



MELIADINE GOLD MINE

2025 Annual Report

Prepared for:

Nunavut Water Board
Nunavut Impact Review Board
Government of Nunavut
Fisheries and Oceans Canada
Crown-Indigenous Relations and Northern Affairs Canada
Kivalliq Inuit Association

Prepared by:

Agnico Eagle Mines Limited – Meliadine Division

March 2026

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ABBREVIATIONS

Agnico Eagle	Agnico Eagle Mines Limited
ABA	Acid/Base Accounting
AEMP	Aquatic Ecosystem Monitoring Program
AP	Acid Potential
ARD	Acid Rock Drainage
AWAR	All Weather Access Road
BAP	Best Applicable Practices
BAT	Best Available Technology
BTEX	Benzene, Toluene, Ethylbenzene and Xylene
BV	Emission Services Group of Bureau Veritas
CALA	Canadian Association of Laboratory Accreditation (CALA)
CCME	Canadian Council of Ministers of the Environment
CDMO	Cyanide Management Decommissioning Overview
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CLO	Community Liaison Officer
COQ	Certificate of Qualification
CP	Collection Pond
DDH	Diamond Drill Hole
DFO	Department of Fisheries and Oceans Canada
EAP	Employee Assistance Program
EC	Electrical Conductance
ECC	Employment and Culture Committee
ECCC	Environment and Climate Changes Canada
EEM	Environmental Effect Monitoring
E&I	Energy & Infrastructure
ERT	Emergency Response Team
EWTP	Effluent Water Treatment Plant
FDP	Final Discharge Point
FEIS	Final Environmental Impact Statement
FTE	Full Time Equivalent
GHGRP	Greenhouse Gas Emissions Reporting Program
GN	Government of Nunavut
GPS	Global Positioning System
GTC	Ground Temperature Cable
GWMP	Groundwater Management Plan
HC	Health Canada
HDET	Heavy Duty Equipment Technician
HHS	Hunter Harvest Study
HR	Human Resources
ICMC	International Cyanide Management Code
ICMI	International Cyanide Management Institute
ICRP	Interim Closure and Reclamation Plan
IEP	Internal Environmental Permit
IIBA	Meliadine Inuit Impact and Benefit Agreement
IOL	Inuit Owned Land
IQ	Inuit Qaujimajatuqangit

ISV	Inuit Societal Values
KEAC	Kivalliq Elders' Advisory Committee
KETAP	Kivalliq Employment and Training Action Plan
KHTO	Kangiqliniq Hunter Trapping Organization
KIA	Kivalliq Inuit Associated
KivIA	Kivalliq Inuit Association
KLMA	Kivalliq Labour Market Analysis
KvSEMC	Kivalliq Socio-Economic Monitoring Committee
LOA	Letter of Advice
LMS	Learning Management System
LOM	Life of Mine
LSA	Local Study Area
MAC	Mean Annual Concentration
MAMMC	Maximum Authorized Monthly Mean Concentration
MDL	Method Detection Limit
MDMER	Metal and Diamond Mining Effluent Regulations
MELCC	Ministère de l'Environnement et de la Lutte contre les Changements Climatique
MF	Mid-Field
MiHR	Mining Industry Human Resources Council
MMSO	Marine Mammal and Observation
MoU	Memorandum of Understanding
MSB	Multi-Service Building
MWMP	Mine Waste Management Plan
NDVI	Normalized Difference Vegetation
NIRB	Nunavut Impact Review Board
NMHSF	Northern Mining Health and Safety Forum
NP	Neutralization Potential
NPAG	Non-Potentially Acid Generating
NPR	Neutralization Potential Ratio
NWB	Nunavut Water Board
OHF	Oil Handling Facility
OMS	Operation, Maintenance and Surveillance
OP	Ore Storage Pad
OPEP	Oil Pollution Emergency Plan
OPPP	Oil Pollution Prevention Plan
OSMP	Ore Storage Management Plan
PAG	Potentially Acid Generating
PPV	Peak Particle Velocity
PRISM	Program for Regional and International Shorebird Monitoring
PVS	Peak Vector Sum
QA/QC	Quality Assurance and Quality Control
QEP	Qualified Environment Professional
RIBR	Rankin Inlet Bypass Road
RO	Reverse Osmosis
RPD	Relative Percent Difference
SAO	Senior Administrative Official
SEMC	Socio-Economic Monitoring Committee

SEMP	Socio-Economic Monitoring Program
SEMR	Socio-Economic Monitoring Report
SEMWG	Socio-Economic Monitoring Working Group
SETP	Saline Effluent Treatment Plant
SOP	Standard Operating Procedure
SMP	Shipping Management Plan
SP	Saline Pond
STP	Sewage Treatment Plant
TAG	Terrestrial Advisory Group
TC	Transport Canada
TDS	Total Dissolved Solids
TEMMP	Terrestrial Environment Management and Monitoring Plan
TEMMP Report	Terrestrial Environment Management and Monitoring Plan Report
TIRI	Tiriganiaq Open Pits
TMS	Training Management System
TOR	Term of Reference
TSF	Tailings Storage Facility
TSP	Total Suspended Particulate
TSS	Total Suspended Solids
VEC	Valued Ecosystem Component
WBWQM	Water Balance and Water Quality Model
WRSF	Waste Rock Storage Facility
WTC	Water Treatment Complex

Units

%	Percent
°C	Degrees celsius
dBA	Decibels A
ft	feet
kg	Kilogram
kPa	Kilopascal
L	Litre
Leq	Equivalent Continuous Noise Level
m	Metre
m ³	Cubit M\metre
m ³ /day	Cubic metre per day
m ³ /year	Cubic metre per year
mg/kg	Milligram per kilogram
mg/L	Milligram per litre
mm	Millimetre
mm/s	Millimetre per second
Mm ³	Million cubic metre
ppm	Parts per million
t	Tonne
tCO ₂ e	Tonne carbon dioxide equivalent
uS/cm	Microsiemens per centimetre

DOCUMENT CONTROL

Version	Date (YMD)	Section	Page	Comment
1	2026/03/31	All	All	This has been reviewed by Environmental Staff and will be incorporated into training for all mine staff on behalf of the Mine Manager and Senior Management

Prepared By: Meliadine Environment Department

Approved By:



Sara Savoie
Environment Superintendent

SECTION 1. INTRODUCTION

As required by Water Licence 2AM-MEL1631 Part B Item 2: *The Licensee shall file an annual report with the Board no later than March 31st in the year following the calendar year being reported. The annual report shall be developed in accordance with Schedule B.*

And

As required by Water Licences 2BE-MEL2434 Part B Item 2: *The Licensee shall file an Annual Report on the Appurtenant Undertaking with the Board no later than March 31st of the year following the calendar year being reported*

The Meliadine Gold Mine (the Mine) operated by Agnico Eagle Mines Limited - Meliadine Division (Agnico Eagle) is located approximately 25 kilometres (km) north of Rankin Inlet, and 80 km southwest of Chesterfield Inlet in the Kivalliq Region of Nunavut. Situated on the western shore of Hudson's Bay, the Mine is located on a peninsula between the east, south, and west basins of Meliadine Lake (63°1'23.8"N, 92°13'6.42"W), on Inuit Owned Land (IOL). The Mine components include the 30 km All Weather Access Road (AWAR) between Rankin Inlet and Meliadine, the Itivia fuel farm and laydown area, and the mine site.

Commercial production began at Meliadine on May 14th 2019.

The various components and activities associated with the Mine require a number of different authorizations, leases and permits from regulatory agencies including the Nunavut Water Board (NWB), the Nunavut Impact Review Board (NIRB), the Government of Nunavut (GN), Kivalliq Inuit Association (KivIA), Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC); Environment and Climate Change Canada (ECCC), Department of Fisheries and Oceans Canada (DFO) and Transport Canada (TC).

This report is written to address the 2025 annual reporting requirements for the Mine under the following authorizations:

- NWB Type A Amended Water Licence 2AM-MEL1631;
- NWB Type B Water Licence 2BE-MEL2434;
- NIRB Project Certificate No. 6 (Amendment No. 002);
- KivIA Permit KVCA07Q08;
- KivIA Permit KVCA11Q01;
- KivIA Production Lease KVPL11D01; and
- The Meliadine Inuit Impact and Benefit Agreement (IIBA).

Reporting requirements for the Metal and Diamond Mining Effluent Regulations (MDMER) have been submitted directly to ECCC; results are presented herein to comply with the NWB Type A Water License.

Several appendices complement this report. A summary table of the 2025 Annual Report Appendices is provided in Appendix 1.

The following Figure 1 shows the Meliadine site and Itivia facilities.



SECTION 2. SUMMARY OF ACTIVITIES

2.1 2025 ACTIVITIES

2.1.1 Exploration activities

As required by Water Licence 2BE-MEL2434 Part B Item 2h: *A summary of drilling activities and progressive reclamation of drill sites*

A total of 278 holes were drilled under Type B Water Licence. The drill site locations are provided in Appendix 2. No trenches were dug in 2025.

The contractor for the drilling was Sarliaq Orbit Garant, and drilling was conducted using diamond drills between January and December 2025. Activities included both on-ice and on-land drilling. Drill site reclamation included removing remaining material and drill casings at each site once drilling was completed. Casings were cut at ground level when they could not be removed.

As required by Water Licence 2BE-MEL2434 Part B Item 2a: *A summary of Water use and Waste disposal activities related to Water use, deposit of Waste to Water or the Appurtenant Undertaking*

Water use activities under the Type B Licence are reported under Section 3.1.1. 2025 drill cuttings locations are presented in Appendix 2. No deposit of waste to water occurred in 2025.

As required by Water Licence 2BE-MEL2434 Part B, Item 2i: *Report all artesian flow occurrences as required under Part F, Item 6*

There were no occurrences of artesian flow in 2025.

2.1.2 Construction activities

As required by Water Licence 2AM-MEL1631 Part D Item 4: *The Licensee shall provide a brief summary of the Construction Summary Report required by Part D, Item 3, within the Annual Report required by Part B, Item 2; and*

As required by NIRB Project Certificate No.006 Condition 18: *The Proponent shall provide the NIRB with copies of as-built drawings and final design plans for Project infrastructure as they are developed/finalized to assist with the Board's ongoing monitoring efforts.*

In 2025 and early 2026, Agnico Eagle submitted the following Construction Summary (As-Built) Reports:

- New Fuel Tanks at Rankin Inlet Fuel Farm on February 28th, 2025;
- Paste Line Piping on June 18th, 2025;
- Paste Line C Pad on July 7th, 2025;
- Channel 11, CP9 Thermal berm and Berm 4 on August 13th, 2025;
- Culvert 10 and 11 Replacement on October 30th, 2025; and
- Jetty A8 on January 22nd, 2026.

Submitted as-built reports and drawings can be found on the NWB Public Registry at the following link: <https://public.nwb-oen.ca/>.

The main 2025 construction activities are summarized in Table 1 below.

Table 1: Status of the construction activities undertaken in 2025

Activity	Status as of Dec 31, 2025
Continuation of Waste Rock Storage Facility 1 (WRSF1)	Ongoing
Continuation of Waste Rock Storage Facility 1 (WRSF3)	Ongoing
Start of Waste Rock Storage Facility 6 (WRSF6)	Ongoing
Continuation of Tiriganiaq Open Pit 1 (TIRI01)	Ongoing
Start of Pump Open Pit 1 (PUMP01)	Ongoing
Start of Pump Open Pit 2 (PUMP02)	Ongoing
Construction of Pump Water Management Infrastructure (Channel 11, Berm CP9, Berm 4)	Completed
Construction of access road to Jetty A8	Completed
Construction of Jetty A8	Completed
Construction of Wesmeg (WES) haul roads	Ongoing
Construction of Water Treatment Complex	Ongoing
Construction of laydown and ore storage pads at Pump	Completed
Rehabilitation/maintenance of different infrastructures on site: Channels 1, 4, 7, 9 and 10, CP6.	Ongoing
Replacement of Culverts 10 and 11 at AWAR KM16.5 and Bypass Road KM3	Completed
Construction of Paste Line C	Completed
Construction of the waterline discharge to sea	Completed
Horizontal Directional Drilling (HDD) at Itivia (waterline)	Completed
Waterline hydrotesting – Integrity test.	Started in 2025, to be continued in 2026
Waterline commissioning.	Planned in 2026
Construction of haul and access roads to the Pump deposit area	Ongoing
Construction of communications tower at the Pump deposit area	Completed

2.1.2.1 Waterline Construction Update

In 2025, Agnico Eagle completed the construction of the major waterline components along the AWAR, from the Meliadine mine site through the horizontal directional drilling (HDD) section and the seabed diffuser. The testing phase also began, focusing on verifying the integrity of the pipeline. The fiber-optic line has been installed and will be put in service in 2026. The testing phase will continue in 2026 alongside commissioning activities.

The status of the waterline construction is detailed below:

- 2025 season:
 - Piping, optic fiber, and earthworks from KM06 to Itivia
 - Directional drilling at Itivia and diffuser installation
 - Hydrotesting (initiated)

For the 2026 season the following activities will take place:

- Minor construction work(deficiencies correction in slopes, fiber optic repairs and commissioning)
- Hydrotesting(continued)
- Commissioning execution

All required sections of the waterline installed to date were covered by material to ensure passage of wildlife (80-90% of the waterline is covered). As per the TEMMP, construction activities are suspended according to the caribou work suspension protocol. In 2025, the waterline construction took place after the caribou migration near the Meliadine Mine was completed.

2.1.3 Mining Activities

The Meliadine Gold Mine began commercial gold production on May 14th 2019.

In 2025, the Meliadine Gold Mine continued commercial gold production from the Tiriganiaq Open Pit 1 (TIRI01) and underground operations. Commercial gold production from Pump Open pits started in 2025.

In 2025, no overburden waste was mined from TIRI01. A total of 3,995,000 of waste rock were excavated and a total of 561,000 tonnes of ore was mined from the pit.

In 2025, no overburden waste, waste rock or ore were mined from Tiriganiaq Open Pit 2 (TIRI02). Mining activities at TIRI02 were paused since Q2, 2021 and TIRI02 is currently being used for underground saline contact water storage.

In 2025, a total of 546,414 tonnes of overburden waste and 675,162 of waste rock were excavated from PUMP01. A total of 561,000 tonnes of ore was mined from the pit.

In 2025, a total of 450,914 tonnes of overburden waste and 135,308 of waste rock were excavated from PUMP02. A total of 561,000 tonnes of ore was mined from the pit.

From the underground operation, a total of 439,301 tonnes of underground waste was trucked to surface, and a total of 1,490,386 tonnes of ore was mined and trucked to surface.

2.2 2026-2027 MINE WORK PLAN

The 2026-2027 Mine Plan for the Meliadine Gold Mine, prepared for the KivIA as required by Production Lease KVPL11D01, is provided in Appendix 3.

