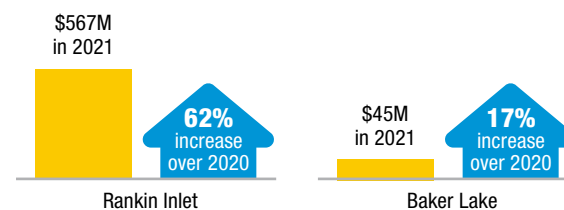


CONTRACTING & BUSINESS OPPORTUNITIES

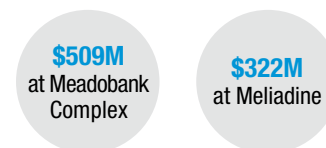
Agnico Eagle spent with Inuit businesses:



Agnico Eagle spending with Inuit businesses from Rankin Inlet and Baker Lake also increased in 2021:

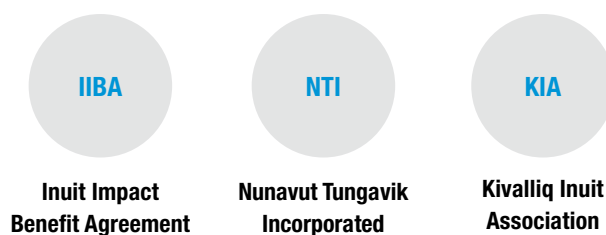


Total business expenditure in Nunavut reached **\$831M**.



COMMUNITY INFRASTRUCTURES & SERVICES

In 2021, Agnico Eagle payments from taxes and royalties to:



increased by **23%** to \$153M, for a total to-date impact of **\$603M** from all sources.

INDIVIDUAL & COMMUNITY WELLNESS



Food Security:

In 2021, Agnico Eagle contributed **\$214,000** to the following community-based organizations that support food security issues.

Coral Harbour Sakku School Food Security

\$10,000 to incorporate a food station, which would include a toaster, bread, a selection of spreads, and a fruit basket to ensure that no student is hungry.

Baker Lake Abluqta Society

\$100,000 to support local food banks as part of a 5-year agreement. The monetary contribution will be used to provide food and clothing to those in need in Baker Lake, including a monthly Food Hamper program.

Baker Lake HTO Bowhead whale harvesting

\$20,000 to the Bowhead Whale Hunt Committee of Baker Lake which was approved by Kivalliq Wildlife Board to hunt a bowhead whale.

Coral Harbour HTO Bowhead Whale Hunt

\$5,000 to the Bowhead Whale Hunt Committee of Coral Harbour which was approved by Kivalliq Wildlife Board to hunt a bowhead whale.

Rankin Inlet Charity Ball

\$10,000 to providing Christmas hampers, organized by the RCMP, and \$10,000 to the food bank, in partnership with the Rankin Inlet hamlet and Charity Ball donation program.

Baker Lake Prenatal Nutrition Program

\$64,000 towards the BLPNP as part of a 3-year agreement to support better nutrition, improved food choices and cooking skills, and healthy pregnancies.

Baker Lake Hot meals program

\$5,000 towards this program where local women are making hot meals monthly for about 20-40 community members.



Mental Health:

Social Worker on site to support the re-integrations of Nunavummiut employees back to work. Agnico Eagle is investing financially to support mental health initiatives in the Kivalliq region such as the **Inunnguiniq project** (creating a whole human) which was created to understand the global picture of the region mental health state.

CULTURE & TRADITIONAL LIFESTYLE

Creation of an Elders's advisory committee:

The committee includes 21 elders, including an elder facilitator, from 5 of 7 Kivalliq communities. Other communities are expected to have representation in 2022. Selection of committee members was based on the ability and willingness to contribute to the collection of traditional knowledge for our mining activities in the Kivalliq region.

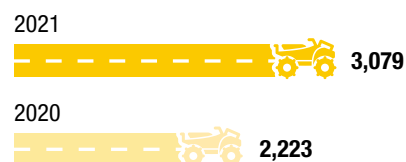
Committee Objectives:



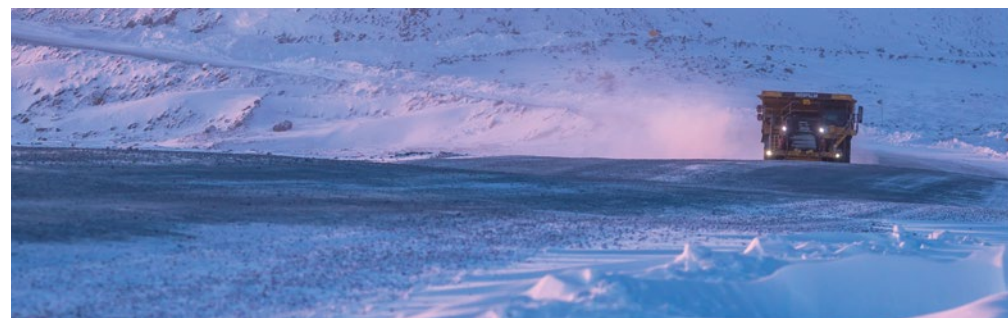
- Establish a process to integrate traditional names of various locations.
- Build a better dialogue around mining.
- Integration of elders in exploration consultations.

The **use of the All-Weather Access Road (AWAR)** for traditional activities increased at Meadowbank/Whale Tail, while it decrease at Meliadine.

Meadowbank/Whale Tail



Meadowbank/Whale Tail





AEMMeadowbankComplex | AEMMeliadine