In 2026, Agnico Eagle's mining plan is to continue to operate Tiriganiaq Underground Mine and Open Pit 1 (TIRI01) at the Meliadine Mine site. In addition, mining at the Pump deposit area will continue, with open pits Pump01 and Pump02. A general site print is available in 4.

Environmental monitoring (wildlife, aquatic effects, groundwater, geochemistry, noise and air) will continue through 2026 in support of all operational undertakings at the Meliadine site as required by the NWB Type A Amended Water License 2AM-MEL1631, NWB Type B Water License 2BE-MEL2434, NIRB Amended Project Certificate No.006, and Metal and Diamond Mining Effluent Regulations (MDMER) regulations.

In 2026 and 2027, Agnico Eagle is planning to conduct the following activities under production lease KVPL11D01, pending reception of required approvals.

2026:

- Waterline Integrity test (hydrotesting)
- Waterline hot commissioning

- Construction activities related to Pump Deposit area:
 - Construction of haul roads
 - Power electrical installation
 - Service building installation (compressed air system, brine system)
 - Fuel containment facility
 - Installation of culverts
 - Construction of temporary underground waste storage facility and water management infrastructure
 - Construction of underground portal
- Construction activities related to Wesmeg Deposit area:
 - Construction of haul roads
 - Installation of culverts
- Construction activities related to F Zone Deposit area
 - Construction of haul and access roads
 - Dewatering and fish salvage of Lake A6
 - Construction of Jetty A6
 - Installation of water management infrastructures (pipelines) to connect with the current system
- Construction activities related to the Tiriganiaq deposit area:
 - Construction of water management infrastructure (CP8, Berm CP8, Berm CP7, Channels 13 and 14) to support TSF expansion

2027:

- Construction of Berm A6 at F Zone
- Construction of water management infrastructures for CP7 (pipelines and jetty to connect with current system)
- Dewatering and fish salvage of Lake B7
- Permanent ventilation system at Pump.
- Continuation of haul roads at Pump deposit area
- Continuation of haul roads at Wesmeg deposit area
- Construction of haul and access roads to the F Zone deposit area
- Construction of mine ventilation system at Pump
- Construction of water management infrastructure at Lake B7

2.2.1 Culvert repairs work update

Two meetings took place between Agnico Eagle and DFO at the end of 2023 to discuss issues identified during previous DFO inspections, the mitigation measures required to address those issues, and tentative timelines.

A Request for Review was submitted to DFO on December 22, 2023, to replace Culverts 7 and 10 along the All-Weather Access Road (AWAR) and Culvert 11 along the Rankin Inlet Bypass Road (RIBR) at locations containing salmonids. Replacement of these culverts was required to ensure safe fish passage. On February 29, 2024, DFO issued a Letter of Advice for the proposed works.

Culvert 10 and Culvert 11 were installed in the winter of 2024–2025. In early 2025, DFO acknowledged that flows between Lake A7 and Lake A6 (the watercourse at Culvert 7) are short and intermittent, and that the existing perched culverts already act as a barrier to fish movement. DFO further noted that the upstream

lakes (A8 and A7) were scheduled to be fished-out and dewatered in the summer of 2025 under a separate Fisheries Act authorization process. Given these conditions, DFO agreed that replacing Culvert 7 would not provide meaningful fish passage or environmental benefit. It was therefore confirmed that not replacing Culvert 7 was a reasonable approach.

Two additional culverts were identified as needing replacement at KM 8.8 along the AWAR and KM 1.1 along the Exploration Camp Road, and one new culvert at KM 15.4 along the AWAR. Fish habitat and hydraulic assessments, as well as fish community sampling via minnow trapping, backpack electrofishing, and eDNA sampling, were completed in July 2024 at each location.

A Request for Review was submitted to DFO on December 19, 2024, for the replacement of an existing culvert (EXPLO 1.1B) and the installation of two new culverts (AWAR 8.8 and AWAR 15.4). On March 20, 2025, DFO issued a Letter of Advice for the proposed works.

Culverts AWAR 8.8 and AWAR 15.4 were installed between October and November 2025. Through discussions with DFO, Agnico Eagle committed to evaluating the use of a modular, open-bottomed culvert system designed to maintain natural bed substrate and hydraulic capacity. In December 2025, an open-bottomed Enviro-Span® modular arch culvert was installed at EXPLO 1.1B in place of a traditional corrugated steel pipe. Because this project involved replacing an existing culvert, the open-bottomed design did not provide substrate preservation benefits at this site; however, the installation was selected as a pilot project to support long-term performance evaluation of the Enviro-Span® system and its applicability in northern mining operations.

At this time, Agnico Eagle has addressed the culvert-related requirements identified by DFO. Future culvert installations will continue to follow all applicable Licence conditions and federal regulatory requirements, including those administered by DFO.

2.3 QUARRIES

In 2025, no material was crushed from borrow pits under permits KVCA11Q01 and KVCA07Q08.

The total amount of material taken to date under permit KVCA11Q0 is 515,356 m³ and the maximum allowed quantity to be taken is 750,000 m³, as per the 2024 Quarry Permit KVCA11Q01 Renewal Agreement.

The total amount of material taken to date under permit KVCA07Q08 is 420,744 m³. The maximum allowed quantity is 740,000 m³, as per the 2024 Quarry Permit KVCA07Q08 Renewal and Amending Agreement.

SECTION 3. WATER MANAGEMENT ACTIVITIES

3.1 WATER MOVEMENT

3.1.1 Fresh water obtained from Meliadine Lake

As required by Water Licence 2AM-MEL1631, Schedule B, Item 2: *Monthly and annual volume of fresh Water obtained from Meliadine Lake.*

Monthly and annual volume of fresh Water obtained from Meliadine Lake (MEL-11) under Licence type A.

A total of 581,166 m³ of fresh Water was withdrawn from Meliadine Lake in 2025, or approximately 53% of the total authorized volume of fresh water (1,100,296 m³/year) under the current Licence. The monthly distribution of fresh Water use is presented in Table 2.

Table 2: Monthly and annual volume of Fresh Water withdrawn from Meliadine Lake at monitoring station MEL-11 in 2025 under Licence A.

	January	February	March	April	May	June	July	August	September	October	November	December	2025 Total
Water withdrawn, m ³	40,096	44,128	50,163	46,202	53,972	33,147	54,531	52,989	47,956	55,804	55,946	46,234	581,166

As required by Water Licence 2BE-MEL2434 Part B, Items 2b and 2c:

- *Quantity of Water (in cubic metres/day) obtained for domestic and other purposes from sources on, in or flowing through Inuit-Owned Lands for the reporting period*
- *Quantity of Water (in cubic metres/day) obtained for domestic and other purposes from sources on, in or flowing through Crown Lands reporting period;*

The monthly distribution and annual water usage volumes from MEL-2 are summarized in Table 3 below; a total of 11,613 m³ or approximately 11% of the total authorized volume (299 m³/day; 109,135 m³/year in 2025) was withdrawn in 2025. Freshwater was obtained from A8 Lake or small lakes and ponds proximal to the drilling targets on IOL, for drilling purposes. No water from MEL-1 was used in 2025.

Table 3: Monthly and annual quantity of freshwater obtained from Meliadine Lake at monitoring station MEL-2 in 2025 under Licence B.

	January	February	March	April	May	June	July	August	September	October	November	December	2025 Total
Water withdrawn, m ³	0	137	2,357	4,128	760	0	509	824	1,897	1,003	0	0	11,613

3.1.2 Fresh water obtained from Meliadine River.

As required by Water Licence 2AM-MEL1631 Schedule B, Item 4: *Monthly and annual volume of fresh Water obtained from Meliadine River for road dust suppression activities.*

In 2025, no water was obtained from Meliadine River for road dust suppression activities. Further, no water from ponds proximal to the road was used for dust suppression on the AWAR in 2025.

As required by Water Licence 2AM-MEL1631 Schedule B, Item 3: *Monthly and annual volume of fresh Water transferred to Meliadine Lake as a result of dewatering activities.*

In 2025, a total of 1,282,717 m³ of fresh Water was transferred to Meliadine Lake as a result of dewatering activities. The dewatered lakes were A8 and A7. The monthly distribution of and annual volume of fresh Water transferred to Meliadine Lake as a result of dewatering activities are presented in Table 4 below.

Table 4: Monthly and annual quantity of fresh Water transferred to Meliadine Lake as a result of dewatering activities.

	January	February	March	April	May	June	July	August	September	October	November	December	2025 Total
Water dewatered, m ³	0	0	0	0	0	254,829	686,258	341,629	0	0	0	0	1,282,717

3.1.3 Artesian Flow

Water Licence 2BE-MEL-2434 Part B, Item 6i: *Report all artesian flow occurrences.*

There were no occurrences of artesian flow in 2025.

3.1.4 Effluent discharged from CP1 to Meliadine Lake

The monthly and annual volumes of effluent discharged from CP1 to Meliadine Lake over 2025 are summarized in Table 5 below.

Table 5: 2025 Monthly and Annual volumes of water discharged from CP1 to Meliadine Lake

	January	February	March	April	May	June	July	August	September	October	November	December	2025 Total
Water pumped, m ³	-	-	-	-	-	326,051	403,228	314,572	77,018	72,956	-	-	1,193,824

3.1.5 Sludge produced by the EWTP-WTC and SETP-WTC

The monthly and annual volumes of sludge production from the Effluent Water Treatment Plant (EWTP-WTC) and Saline Effluent Treatment Plant (SETP-WTC) are summarized in Table 6 and Table 7, respectively. Sludge management is further discussed in section 3.9.4.3 of the Water Management Plan and in section 7.3.3 of this report.

The minor quantity of sludge produced at the SETP-WTC was generated during pre-commissioning equipment testing in a closed-loop system. Therefore, the sludge volumes are not reflective of operational conditions, as the SETP-WTC and associated waterline are not currently operational.

Table 6: 2025 Monthly and Annual volumes of sludge produced by the effluent water treatment plant

	January	February	March	April	May	June	July	August	September	October	November	December	2025 Total
Water pumped, m ³	-	-	-	-	102	2,152	1,500	737	713	714	-	-	5,919

Table 7: 2025 Monthly and Annual volumes of sludge produced by the saline effluent treatment plant

	January	February	March	April	May	June	July	August	September	October	November	December	2025 Total
Water pumped, m ³	-	-	-	-	-	-	68	78	-	-	-	-	146

3.1.6 Saline Effluent Discharged to Marine Environment at Melvin Bay

No saline effluent was discharged to the marine environment at Melvin Bay in 2025.

3.1.7 Adaptive Management of Discharge to Meliadine Lake

As required by Water Licence 2AM-MEL1631, Schedule B, Item 6: Summary of the Adaptive Management procedures implemented to minimize the discharges into Meliadine Lake during the pre-freshet, open-water and pre-freeze periods.

Schedule B, Item 6 of the Amended Water Licence 2AM-MEL1631 will come into effect following commissioning of the waterline and as per the Adaptive Management Plan for Water Management (Agnico Eagle, 2024).

Operation of the waterline for discharge to Itivia Harbour will be primarily used for the removal of saline groundwater from site. Residual capacity of the waterline will then be used to minimize or eliminate discharges to Meliadine Lake as an Adaptive Management approach throughout the open water season each year. A summary of the Adaptive Management procedures implemented following commissioning of the Waterline will be available in future annual reports, once the Waterline is operational.

More information regarding applicable Adaptive Management strategies can be found in the Adaptive Management Plan for Water Management (Agnico Eagle, 2024).

3.1.8 TDS Concentrations Reporting to CP1

As required by Water Licence 2AM-MEL1631, Schedule B, Item 8: *Discussion on the behavior of the Total Dissolved Solids (TDS) concentrations in surface Contact Water reporting to Contact Water Ponds during the reported year, and, if any TDS concentration peaks are observed, identification of potential sources that might have contributed to higher loads of TDS.*

Total Dissolved Solids (TDS) has been a chemical parameter of interest since the onset of operations at Meliadine. Each year, from freshet to the end of the open-water season, frequent measurements of electrical conductance (EC) from surface contact water collection ponds and other surface contact runoff sources are collected.

The processes which may impact TDS patterns in surface runoff on site are numerous and their interactions are complex:

- freshet often brings large volumes of runoff with low TDS concentrations into the water management system, contributing to the dilution of existing surface waters within the mine collection ponds;
- once ice and snow covers are melted, surface runoff following significant rainfall events exceeding the ground infiltration capacity could allow the mobilization and connection of water that has a higher TDS content (e.g., surficial ponding water on pads, pore water in waste rock or ore) with the collection ponds;
- thawing of the active layer may result in the release of solutes locked in the soil from the previous year active layer freeze-back;
- significant rainfall events may flush pre-event solutes from the active layer or may result in infiltration-excess overland flow of rainfall entering collection ponds, depending on the antecedent soil moisture conditions;
- exclusion of solutes as water freezes in ponds can cause TDS concentrations to rise in the water held below-ice during winter (cryo-concentration).

The results of the monitoring program are provided in units of mg/L-TDS rather than the field measurement units of $\mu\text{S}/\text{cm}$ -EC for ease of comparisons with the laboratory analyzed TDS datasets and with the TDS concentration limits required by the Licence for discharge to Meliadine Lake.

TDS was computed using the following equation:

$$TDS = k_e \cdot EC$$

where TDS is in mg/L and EC is measured in $\mu\text{S}/\text{cm}$ at 25°C (specific conductance). The correlation factor, k_e , used in the conversions of EC to TDS in the monitoring program was 0.6, derived as an approximate average from ratios of TDS to EC analyzed in MEL-14 samples collected.

Field parameter readings of surface contact runoff collection ponds were generally collected on a daily to weekly basis. This frequency ensured a robust dataset of potential TDS fluctuations that could be captured following normal pond water level rise and fall throughout the season.

Water quality varies with depth and establishing an EC monitoring program must consider vertical water stratification. One process driving this stratification is the ice formation during winter. When the ice forms, the frozen layer has a lower concentration of TDS and as a result, TDS migrates in the subfrozen water layer, increasing concentration with depth. This is called the TDS-exclusion effect (Zhan et al., 2012). Generally, in collection ponds, measurements of EC value are collected at the pump intake depth (~1m), but to account for stratification, readings are also collected at different depths and averaged to better represent the TDS concentrations of the water.

3.1.8.1 CP1 Water Volume

Figures 2 to 7 below provide the results of the EC monitoring conducted at each surface runoff collection pond on site: CP1, CP2, CP3, CP4, CP5, and CP6. TDS-converted EC measurements are supplemented with TDS data collected from compliance monitoring stations associated with each collection pond (e.g. MEL-12 for CP1, MEL-19 for CP2, etc.). TDS-converted EC measurements of CP1 were also supplemented with TDS-converted EC measurements from continuous monitoring of the EWTP-WTC treatment stream, as well as TDS data collected from the final-discharge-point compliance station MEL-14. The figures below illustrate TDS results relative to each pond’s storage volume, highlighting how TDS levels vary with changing water volumes. In 2025, all ponds remained below their maximum operating water level (MOWL).

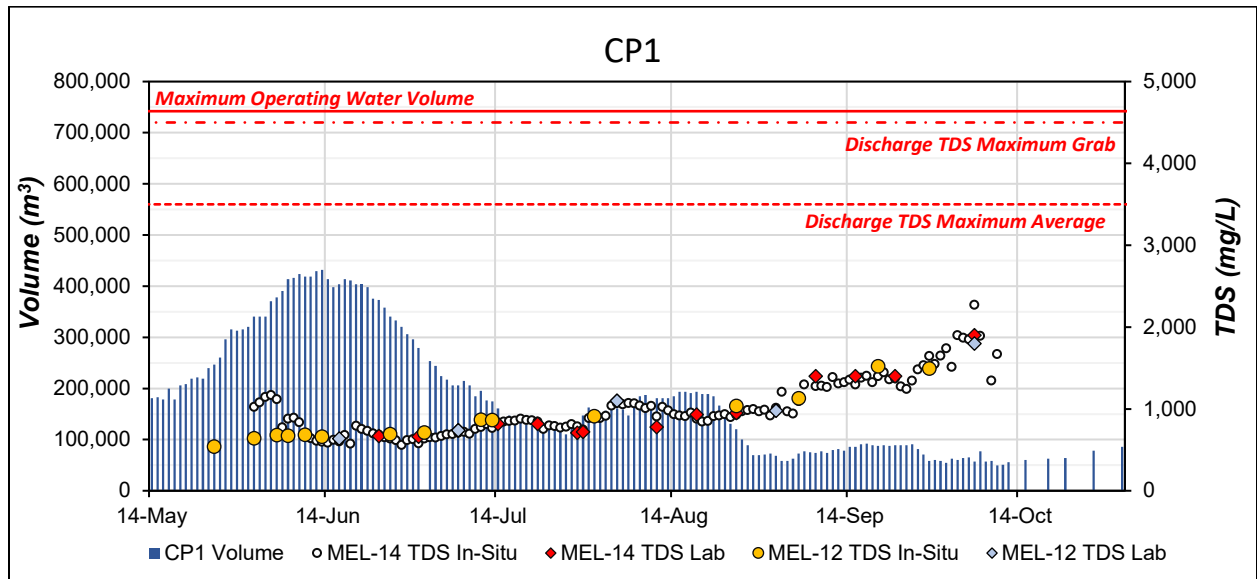


Figure 2: CP1 pond volumes and TDS measurements from lab water quality analyses and in situ EC readings in 2025.

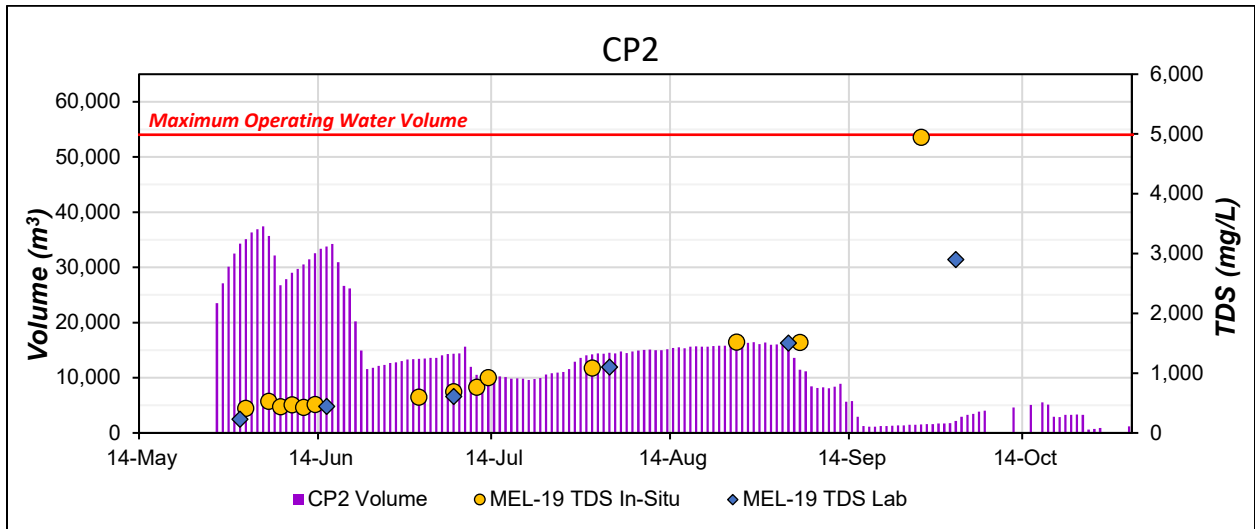


Figure 3: CP2 pond volumes and TDS measurements from lab water quality analyses and in situ EC readings in 2025.

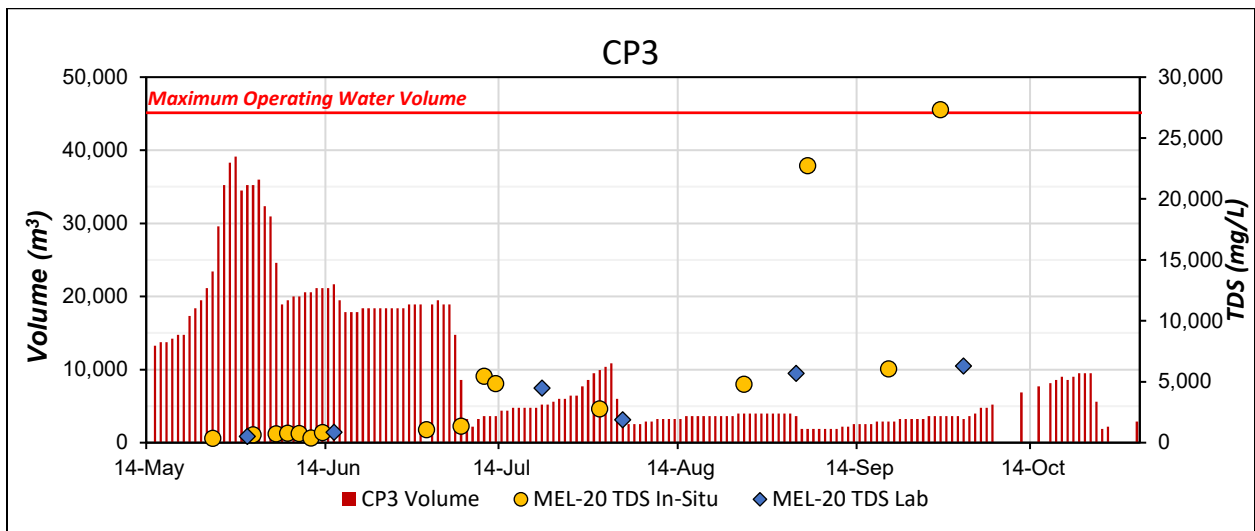


Figure 4: CP3 pond volumes and TDS measurements from lab water quality analyses and in situ EC readings in 2025.

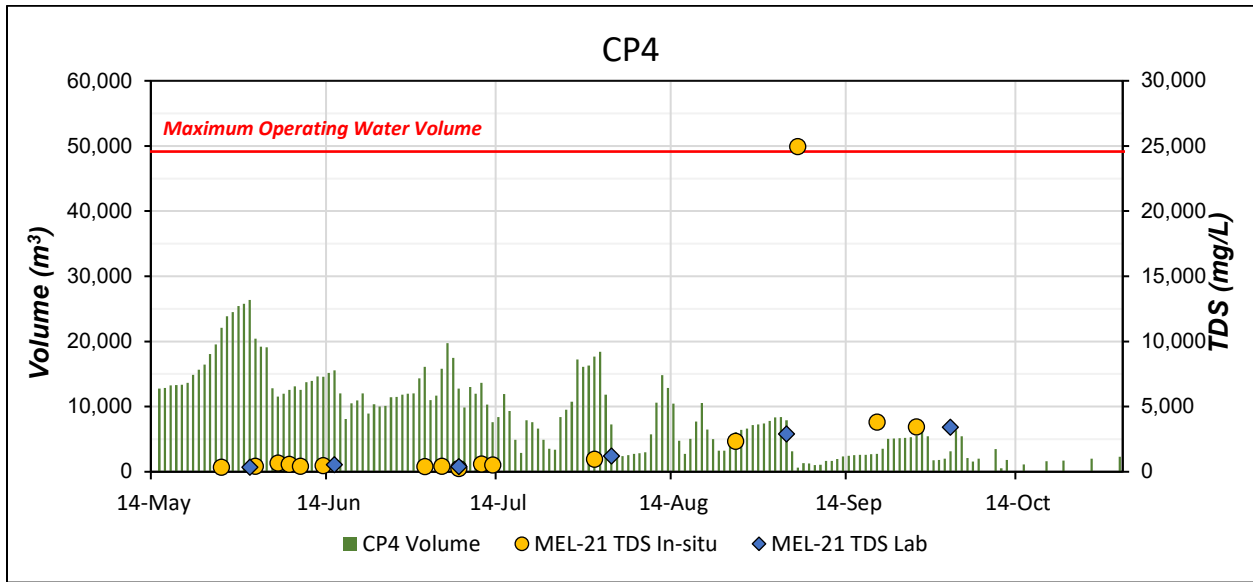


Figure 5: CP4 pond volumes and TDS measurements from lab water quality analyses and in situ EC readings in 2025.

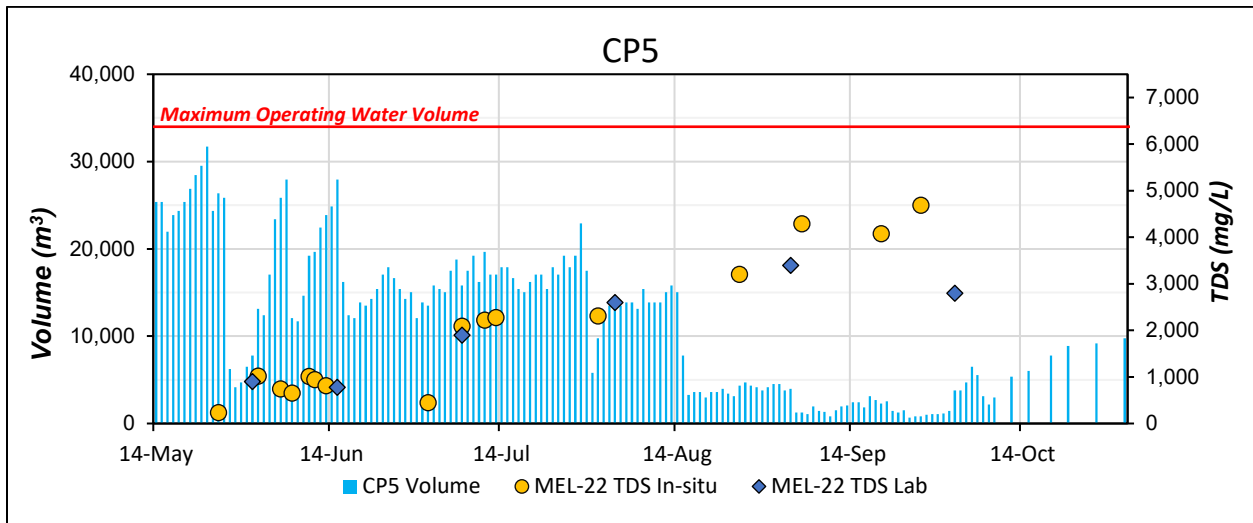


Figure 6: CP5 pond volumes and TDS measurements from lab water quality analyses and in situ EC readings in 2025.

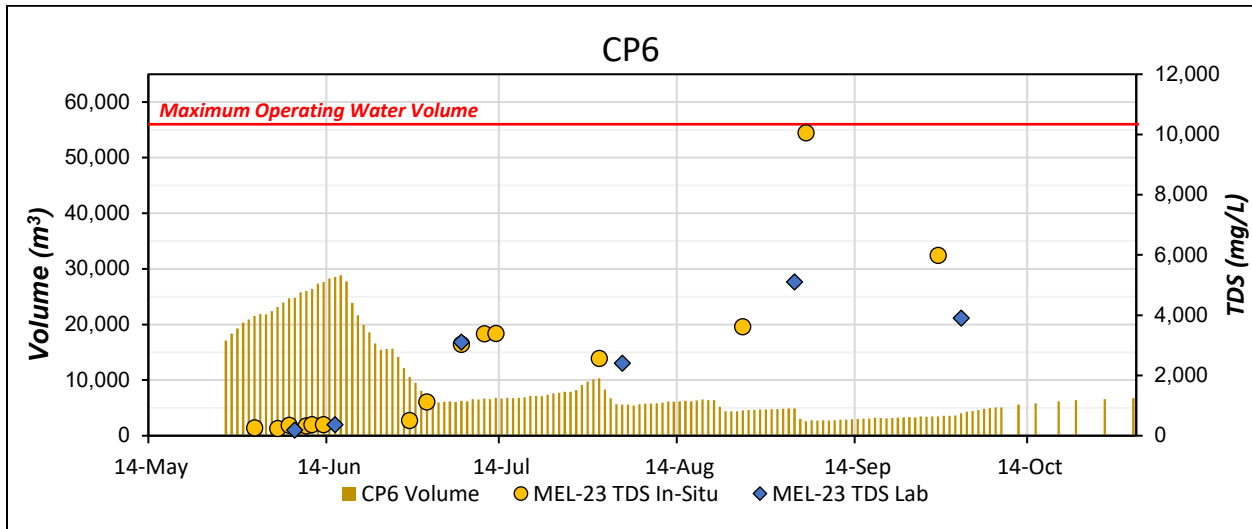


Figure 7: CP6 pond volumes and TDS measurements from lab water quality analyses and in situ EC readings in 2025.

An increasing trend in TDS is observed at most facilities over the duration of the open water season. This seasonal trend has been observed in previous years and is generally attributed to active layer thaw, resulting in the release of any solutes trapped in the active layer, and evaporative processes. A strong correlation between water volume and TDS concentration can also be observed in each pond, in which larger volumes of water correlate to reduced concentrations of TDS and lower volumes of water are associated with higher TDS concentrations. Examples of this can be seen where lower TDS concentrations are observed during the freshet period and subsequently increase after pumping commences and water is drawn down in each facility. In 2025, a constant rise of TDS concentrations was observed for all ponds after freshet. TDS concentrations remained more consistent at the end of the 2025 open-water season in comparison to 2024, where TDS concentrations were marked by a decrease in the fall due to important rainfall events.

Except for the month of July which was marked by important rainfall events and a total volume of precipitation received slightly above the historical average, the year 2025 was a normal precipitation year, just below the historical averages. These conditions are reflected by the relatively low storage volumes observed in the ponds. As mentioned above, dry condition usually favoured increase in TDS concentrations, which is reflected by TDS concentrations observed in CP1 at the end of the season. Concentration measured remained below Licence criteria for discharge to Meliadine Lake (Figure 1).

Short duration of in-Situ TDS peaks observed in 2025 in CP2, CP3, CP4, and CP6 occurred following high volume pumping activities. These events reduced dilution capacities and provoked remobilization of sediments in the water columns, which can temporarily elevate in-situ TDS measurements through increased mixing of fine material within the water column.

3.1.9 Use of Reclaim Water from Contact Water management facilities

As required by Water Licence 2AM-MEL1631 Part E, Item 4: *The Licensee shall maximize to the greatest practical extent, the use of Reclaim Water from Contact Water management facilities for use in the mill, drilling, and for dust suppression. The License may use Reclaim Water for dust suppression in areas where any direct flow into a waterbody is not possible and no additional impacts are created.*

Reclaim Water for the Mill

In 2023, a trial was conducted to assess the use of the Reverse Osmosis (RO) Plant permeate water as a potential low-salinity reclaim water source for the mill. The study simulated the treatment of surface Contact Water, which would yield lower-salinity permeate and therefore minimize impacts on milling processes and tailings salinity.

At present, however, the RO Plant is required for the treatment of higher-salinity water sources on site (described in section 3.9.6 of the Water Management Plan), and the resulting permeate salinity is not suitable for direct mill feed. Once the waterline is operational, and the RO Plant is no longer required for its current treatment duties, AEM will reassess the feasibility of using the RO Plant to treat surface Contact Water to generate low-salinity reclaim water for mill use.

In 2025, no Contact Water was reclaimed for milling purposes. The average pore water salinity of the tailings was 12.8 ppt, below the design assumption of 15 ppt. Pore water salinity measured during the open-water season months increased slightly over the season, but only one sample reached the assumed design salinity of 15 ppt.

Historically, the use of Contact Water for milling increased tailings pore water salinity. Accordingly, the decision not to reclaim Contact Water for milling in 2025 reflects a precautionary, risk-based approach to protect TSF performance. As elevated pore salinity in filtered tailings can negatively affect the TSF's thermal performance, monitoring will continue throughout 2026 to confirm the downward salinity trend and to reassess the potential use of Reclaim Contact Water at the mill.

Reclaim Water for Dust Suppression

Approximately 2,226 m³ of Reclaim Water was used for road dust suppression in 2025. Water withdrawn from Contact Water management facilities was used for dust suppression localized to the mine footprint. Runoff from these areas is captured by the Contact Water management facilities.

Reclaim Water for Drilling

Approximately 741 m³ of Reclaim Water was used for surface drilling in 2025. The water was withdrawn from Contact Water management facilities. The drills were operating within the mine's runoff footprint. Increase in Reclaim Water used for surface drilling in 2025 is explained by more drilling operations within the site footprint in 2025, allowing the usage of surface contact water.

3.2 WATER BALANCE WATER QUALITY MODEL REPORTING SUMMARY

As required by Water Licence 2AM-MEL1631 Schedule B, Item 5: *Updated Water Balance and Water Quality Forecast, as required under Part E, Item 13*

The Licensee shall, at a minimum of once every year following commencement of Operations, submit to the Board for review an updated Water Balance and Water Quality Forecast. This update shall include all monitoring parameters and shall identify which Mean Annual Concentrations are within 10% of the respective maximum authorized Monthly Mean Concentrations for regulated parameters. Additionally, the Mean Annual Concentrations for all monitoring parameters in the current reporting year shall be compared to those reported in the previous year, and if the respective concentrations are increased by more than 20%, a detailed technical assessment identifying specific sources of loadings and the proposed parameter forecasts shall be provided to the Board for review.

And

As required by Water Licence 2AM-MEL1631 Schedule B, Item 7: *Discussions on the available storage capacity for both saline and fresh Water, including the volumes of Water transported to Melvin Bay and the volumes of Water discharged to Meliadine Lake, as well as the projected volumes of water requiring storage in the upcoming year.*

This section summarizes updates made to the Water Balance and Water Quality Model (WBWQM) and provides an overview of the resulting water balance and water quality forecasts for the mine. Additional details on the WBWQM—including input sources, modelling methods, and assumptions are provided in Sections 5–7 of the Water Management Plan (v16).

In June 2025, an updated WBWQM was submitted to, and approved by, the NWB as part of the Water Licence 2AM-MEL1631 Modification Application (Shallow Pump Underground Development within Permafrost and Water Storage in Pits). The updated WBWQM aligns with the water management strategy approved in the modification application (Water Management Plan v15b). The WBWQM forecast results for the operations until end of Life-Of-Mine (LOM) (2025–2031), closure (2032–2038), and post-closure (2039–2048) phases. For the purposes of this annual report, the model was calibrated to reflect the current open pit designs and mining sequence and to incorporate measured operational data (precipitation, temperature, pumping rates, observed water levels, and water quality).

The following sections present the updated WBWQM results incorporating 2025 observed data. Time-series outputs for the primary surface water and saline contact water collection systems (CP1 and Tiri02, respectively) are used to evaluate available fresh and saline water storage capacity, volumes transported to Melvin Bay, volumes discharged to Meliadine Lake, and projected storage requirements for the upcoming year.

3.2.1 CP1 Water Balance Results

Figure 8 shows the predicted and observed volumes in CP1 for previous years up to 2026, as well as the forecasted results of the WBWQM until end of LOM, active-closure and the beginning of the post-closure.

The model results indicate a cyclical water elevation and volume response in CP1 each year, characterized by a slight increase via winter inflows and a rapid increase during freshet. Water elevations are then drawn

down through each discharge season before freeze-up in Q4 of each year. The trend demonstrates a good alignment between predicted volumes and observed volumes throughout 2025 and previous model years.

The maximum predicted storage volume (717,000 m³) occurs in 2027 due to the combined expanded mine footprint, the priority use of the Waterline for dewatering of TIRI02 and a high amplitude of forecasted freshet snowmelt. The corresponding predicted water level of 66.1 m remains lower than the Maximum Operating Water Level (MOWL) of 66.2 m (742,075 m³). During closure and post-closure, management of CP1 and associated water volumes will be undertaken according to the approved Interim Closure and Reclamation Plan

Tabular inflows and outflows water balance forecast results from the WBWQM for existing collection ponds and Open Pits can be found in Appendix 5 Table 2.

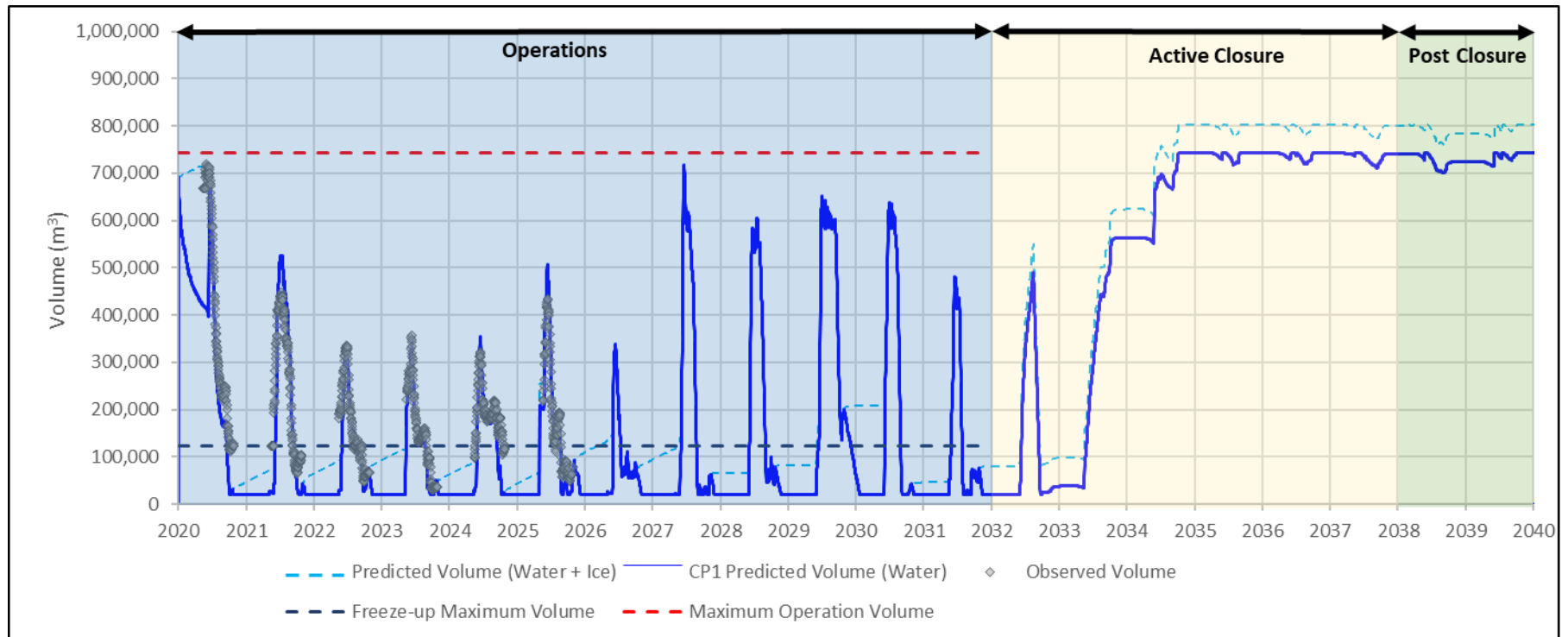


Figure 8: CP1 observed and predicted volumes from the WBWQM for the Operations phase of the LOM and predicted volumes for the Active and Post-Closure phases.

3.2.2 Saline Water Balance Results

Figure 9 shows the predicted and observed volumes in TIRI02 for previous years up to 2026 with WBWQM forecasts extending to the end of LOM, active-closure and the beginning of the post-closure. Predicted volumes demonstrate a good alignment between predicted volumes and observed volumes throughout 2025 and previous years.

The TIRI02 pit currently serves as the primary saline contact water storage pond until it is fully dewatered in 2029. A maximum predicted pond volume of 1.29 Mm³ is reached in June 2027 prior to the initiation of TIRI02 dewatering. That maximum predicted volume remains below the maximum available storage volume of 1.6 Mm³. The dewatering of TIRI02 proceeds over a 2-year period from 2027-2029, with a total of 2.2 Mm³ of saline water transferred to WES02.

Once mining of the deposit in WES02 is completed (Q3 2027), WES02 will be used for saline storage. All saline contact water stored in TIRI02 and dewatered contact water from underground mines will be transferred to WES02 and routed to the SETP-WTC where it will be treated prior to discharge to Itivia Harbour. Figure 9 shows the predicted volumes in WES02 until end of LOM, during the active-closure phase and the beginning of the post-closure.

Over the remainder of the Operations phase (2027 to 2031), approximately 2.6 Mm³ of saline water is routed to WES02. A maximum predicted pond volume of 1.37 Mm³ is reached in July 2029 following the completion of the TIRI02 dewatering. That maximum predicted volume remains below the maximum available storage volume of 1.45 Mm³. During closure and post-closure, management of WES02 and associated saline water volumes will be undertaken in accordance with the approved Interim Closure and Reclamation Plan.

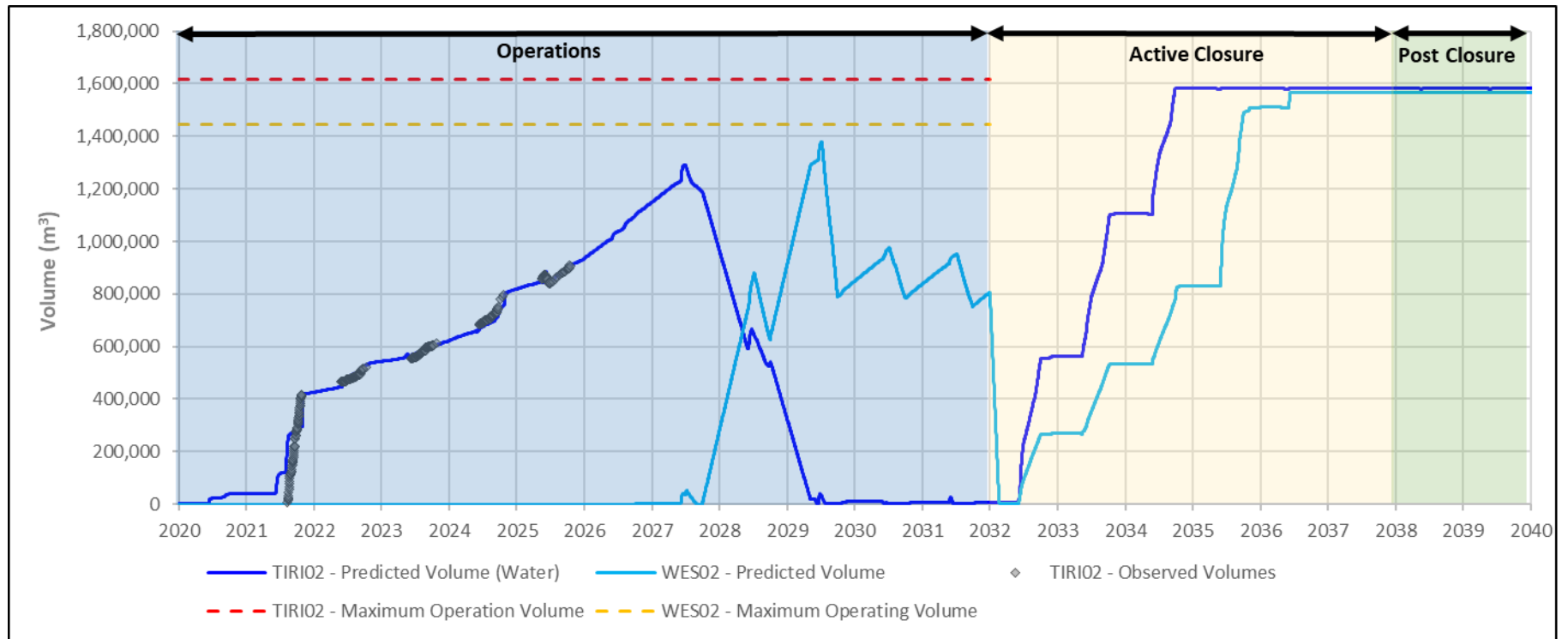


Figure 9: TIRI02 observed and WBWQM predicted volumes for both TIRI02 and WES02 during the Operations phase of the LOM and the Active and Post-Closure phases.

3.2.3 CP1 Water Quality

Trends showing updated CP1 water quality results from the Operational WBWQM for Licence parameters can be found in Appendix 5 (Figures 3 to 12).

In previous annual reports, it was indicated that model predictions overestimated the concentrations of total ammonia-nitrogen and phosphorous compared to observed concentrations in CP1. This was once again observed following the 2025 update of the operational WBWQM.

A desktop study was conducted in 2023 to investigate whether natural attenuation in CP1 could explain the discrepancy between modelled and actual concentrations of ammonia-nitrogen and phosphorous in CP1. The results of this assessment were presented in Appendix 5 of the 2023 Annual Report. The study indicated that although the ammonia removal mechanism in CP1 is not fully understood, available data shows suggest that natural attenuation by algal growth plays a dominant role in this process. Work to implement a second prediction for ammonia and phosphorous within the WBWQM, which will include a limited calibration that will better reflect the natural attenuation process in CP1, is still ongoing.

3.2.4 MEL-14 Final Discharge Point Water Quality

As per the Water Licence Part E, Item 13, results from the WLA WBWQM were compared to Maximum Authorized Monthly Mean Concentrations (MAMMCs) to identify forecasted Mean Annual Concentrations (MACs) that fell within 10% of their respective MAMMCs. Additionally, observed MACs from the current reporting year were compared to those reported in the previous year to identify parameters whose concentrations have increased by more than 20% year-over-year.

No forecasted parameters had concentrations within 10% of their respective MAMMCs. While concentrations of one parameter increased by more than 20% year-over-year, all parameters in 2025 were below the Water Licence Limits (Water Licence Part F, Item 3). The results are discussed below and can be found in Appendix 5, Table 3.

The assessment was conducted using MEL-14 monitoring station data and the forecasted concentration (2025 to Post-Closure) were extracted from the WLA WBWQM results (Lorax, 2025). MAC results produced by the WBWQM represent dissolved concentrations, as TSS is not a modeled parameter. To correct for this, a conservative TSS assumption is applied. It is assumed that treated MEL-14 effluent (represented in the model by CP1 water quality during periods of discharge) contains the MAMMC of 15 mg/L TSS. As a majority of material disturbed by mining operations is comprised of waste rock, the particulate composition of TSS was assumed to have the average elemental concentration of waste rock produced by the project. Table 8. presents the particulate fraction concentration per 15 mg/L TSS that was applied to the MAC results from the WBWQM. These particulate fraction values are determined based on the composition of waste rock (ppm or mg of element per kg of waste rock).

Table 8: Suspended Solids Composition and Contribution to total concentrations at MEL-14.

Element	Particulate Composition (ppm or mg of element per kg of rock)	Particulate fraction concentration (mg/L) per 15 mg/L TSS
Al	62700	0.941
As	65.7	0.000985
Cu	70.4	0.00106
Ni	71.6	0.00107
Pb	7.19	0.000108
Zn	84.7	0.00127

Assessment of the TSS-adjusted forecasted MACs identified no parameters falling within 10% of their respective MAMMCs over the life of mine (LOM).

In accordance with the second part of the Licence requirement, year-over-year increases greater than 20% from 2024 to 2025 were identified for only one element, namely total aluminium.

Total Aluminum

The mean annual concentration of total aluminum in 2025 was 0.76 mg/L, a 61% increase from 2024 (0.48 mg/L), but still 70% below the MAMMC limit of 2 mg/L. This increase is mainly attributed to the addition of 100,000 m³ of PUMP01 pit water, which had an average total aluminium concentration of 0.91 mg/L. Regardless, concentrations of total aluminium observed in 2025 remain below the 2025 forecasted mean annual concentrations (0.95 mg/L).

3.2.5 Saline Water Quality

Observed concentrations of TDS, ammonia, and radium-226 in TIRI02, along with the predicted concentrations for both TIRI02 and WES02, are presented in Figure 10, Figure 11, and Figure 12. The summary of TDS, Ammonia and Radium-226 forecasted concentrations is also presented in Appendix 5, Table 4.

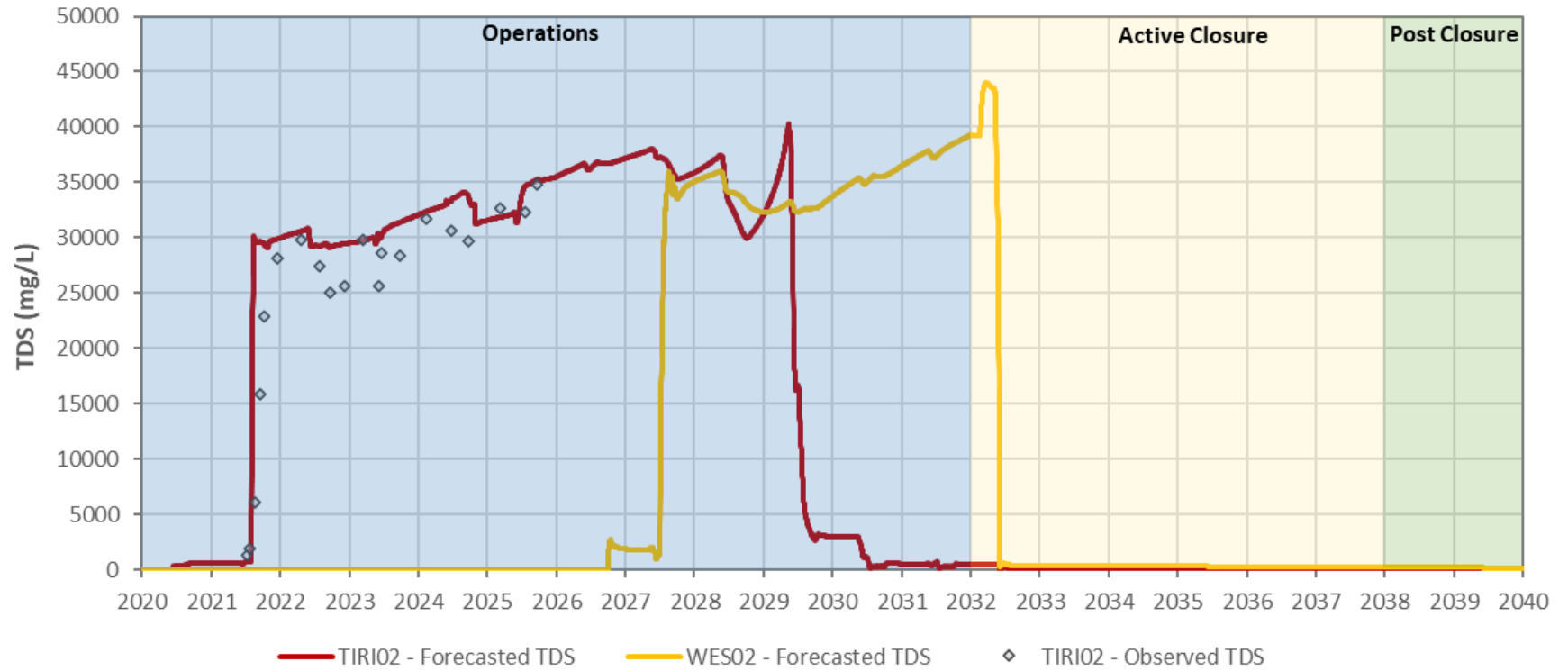


Figure 10: Observed and forecasted TDS concentrations for final saline contact water storages (TIRI02, WES02).

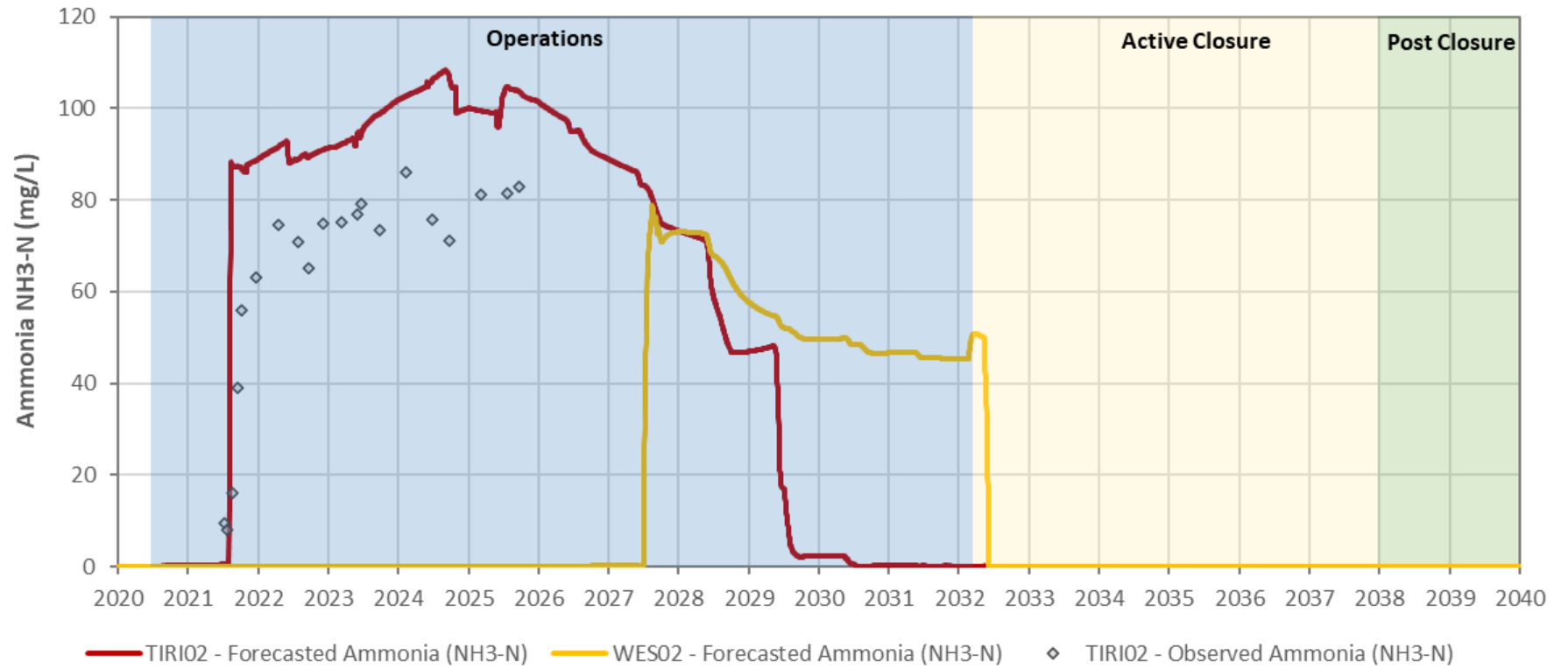


Figure 11: Observed and forecasted ammonia nitrogen concentrations for final saline contact water storages (TIRI02, WES02).

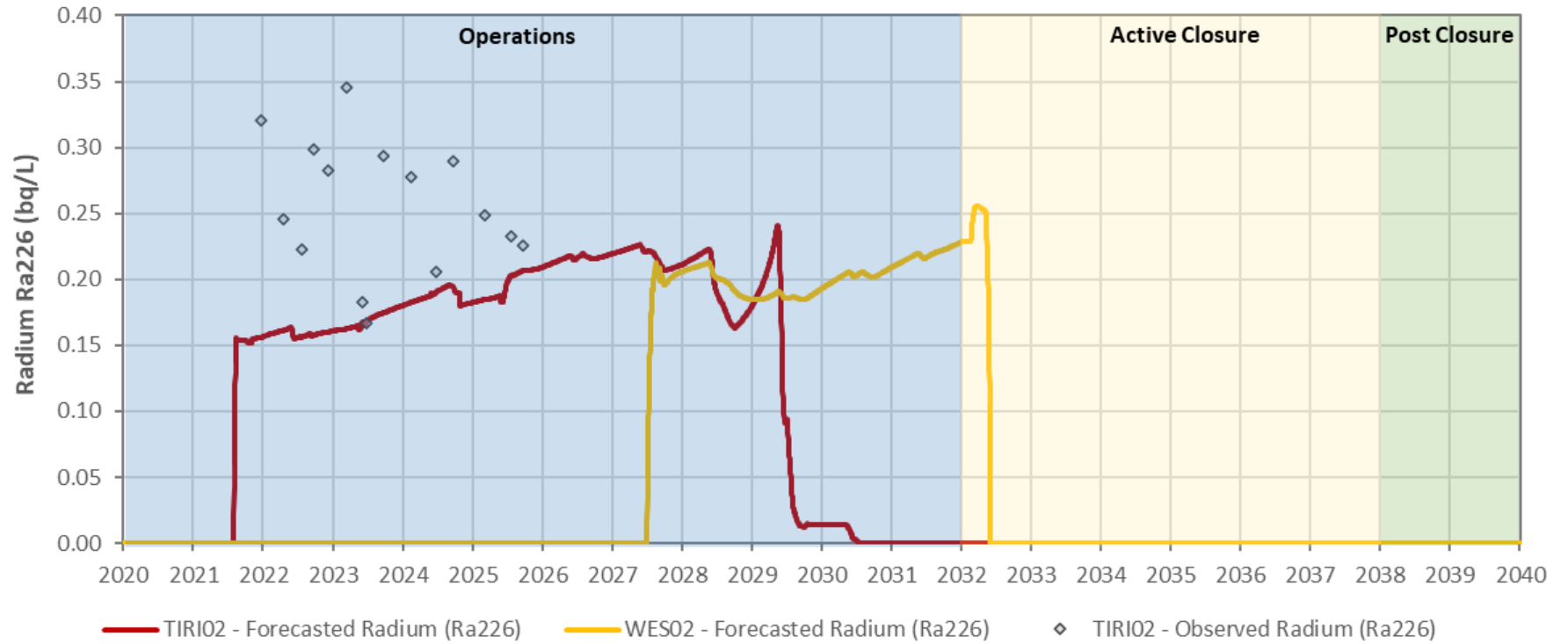


Figure 12: Observed and forecasted radium concentrations for final saline contact water storages (TIRI02, WES02).

Concentrations of TDS, ammonia and radium were derived from water column profiles (i.e., water samples spaced at every 2m depth) conducted in TIRI02 since 2022. TIRI02 is characterized by a strong density-driven stratification, and other processes such as cryo-concentration and thermal stratification that results in significant differences in concentrations measured at different depths.

As of now, the WBWQM model represents TIRI02 as a single pool element that assumes a uniform mixing of the water qualities of incoming inflows and ensure conservation of mass for all constituents within the pool. In order to compare measured concentrations along the Pit water profiles with the model forecasted concentrations, a weighted average was applied to concentrations measured at varying depth of the water column to be representative of their respective volume.

Observed TDS concentrations in TIRI02 generally align well with model predictions. Ammonia concentrations also follow the predicted trend but remain slightly lower than the simulated values. This discrepancy is likely explained by two interacting factors. Firstly, model assumptions are modestly underestimating the contribution of natural inflows (e.g., rainfall and surface runoff), which have a lower ammonia-nitrogen source-term signature compared to the historical volumes of saline underground dewatering water routed to storage. Secondly, similar as what is observed in CP1, concentration of ammonia-nitrogen in TIRI02 is stimulating algae growth, which lead to ammonia-nitrogen consumption. As a result, the model predictions are considered conservative. Appropriate treatment measures will be in place to ensure that ammonia-nitrogen concentrations meet MDMER requirements at the time discharge to Itivia is initiated.

Observed radium-226 concentrations in TIRI02 were generally higher than model predictions prior to 2024–2025, reflecting early-operations conditions and the strong vertical stratification within the pit, where radium shows the greatest depth-dependent variability, with higher concentrations in the deeper, denser water layer. Earlier discrepancies between observed and predicted concentrations likely stems from source-term assumptions based solely on connate groundwater quality, which did not account for additional inputs such as paste-flushing water, paste-backfill returns, or localized infiltration that may have temporarily increased radium levels in the underground dewatering stream.

In more recent years, measured radium-226 values show a much closer fit to model predictions. There is also a recent declining trend in observed concentrations, and both historical and modelled values for TIRI02 and WES02 remain below the MDMER limits for saline effluent. Continued monitoring will ensure that this downward trend is confirmed and that alignment between observed and modelled concentrations remains strong moving forward.

3.3 ADDITIONAL INFORMATION

As required by Water Licence 2AM-MEL1631 Schedule B, Item 26: *Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported; and*

As required by Water Licence 2BE-MEL2434 Part B Item 2m: *Any other details on Water use or Waste disposal requested by the Board by November 1 of the year being reported.*

No additional information was requested in 2025.

SECTION 4. CRITICAL INFRASTRUCTURE MANAGEMENT ACTIVITIES

4.1 GEOTECHNICAL MONITORING

The safe and responsible management of critical infrastructure is a core activity for Agnico Eagle. A primary objective of Agnico Eagle's governance policy for critical infrastructure is to assure a high standard of care is applied to the entire lifecycle: design, construction, operation, closure and legacy (for elements of critical infrastructure that must function beyond closure).

The primary elements of the policy are:

- The development of specific roles with specific responsibilities;
- Regular and consistent reporting;
- Accountability at all levels, from operations to corporate;
- The use of Best Available Technology (BAT) and Best Applicable Practices (BAP); and
- The use of a risk-based approach to manage the risks associated with critical infrastructure.

As required by Water Licence 2AM-MEL1631 Part I, Item 14: *The Licensee shall submit to the Board as part of the Annual Report required by Part B, Item 2, a Geotechnical Engineer's Inspection Report. The Report shall include a cover letter from the Licensee outlining an implementation plan addressing each of the Geotechnical Engineer's recommendations.*

And as required by Water Licence 2AM-MEL1631, Schedule B, Item 1:

a. An overview of methods and frequency used to monitor deformations, seepage and geothermal responses

The performance of the dikes (D-CP1 and D-CP5) is assessed according to the guidelines provided in the Operation, Maintenance and Surveillance (OMS) manual for the facilities. This program consists of both documented visual inspections and geotechnical instrumentation monitoring. In 2025, visual inspections were conducted according to the following schedule:

- Daily – Conducted by personnel working on or adjacent to the water management infrastructure as part of their daily activities, such as environmental technicians, survey staff and dewatering crews.
- Weekly - Conducted during open water season by a qualified engineer or technician;
- Monthly – Conducted during open water season by the Agnico Eagle Responsible Person; and
- Annual – Conducted by a third party consulting engineer (Tetra Tech) during open water season.

The visual inspections include observations of cracking, settlement, seepage and deformation in addition to photographs. Any areas of movement are marked both physically on the dikes themselves by spray painting the locations and on plan drawings of the facilities in order to track changes in conditions.

In addition to the monthly documented visual inspection (during open water), a review of the operational performance and assessment of the geotechnical monitoring instrumentation is conducted every month by the Responsible Person. The schedule of collecting monitoring data in 2025 generally followed the OMS guidelines and is summarized in Table 9.

Table 9: Summary of 2025 Permanent Dike Geotechnical Monitoring Program

Instrumentation	Frequency of Data Collection
Thermistors	Updated twice per day (data loggers)
Survey Monuments	Monthly
Upstream Water/Ice Elevations	Daily (Open water); Monthly (Ice)

The performance of all other water management and earthworks structures were assessed in 2025 during the Annual Geotechnical Inspection conducted by Tetra Tech. The results of this inspection are available in Appendix 6.

b. A comparison of measured versus predicted performance

Based on the visual inspections and geotechnical monitoring data, the permanent water retention dikes (D-CP1 and D-CP5) are generally performing as expected, with no significant geotechnical concerns identified in 2025. Deformation, seepage and geothermal response will continue to be monitored as per the OMS guidelines throughout 2026.

No significant geotechnical concerns were noted with any other water management infrastructure during the annual inspection. The results of this inspection and detailed analysis are available in Appendices 6 to 8.

c. A discussion of any unanticipated observations including changes in risk and mitigation measures implemented to reduce risk;

There were no unanticipated observations in 2025.

d. As-built drawings of all mitigation works undertaken;

Mitigation works undertaken in 2025 included the following;

- The frequency of snow removal increased for D-CP1;
- Snow berms were constructed within CP1 to limit snow accumulation on D-CP1;
- Maintenance of CP6;
- Maintenance of Channel 1;
- Maintenance of Channel 4 / WRSF1;
- Maintenance of Channel 7,
- Maintenance of Channel 9 / WRSF3; and

No as-built drawings are submitted for the mitigation work listed above, since it is considered maintenance, and no modifications to the infrastructures were undertaken.

e. Any changes in the design and/or as-built condition and respective consequences of any changes to safety, water balance and water quality

Run-of-mine rockfill was added to the structures listed above to improve the performance of the structures. No meaningful changes are expected to the water quality of these structures and there are no expected changes to the water balance.

f. Data collected from instrumentation used to monitor earthworks and an interpretation of that data

It should be noted that some data presented in subsections 4.1.1 to 4.1.8 below was collected from instrumentation at the end of year (November and December 2025).

4.1.1 Instrumentation at D-CP1

Horizontal ground temperature cable (GTC) plots indicate a warming trend of approximately 0.3°C/year observed from 2019 to 2025, except the cooling trend (average -0.3°C) observed between 2021 and 2022. The average temperature increased by 0.51°C between June 25, 2024 and June 25, 2025, and October 25, 2025, respectively. In the base of the key trench. The decrease in temperature between 2021 and 2022 is considered due to a combination of a cold 2021/2022 winter and reduced snow accumulation on the dike. The plots are shown in Appendix B of the 2025 Annual Geotechnical Inspection Report. Temperatures in the key trench ranged from an average high of -3.2°C in early January 2025 to an average low of -5.6°C in early June 2025. Generally, the average horizontal ground temperature cable nodes at the base of the key trench have remained below -2.0°C throughout the year.

Vertical ground temperature cable plots shown in Appendix B of the 2025 Annual Geotechnical Inspection Report (Appendix 6) indicate that the dike remained below 0°C until June 2025 and after November/December 2025, while the foundation remained below 0°C throughout 2025.

D-CP1 survey monitoring points M-1 to M-6 indicate a range of total vertical displacement between 54 mm and 104 mm since they were installed on September 19, 2017. The dike operating water levels were based on a settlement of 120 mm; the measured settlement has been less than this to date.

4.1.1 Instrumentation at D-CP5

Horizontal ground temperature cable plots shown in Appendix F of the 2025 Annual Geotechnical Inspection Report (Appendix 6) indicate a slight cooling on average of -0.19°C and -0.01°C in the key trench from May 2024 to May 2025 and September 2024 to September 2025, respectively. The vertical ground temperature cables indicate a slight warming trend on average of 0.48°C and 0.26°C in the foundation of the dike from May 2024 to May 2025 and September 2024 to September 2025, respectively. The average temperatures in the key trench ranged from -7.0°C in May 2025 to an -2.1°C in December 2025.

Three settlement survey monuments were installed over the liner crest in the dike. CP5 survey monitoring points indicate a settlement between 6 and 47 mm since installation as. The dike operating water levels were based on a settlement of 100 mm; the measured settlement has been less than this to date.

4.1.2 Thermistors in the P-Area

The P-Area (P1 and P2) was decommissioned in 2020-2021. The thermistors previously located on berm DP1B (DP1B-1 and DP1B-2) were removed in 2021. The thermistors on berm DP2A (DP2A-1) and berm

DP3A (DP3A-1, DP3A-2, and DP3A-3) are still in place and temperature measurements are read periodically.

4.1.3 Thermistors in Berm CP2

Three (3) GTCs (GTC-01, GTC-02, and GTC-03 Berm CP2) were installed in Berm CP2 to measure the active layer depth in the berm and subgrade ground temperatures. The GTC plots are shown in Appendix C of the 2025 Annual Geotechnical Inspection Report (Appendix 6). The maximum active layer depth in 2025 was 1.5 m. The original ground surface temperatures ranged from -4.4°C to -4.5°C on November 25, 2025.

4.1.4 Thermistors in Berm CP3

Three (3) GTCs (GTC-01, GTC-02, and GTC-03 Berm CP3) were installed in Berm CP3 to measure the active layer depth in the berm and subgrade ground temperatures. The GTC plots are shown in Appendix D of the 2025 Annual Geotechnical Inspection Report (Appendix 6). The maximum active layer depth in 2025 was 3.3 m based on the collected ground temperatures in the past years. The original ground surface temperatures ranged from -1.2°C to -2.2°C on December 25, 2025.

4.1.5 Thermistors in Berm CP4

Two (2) GTCs (GTC-01, GTC-02 Berm CP4) were installed in Berm CP4 to measure the active layer depth in the berm and subgrade ground temperatures. The GTC plots are shown in Appendix D of the 2025 Annual Geotechnical Inspection Report (Appendix 6). The maximum active layer depth on September 25, 2025 was 3.0 m. The ground temperature at the original ground surface was -3.3°C on December 25, 2025.

4.1.6 Thermistors in Berm CP6

Three (3) GTCs (GTC-01, GTC-02, GTC-03 Berm CP6) were installed in Berm CP6 to measure the active layer depth in the berm and subgrade ground temperatures. The GTC plots are shown in Appendix G of the 2025 Annual Geotechnical Inspection Report (Appendix 6). The maximum active layer depth on October 25, 2025 was 2.7 m. The ground temperatures at the original ground surface ranged from -3.2°C to -3.7°C on December 25, 2025.

GTC-02 has stopped functioning, the last measurement was taken on May 25, 2022. Berm CP6 is a thermal berm and its function is to maintain frozen conditions within the original ground beneath the center of the berm. Berm CP6 is performing as intended. The two remaining thermistors are adequate to assess the berm's performance.

4.1.7 Thermistors in Berm CP9

Three (3) GTCs (GTC-01, GTC-02, and GTC-03 Berm CP9) were installed in Berm CP9 to measure the active layer depth in the berm and subgrade ground temperatures. The GTC plots are shown in Appendix C of the 2025 Annual Geotechnical Inspection Report (Appendix 6). The maximum active layer depth in 2025 was 1.5 m in October 2025. The original ground surface temperatures ranged from -3.2°C to -4.5°C on December 25, 2025.

4.1.8 Other Thermistors

In addition to recently installed thermistors to monitor temperatures in and below critical water management infrastructures, numerous other thermistor cables have been installed around the mine site to monitor natural ground temperatures as part of previous ground investigation campaigns. In 2025, no new thermistors were installed.

Top priority (P1) is given to reading thermistors installed in existing infrastructure, with these readings typically taken on a monthly basis for the first year then quarterly afterwards, with the exception of the dikes and the TSF. Shallow GTCs installed in areas of potential future expansion are given the next priority (P2) with a quarterly reading frequency, followed by deep thermistors in future deposition areas which are read bi-yearly (P3). Also read twice per year are any additional cables located around the site (P4). The updated location of these thermistors is provided in the 2025 Geotechnical Inspection Report (Appendix 6).

Seven (7) of the previously installed site thermistors were functional in 2025. Readings taken in 2025 in the remaining operational site-wide thermistors are generally consistent with previous trends.

WRSF3 is performing as intended. The two remaining thermistors are adequate to assess the WRSF's performance at this time. Additional thermistors will be installed as the facility is completed as per the design. Agnico Eagle and the Design Engineer (Tetra Tech) review the instrumentation design yearly. If it is identified that additional instrumentation is required before the facility is completed, they will be installed as per recommendations.

WRSF6 is performing as intended. In 2025, two (2) out of the three vertical GTCs installed during the 2024 drilling program were extended outside of the toe of WRSF6 and are actively monitored. The third vertical GTC was installed outside of the WRSF6 footprint. Three (3) additional horizontal/vertical GTCs were installed prior to the initial construction of WRSF6 to monitor the subsurface ground temperature. One ShapeArray inclinometer was installed between the northwest toe of WRSF6 Phase 1 and the Pump01 open pit to monitor the potential movement of the WRSF6 towards the pit. Agnico Eagle and the Design Engineer (Tetra Tech) review the instrumentation design yearly. If it is identified that additional instrumentation is required before the facility is completed, it will be installed as per recommendations.

g. A summary of maintenance work undertaken as a result of settlement or deformation of dikes and dams; and berms

As discussed above in Sections *d* and *e*, run-of-mine rockfill was added between the toe of WRSF1 and Channel 4, between the toe of WRSF3 and Channels 9 and 10 and between CP6 and Berm CP6. The finished surface of the rockfill placed near CP6 was graded towards CP6, while the fills placed between WRSF1/Channel 4 and WRSF3/Channel 9/10 were graded towards their respective channels. The fills were placed to limit water ponding and improve the performance of the structures. No meaningful changes are expected to the water quality of these structures and there are no expected changes to the water balance.

4.1.9 Permafrost monitoring

In general, permafrost aggrades into the fills placed on the natural ground. Some localized permafrost degradation has been observed within/adjacent to some of the water management structures. These areas correspond to areas where ice rich materials are present within the natural ground and where the natural vegetation has been removed and/or where water is allowed to accumulate. Agnico Eagle monitors these areas and repairs them when required. Additionally, the lessons learned from the performance of older infrastructure is being implemented into new infrastructure to minimize future permafrost degradation.

Information on permafrost monitoring for each Mine infrastructure is presented in the 2025 Annual Geotechnical Inspection Report (Appendix 6).

In summary:

- Some thaw subsidence was observed in Channel 5. The western portion of the channel was reconstructed and is functioning well.
- Some cracks and thaw subsidence were observed between WRSF6 and Channel 11, the cracking observed is likely from the settlement of a thin layer of granular material left between the channel and WRSF6 after the construction of Channel 11. This cracking and settlement are not expected to impact the performance of Channel 11.
- Some cracks were observed along the crest of the CP9 Thermal Berm. The infrastructure is overall performing well with no noticeable geotechnical concerns at the time of inspection.
- Some cracks observed since 2020 in the southwest corner of the SP1 crest that may be due to thaw subsidence or movement of the overburden slope. The structure is still performing adequately.
- No other permafrost degradation was observed and no significant changes noted in 2025.

Mitigation measures are applied as per the Design Engineer's recommendations (refer to Appendix 7 and Appendix 8).

No permafrost degradation was observed/noted at the time of the inspection for other infrastructures, including the TSF, WRSFs, Site Roads, Pads, AWAR, Bypass Road, Borrow sources, etc. (refer to Appendix 6 for complete information).

4.2 GEOCHEMICAL MONITORING

This section provides a summary of geochemical monitoring results conducted in 2025. Additional information, including summary statistics and complete Acid/Base Accounting (ABA) and elemental composition results, can be found in the 2025 Metal Leaching and Acid Rock Drainage Monitoring Report in Appendix 9 of the Annual Report.

In accordance with Water License 2AM-MEL1631 Schedule B, Item 9: *Geochemical monitoring results including:*

a. Operational acid/base accounting and paste pH test work used for waste rock designation (PAG and NPAG rock);

The ABA and paste pH test work used for waste rock designation is in the 2025 Metal Leaching and Acid Rock Drainage Monitoring Report located in Appendix 9 and summarized below.

b. As-built volumes of waste rock used in construction and sent to the Waste Rock Storage Facilities with estimated balance of acid generation to acid neutralization capacity in a given sample, as well as metal toxicity;

Waste rock from the mining activities in the open pits and underground was placed in WRSF1, WRSF3, WRSF6 or was used for construction purposes in 2025. As built volumes of waste rock used in construction and sent to the WRSFs are presented in the Mine Waste Management Plan (MWMP) (Appendix 28-4).

All monitoring data with respect to geochemical analysis carried out at the Meliadine Mine in 2025 can be found in the 2025 Metal Leaching and Acid Rock Drainage Monitoring Report located in Appendix 9.

c. All monitoring data with respect to geochemical analyses on site and related to roads and quarries;

All monitoring data with respect to geochemical analysis carried out at the Meliadine Mine in 2025 can be found in the 2025 Metal Leaching and Acid Rock Drainage Monitoring Report located in Appendix 9.

d. Leaching observations and tests on pit slope and dike exposure;

Leaching was not observed on the dike exposures (D-CP1 and D-CP5) or the pit slopes (TIRI01, TIRI02, SP1, SP4, PUM01, PUM02, CP2, CP3, CP4, and CP6).

e. Any geochemical outcomes or observations that could imply or lead to environmental impact;

Four results from the construction infrastructure sampling returned as PAG or *Uncertain*, meaning that there is an uncertain chance that the sample in question has the potential to produce Acid Rock Drainage (ARD). The location of these samples will be resampled in 2026, with further sampling stepping out from that point for confirmation and delineation of the uncertain material, and to determine if remediation is required.

The majority of the geochemical samples taken from the open pits, Tiriganiaq underground and from the tailings were observed as having low potential for ARD generation (i.e., non-potentially acid generating or non-PAG). One sample of underground waste rock were classified as uncertain. Four samples from the open pits were classified as PAG, meaning there is the potential for the rock to produce ARD, and seven

samples were classified as uncertain. This represents 3.3% of total samples collected in 2025 falling within the uncertain or PAG classification.

These 12 samples from underground and open pit waste rock are considered a low risk given the excess neutralization in all other waste rock samples collected and represent a minor proportion of all waste rock samples collected in 2025 (i.e., 454 samples for open pit and underground waste rock, excluding duplicate samples). The material represented by these 12 samples were either used as backfill in the UG mine, sent to either WRSF3 or WRSF6, or milled and sent to the TSF as tailings. It also should be noted that a considerable quantity of underground waste rock was kept underground for backfilling purposes.

f. Geochemical data associated with tailings solids, tailings, cyanide leach residue, and bleed from the cyanide destruction process including an interpretation of the data;

The geochemical monitoring data associated with the filtered tailings is included in Appendix 9 with a summary explained below in section 4.2.4.

g. Results related to the Borrow pits/ quarries and roads, including the All-Weather Access Road.

The geochemical monitoring data associated with the Borrow pits/quarries and roads is included in Appendix 9.

4.2.1 ARD Assessment Methodology

Neutralization Potential

Based on Agnico Eagle's Geochemical Characterization Guide (2021), results of Modified Sobek Neutralization Potential (NP) should be compared with NP calculated from carbonate, and subsequently the more conservative method used to represent NP in NPR calculation and ARD assessment.

Following the results of the study in 2021 discussed in the previous section, from 2022 onward, NP quantified from the Modified Sobek titration method (NP-mod) was used as the measure of NP for all samples. It should be noted that prior to 2021, NP-Ca was used since it was the more conservative parameter at the time of interpretation. The change to NP-mod in 2021 compared with previous years is attributed to carbonate content which was biased low in laboratory analyses conducted prior to April 2021 with the pyrolysis method, as discussed in Section 3 of the 2021 Metal Leaching and Acid Rock Drainage Monitoring Report.

Acidic Potential

Acid Potential (AP) was calculated based on the amount of sulphide sulphur, calculated by difference of total sulphur and sulphate sulphur, as per Agnico Eagle's Geochemical Characterization Guide (2021). As stated in Agnico Eagle's 2020 Metal Leaching and Acid Rock Drainage Monitoring Report, project prediction studies indicated that the main sulphide minerals in the waste rock was pyrite, but also with arsenopyrite and lesser pyrrhotite, and chalcopyrite (Golder 2014) and Lorax (2022). As a result, the main consideration for AP is the presence of sulphide minerals at Meliadine.

ARD Assessment

The potential for ARD was assessed using NP/AP ratios (or neutralization potential ratios, NPR). Ratios below 1 were used to indicate potential for ARD (PAG or Potentially Acid Generating), whereas ratios above 2 indicate low potential for ARD (non-PAG). Ratios between 1 and 2 are considered uncertain, meaning that there is an uncertain chance that the samples in question have the potential to produce ARD.

4.2.2 Underground waste rock

ARD Potential

ARD classification for 2025 samples is presented in Appendix 9. As predicted by Golder (2014) and Lorax (2022), the majority of operational waste rock samples collected to date are non-PAG.

Of the 76 unique samples collected and analysed in 2025, one (1) of underground waste rock samples fall within the uncertain or PAG classification – This one sample represented 432 tonnes which was kept underground and used for backfill in the stopes.

This samples are considered a low risk given the excess neutralization in all other samples collected.

Metal Leaching

Metal leaching was predicted by Golder (2014) and Lorax (2022) to be low enough that management of waste rock to inhibit leaching was not required. However, based on project screening studies, arsenic was determined to be the main element of interest and analysis of this element (and all regulated elements) were part of operational monitoring since mining began.

To confirm arsenic concentrations are within project predictions, results have been compiled and compared against average and maximum arsenic concentrations reported by Golder (2014) and Lorax (2022). Solid phase arsenic concentrations mainly fall within the average concentration, with only nine samples in the past seven years exceeding the maximum concentration reported by Golder (2014) and Lorax (2022). A statistical summary for arsenic with complete element composition are provided in Appendix 9.

4.2.3 Open Pit Waste Rock

ARD Potential

Four samples collected in 2025 had an NPR below 1, seven samples with an NPR between 1 and 2 and all remaining samples in 2025 yielding NPRs greater than 2.

Through investigation of the PAG results, it has been determined that they are associated with rock samples collected in proximity to ore bearing material. All eleven of the sample results that returned as PAG were from blast patterns that were designated as ore patterns. As such, the material hauled from these patterns either went to be milled or was sent to WRSF3 or WRSF6 depending on how far from the ore zone the material was.

Overall, the PAG or uncertain samples represent 2.3% of the total open pit waste rock samples collected and are considered low risk given the excess neutralization potential in the other samples collected in 2025.

Metal Leaching

Metal leaching was predicted by Golder (2014) and refined by Lorax (2022) to be low enough that management of waste rock to inhibit leaching was not required. However, based on project screening studies, arsenic was determined to be the main element of interest and analysis of this element (and all regulated elements) were part of operational monitoring since mining began. A statistical summary for arsenic with complete element composition are provided in Appendix 9.

To ensure arsenic concentrations are within project predictions, results have been compiled and compared against average and maximum arsenic concentrations reported by Golder (2014) and Lorax (2022). Solid phase arsenic concentrations mainly fall within or near the average concentration, with nice samples exceeding the maximum concentration reported by Golder (2014) and Lorax (2022) between 2021 and 2025.

4.2.4 Filtered Tailings

ARD Potential

Samples collected in 2025 had an average NPR of 2.3, with no samples below and NPR of 1. Historically most tailings samples fall within the uncertain category.

Despite the presence of tailings samples classified as PAG and uncertain from 2019 to 2025 sampling, Agnico Eagle does not consider the tailings to pose an ARD risk for the site because generation of acidic water requires exposure of potentially acid generating material to air and water, sufficient timescales for neutralization potential to be consumed, as well as sufficiently warm temperatures to facilitate sulfide oxidation at meaningful rates. By compacting the placed tailings, sloping the facility to shed water, and allowing permafrost to freeze-back within the facility, infiltration of water and diffusion of oxygen into the facility is inhibited. Following freeze-back, sulfide oxidation rates are expected to be negligible.

While the delay to ARD onset has not been specifically calculated for PAG tailings owing to the small portion of PAG samples identified over the LOM, the delay to ARD onset for similar materials is typically on the scale of decades. Based on the design analysis, the tailings temperatures are expected to fall below -1.8°C starting about 4 years after placement. So far, the measured temperatures seem to align well with the expectations and most of the tailings are already below -1.8°C . Based on the above, the potential for development of localized acidic weathering conditions within the TSF before freeze back is very low.

In the theoretical event that localized masses of the most reactive PAG tailings did develop acidic porewater prior to freeze-back, there is enough carbonate present within the non-PAG tailings to neutralize acidic porewaters along flow paths such that net acidic drainage would not likely occur.

Therefore, in practice, sulfide oxidation is not expected to occur at meaningful rates within the TSF due to several mitigating factors (e.g., limited air and water ingress, co-disposal with non-PAG materials, freezing conditions), and neutralization potential is expected to be sufficient to buffer acidity in the long term.

Metal Leaching

Given the presence of arsenic in the ore rock and background concentrations in the area, results for this element are summarized below and presented in Appendix 9.

Arsenic concentrations in filtered tailings samples ranged from a minimum of 2,700 mg/kg to a maximum of 11,000 mg/kg, with a median of 7,600 mg/kg in 2025. These values are higher when compared to waste rock since ore is associated with increased abundances of sulphides, including arsenopyrite.

Forecasted arsenic concentrations in surface contact water across life of mine are provided in the WBWQM as part of the Annual Report (section 3.2).

4.2.5 Construction Rock Sampling

Waste rock from the open pits are frequently used for construction of infrastructure at site. Though the material has been sampled in the pits before use for construction, as due diligence, a sampling program was conducted in 2025 to confirm that rock used for construction is classified as non-PAG. Nine construction projects were sampled in 2025.

The sampling of the construction projects was based on taking one sample for every 12,500 tonnes placed. This represented one sample collected approximately every 80m on the infrastructure. In addition, the borrow pit material used for the construction of the waterline in 2025 was also sampled for every 12,500 tonnes removed from the borrow pits.

Four samples collected from infrastructure returned as PAG or Uncertain. In 2026 and as mentioned above, confirmatory samples will be taken at the same location, along with step out sampling from this point to confirm the presence of uncertain material and delineate its extent.

4.2.6 Filtered Tailings Supernatant

Sampling of the filtered tailings supernatant began in June of 2019 and continued in 2025 with sampling occurring on a regular basis. Since this water is recycled through the mill, it also contains cyanide leach residue and the bleed from the cyanide destruction circuit. Water is filtered off the tailings from the filter press and samples are collected from the effluent downstream of the filter press. Since this effluent is recycled through the mill and is not discharged, with the exception of the water contained in the filtered tailings, it is expected to see the metals and general parameters becoming concentrated as the mill uses little fresh water to make up the water that is entrained with the filtered tailings.

Appendix 10 presents the results of the tailings supernatant sampling in 2025. In 2025, the metals and other parameters concentrations were in general consistent throughout the year and similar to previous years. Dissolved metals are discussed below rather than total metals as there may be some interference from the solid tailings if the filter press is not functioning as per design.

The minimum value of dissolved arsenic was 4.49 mg/L with the maximum value at 20.5 mg/L. The dissolved arsenic mean value for 2025 was 14.3 mg/L, similar to 2024 (14.9 mg/L). These arsenic levels are expected as the gold is associated with sulphides, such as arsenopyrite, and the water is recycled

through the mill. Total cyanide values were variable during the year with a high concentration of 64.9 mg/L and a low of 6.6 mg/L; the mean for 2025 was 29.61 mg/L.

It is important to state again that the water in the mill is recycled and only a small portion of the mill effluent is entrained in the filtered tailings. As discussed in section 7.3.1.18, Agnico Eagle is monitoring the water quality in CP3 (which collects runoff from the Tailings Storage Facility) as per the Water Licence requirements.

4.3 WASTE ROCK AND ORE STOCKPILED ON SITE

See Table 3.1 of the MWMP for as-built and expected waste rock usage on site per major location. Plans and sections of WRSF1, WRSF3 and of WRSF6 at the end of 2025 are presented in Appendix 11. Waste rock was placed in accordance with MWMP.

See Table 4.4 of the Ore Storage Management Plan (OSMP) for end of year and expected ore stored on site at OP2.

An estimate of waste rock temporarily stored in OP1 and OP2 and ore stockpiled on OP1 is provided in Table 10 below. The monthly cumulative stockpiles vary (and can go down) according to production and construction needs.

Table 10: Ore and waste rock stockpiles on site excluding major locations (Tonnes) ¹

Date	Underground Ore	Open Pit Ore	Cumulative Ore	Waste Underground	Waste Open Pit	Waste Cumulative
19-Jan			176,779			101,661
19-Feb			170,116			148,632
19-Mar			138,423			195,971
19-Apr			117,832			208,337
19-May			105,348			123,660
19-Jun			125,705			20,280
19-Jul			127,396			16,966
19-Aug			113,351			22,843
19-Sep			118,412			12,360
19-Oct			123,236			18,384
19-Nov			129,868			49,420
19-Dec			144,088			499,600
20-Jan	192,736	-	192,736			83,489
20-Feb	220,468	-	220,468			110,236
20-Mar	199,258	-	199,258			85,623
20-Apr	151,789	-	151,789			No Survey
20-May	101,101	546	101,647			74,544
20-Jun	79,320	9,852	89,172			No Survey
20-Jul	61,716	22,316	84,032			13,173
20-Aug	61,192	31,358	92,550			31,952
20-Sep	61,547	38,956	100,503			10,620
20-Oct	72,106	48,205	120,311			46,017
20-Nov	71,357	82,890	154,247			No Survey
20-Dec	59,886	120,719	180,605			22,539

¹ Major locations refer to WRSF1, WRSF3 and WRSF6 for the waste rock, and OP2 for the ore. As mentioned above, as-built and expected waste rock and ore stockpiled at major locations on site are provided in the MWMP and OSMP, respectively.

Date	Underground Ore	Open Pit Ore	Cumulative Ore	Waste Underground	Waste Open Pit	Waste Cumulative
21-Jan	107,237	57,802	165,039	1,188	-	1,188
21-Feb	103,517	74,224	177,741	-	-	-
21-Mar	99,629	51,213	150,842	1,055	2,100	3,155
21-Apr	112,868	56,981	169,849	1,164	11,261	12,425
21-May	135,807	70,344	206,151	1,164	5,149	6,313
21-Jun	155,799	7,163	162,962	-	5,149	5,149
21-Jul	135,738	11,654	147,392	880	-	880
21-Aug	148,165	33,289	181,454	880	-	880
21-Sep	185,426	50,689	236,115	880	11,825	12,705
21-Oct	178,361	113,103	291,464	-	-	-
21-Nov	202,190	187,688	389,878	-	-	-
21-Dec	204,988	217,296	422,284	-	-	-
22-Jan	2,169	-	2,169	1,571	1,364	2,935
22-Feb	1,273	-	1,273	-	-	-
22-Mar	289	-	289	10,880	-	10,880
22-Apr	658	-	658	84	-	84
22-May	720	-	720	13,819	-	13,819
22-Jun	2,292	-	2,292	18,885	4,445	23,330
22-Jul	1,068	-	1,068	5,620	-	5,620
22-Aug	1,013	-	1,013	8,653	-	8,653
22-Sep	777	-	777	1,180	-	1,180
22-Oct	3,009	-	3,009	10,275	1,469	11,744
22-Nov	1,312	-	1,312	2,746	-	2,746
22-Dec	1,820	-	1,820	54,176	-	54,176
23-Jan	4,966	-	4,966	2,746	-	2,747
23-Feb	468	-	468	67,538	-	67,538
23-Mar	3,526	-	3,526	57,731	1,628	59,359
23-Apr	1,908	-	1,908	84,125	9,984	94,108
23-May	1,095	-	1,095	58,254	111	58,365
23-Jun	2,965	-	2,965	5,686	-	5,686
23-Jul	936	-	936	9,347	-	9,347
23-Aug	781	-	781	13,294	-	13,294
23-Sep	3,891	-	3,891	13,274	-	13,274
23-Oct	1,123	-	1,123	13,686	-	13,686
23-Nov	7,185	-	7,185	4,701	-	4,701
23-Dec	1,860	-	1,860	12,308	-	12,308
24-Jan	248	-	248	4,588	-	4,588
24-Feb	5,104	-	5,104	5,481	-	5,481

Date	Underground Ore	Open Pit Ore	Cumulative Ore	Waste Underground	Waste Open Pit	Waste Cumulative
24-Mar	922	-	922	1,026	-	1,026
24-Apr	1,269	-	1,269	4,652	-	4,652
24-May	2,796	-	2,796	5,271	-	5,271
24-Jun	1,265	-	1,265	5,188	-	5,188
24-Jul	2,184	-	2,184	5,129	-	5,129
24-Aug	3,591	-	3,591	2,138	-	2,138
24-Sep	1,323	-	1,323	2,460	-	2,460
24-Oct	7,062	-	7,062	328	-	328
24-Nov	8,674	-	8,674	3,044	-	3,044
24-Dec	2,815	-	2,815	3,044	-	3,044
25-Jan	1,563	-	1,563	2,034	-	2,034
25-Feb	7,273	4,019	11,292	8,116	-	8,116
25-Mar	7,030	13,536	20,566	6,098	-	6,098
25-Apr	9,384	18,534	27,917	6,015	-	6,015
25-May	8,031	16,828	24,859	5,086	-	5,086
25-Jun	5,567	5,150	10,717	1,279	-	1,279
25-Jul	2,024	-	2,024	523	-	523
25-Aug	3,660	-	3,660	2,919	-	2,919
25-Sep	3,533	-	3,533	4,399	-	4,399
25-Oct	3,522	-	3,522	3,720	-	3,720
25-Nov	4,193	-	4,193	7,987	-	7,987
25-Dec	3,203	-	3,203	6,671	-	6,671

As per answers to 2021 Annual report Comments provided to the NIRB (CIRNAC-4), Table 11 below presents year-over-year quantities of actual waste rock and ore tonnage compared to the Final Environmental Impact Statement (FEIS) predicted quantities.

Table 11: Actual waste rock and ore tonnage compared to FEIS predictions

Year	Actual Waste Rock tonnage ²	FEIS Waste Rock predicted tonnage ³	Actual Ore Tonnage ⁴	FEIS Ore predicted tonnage
2019	718,955	13,416,000	1,108,666	661,000
2020	4,003,532	38,017,000	1,402,899	2,370,000
2021	5,081,872	37,826,000	1,960,544	3,501,000
2022	3,625,178	9,428,000	1,778,834	1,658,000
2023	4,119,386	16,781,000	1,725,644	2,942,000
2024	6,182,000	13,006,000	2,024,000	2,835,000
2025	5,789,134	19,572,000	2,318,874	3,052,000

2 From MWMP, Table 3.1

3 From FEIS SD 2-8 Mine Waste Management Plan – Meliadine Gold Project, Nunavut, Table 1 (Agnico Eagle 2014), numbers for Tiriganiaq and Pump deposit only.

4 From OSMP, Table 3.2

4.4 TAILINGS STORAGE FACILITY

4.4.1 Tailings Storage Facility Capacity

As required by Water Licence 2AM-MEL1631 Schedule B, Item 10: *Update on the current capacity of the Tailings Storage Facility.*

Active tailings placement into the TSF continued throughout the year. A total of 1,272,000 m³ (2,098,000 t) of tailings were placed in the facility in 2025 for a remaining design capacity of 654,000 m³ (1,0790,000 t) as shown in Table 12. Plans and cross sections of the TSF at the end of 2025 are presented in Appendix 12. In addition to tailings, a total of 764,000 m³ (267,000 t) of waste rock was placed as progressive cover material around the side-slopes of the facility in 2025. According to design specifications, an additional 511,000 m³ (961,000 t) of rock remains to be placed. Tailings were placed in accordance with MWMP.

A portion of the filtered tailing is transported by haul truck to the paste plant for use underground as backfill. In 2025, a total of 190,607 m³ was used as backfill as shown in Table 12.

Table 12 : 2025 Volumes of Material Placed in TSF and Paste Plant

	Tailings Placed in TSF (m ³)	Waste Rock Placed TSF (m ³)	Tailings sent to paste plant for placement underground (m ³)
January	136,712	10,795	17,954
February	87,511	3,536	17,009
March	110,228	11,032	20,292
April	93,727	17,391	16,459
May	119,739	16,108	20,776
June	83,550	17,227	9,271
July	95,624	8,916	13,157
August	119,858	7,382	15,950
September	94,687	8,180	16,875
October	115,345	19,004	17,430
November	119,119	8,215	25,433
December	95,620	14,485	19,878
Total 2025	1,271,720	142,271	190,607
Total at end of 2025	5,964,189	764,068	-
Remaining Capacity	654,069	511,057	-

4.4.2 Tailings Freeze-back and Capping Thickness

As required by Water Licence 2AM-MEL1631 Schedule B, Item 19: *A summary of on-going field trials to determine effective capping thickness for the Tailings Storage Facility and Waste Rock Storage Facilities for the purpose of long term environmental protection.*

No field trials to determine effective capping thickness for the TSF were undertaken in 2025. Tailings freeze-back however, was monitored through the four (4) thermistors installed in 2019, four (4) thermistors installed in 2022 and an additional five (5) thermistors installed in 2023 to monitor the tailings at elevations above

the original instruments. The data indicates that tailings material monitored by the thermistors were generally frozen throughout the year, except near the placement elevation during the non-freezing months.

Temperatures in the original ground below the TSF were continuously below 0°C throughout 2025. Figures displaying the GTC data from the various TSF thermistors are located in Appendix J of the 2025 Geotechnical Inspection Report (Appendix 6).

SECTION 5. WASTE MANAGEMENT ACTIVITIES

As required by Water Licence 2AM-MEL1631 Schedule B, Item 12: *Summary report of all general Waste disposal activities including monthly and annual quantities in cubic metres of Waste generated and locations of disposal.*

And

As required by Water Licence 2BE-MEL2434 Part 2, Item 2d: *Quantity of Waste backhauled to approved facility for disposal.*

The following section describes activities related to hazardous waste management, and waste management at the Landfill, Landfarm, and on-site incinerators.

5.1 HAZARDOUS WASTE MANAGEMENT, LANDFILL AND LANDFARM MONITORING

Hazardous Waste Management

Hazardous waste (including paint, environmentally hazardous substances, hydrocarbon contaminated soil non-treatable at the Landfarm, oily contaminated solids etc.) is segregated according to material type, stored in sea containers, and shipped south during the sealift season.

Residual and hazardous wastes were shipped from site by Nunavut Sealift and Supply Inc. to the Port of Bécancour and managed by Environmental 360 Solutions (E360S), a company specializing in waste management.

Wastes were transported to authorized disposal facilities.

In 2025, a total of approximately 1,130 tonnes of hazardous and non-hazardous waste was shipped from Meliadine. Waste was either recycled, reused, landfilled, incinerated, treated and/or used for energy recovery.

Documentation for the transfer of hazardous waste can be found in Appendix 13.

Landfill

The Type B landfill has not been in operation since 2017 and is covered by WRSF1.

The Type A landfill was commissioned in November 2017. No seepage was observed from the landfill in 2025. Monitoring and inspection will continue on a regular frequency. As per the approved Landfill (Stage 4) Berm Raise Design Report and Monitoring station MEL-24 description, water accumulated inside the landfill is pumped towards Pond H13, which is the current location seepage from the landfill flows towards. Seepage is further discussed in Section 7.4.

General waste, such as glass, concrete, wood and incinerator ash is landfilled on-site and off-site. In September 2018, the Type A landfill was expanded to contain an extra 11,000 m³ (landfill stage 2). In September and October 2020, the landfill stage 3 expansion works raised the perimeter berm by a nominal amount to increase the storage capacity by 2,696 m³, to a total storage volume of 22,201 m³. In December

2022, a Design report was submitted to the NWB for the landfill Stage 4 berm raise, to increase the total landfill capacity to 60,725 m³. Construction of the landfill (Stage 4) expansion was carried out from September to December 2023, and a Construction summary (As-built) report was submitted to the NWB on March 18th, 2024.

Similar to previous years, measures were applied in 2025 to improve waste segregation at the source, allowing for increased volumes of wood and cardboard to be burned rather than landfilled. Waste segregation at the source, in addition to landfill material being compacted optimizes the use of landfill's available capacity. Progressive capping of the landfill with rock fill has started in 2023 and will continue in areas where the waste has been placed to full height, compacted and levelled. The progressive capping mitigates the risk of windblown debris.

The volume of landfilled waste is estimated through periodic surveys, and the waste placed into Type A landfill during 2025 is estimated at 3,504 m³, while it was estimated at 4,978 m³ in 2024. The increase of waste landfilled compared to 2024 may be due to construction activities which took place in 2025, including the renovation of the accommodation wings and the siding of the Process Plant. It should be noted that these volumes are based on surveys conducted in the winter (early January), and snow accumulation may have an impact on the surveys' accuracy. Quarterly landfill surveys are conducted and reported in the monthly reports to the NWB.

Landfarm

Soil remediation activities were carried out in Landfarm A throughout 2025, including aeration of the windrows and two applications of additional nutrients. On September 21, 2025, soil samples were collected from the windrows (Figure 13) and submitted to an accredited laboratory for analysis of petroleum hydrocarbon fractions F1–F4 and BTEX compounds.

Analytical results were compared to the Government of Nunavut's Environmental Guideline for Contaminated Soil Remediation (GN, 2009) for agricultural/wildlife and industrial land uses, in accordance with the Landfarm Management Plan. Thirteen of the fourteen samples met the applicable GN guideline values. These compliant soils are scheduled for removal from Landfarm A in 2026, once the windrows have thawed, and will be transferred to the WRSF.

One sample (Landfarm A-2) exceeded the GN guideline and will require continued remediation in 2026. Overall, the results demonstrate that the remediation program is effective. The windrows reached compliance within approximately two years of treatment. This remediation timeline supports ongoing effective management of contaminated soil at the Meliadine Site.



Figure 13 : Landfarm A Sampling locations

An estimate of 251.16 m³ of contaminated soil was placed in Landfarm A in 2025 from spill clean up, monthly volumes are indicated in Table 13.

Table 13: 2025 Volume of waste transferred to the Landfarm

Month	Volume of contaminated soil placed in Landfarm A (m ³)
January	2.00
February	0.80
March	23.85
April	17.80
May	80.01
June	3.00
July	25.05
August	9.50
September	4.75
October	71.00
November	5.25
December	8.15
Total	251.16

5.2 INCINERATOR

As per Water Licence 2AM-MEL1631 Schedule B, Item 13: *Report of Incinerator test results including the materials burned and the efficiency of the Incinerator as they relate to water and the deposit of waste into water.*

Domestic waste, including food waste and food packaging, was incinerated to avoid landfilling the material which could attract wildlife.

Agnico Eagle hired RWDI to perform an atmospheric emission characterization program at the outlet (stack) of the two incinerators on site. The objectives of this program, which took place from September 25th to October 1st, 2025, were as follows:

- Obtain an overview of the atmospheric emissions in current conditions;
- Evaluate the concentration and emission rate of the main parameters of interest emitted by the two incinerators (Eco Waste and Ketek);
- Compare the results to the applicable emission standards;
- Ensure that the sampling work meets quality control recognized criteria.

Results were compared to the Environmental Guideline for the Burning and Incineration of Solid Waste published by the Department of Environment of the Government of Nunavut based on the Canadian Council of Ministers of the Environment (CCME) Canada - Wide Standards for Dioxins and Furans and Mercury Emissions. Three (3) tests were conducted at each incinerator and the average result for the 3 tests is compared to the applicable guideline. As shown in Table 14, tests complied with the applicable guideline for mercury (Hg). The average dioxins and furans value slightly exceeded the applicable guideline for the Ketek Incinerator. The complete 2025 Stack Testing Report can be found in Appendix 14.

Table 14: 2025 Stack Testing Mercury and Dioxins and Furans Results

Parameter	Unit	Average	Applicable Standard
Incinerator 1 (Eco Waste)			
Mercury	µg/m ³ R at 11% O ₂	< 0.272	20
Dioxins and Furans (PCDD/F)	ng TEQ/m ³ R at 11% O ₂	< 0.0162	0.08
Incinerator 2 (Ketek)			
Mercury	µg/m ³ R at 11% O ₂	< 0.159	20
Dioxins and Furans (PCDD/F)	ng TEQ/m ³ R at 11% O ₂	< 0.0822	0.08

As per the Incineration Management Plan, Agnico Eagle also proceeded with incinerator ash testing. Samples from both incinerators were collected monthly and results compared to the GN's Guideline for Industrial Waste Discharges into Municipal Solid Waste and Sewage Treatment Facilities (GN, 2011). Leachable metals annual averages since 2019 are presented in Table 15, while 2025 monthly results are presented in Table 16. Three (3) samples exceeded the Guideline during the first half of 2025, for chromium. Non-compliant ash was packed and shipped offsite to a certified waste management facility, in accordance with the Incineration Management Plan.

Table 15: 2019 – 2025 Annual Averages - Incinerator Ash Monitoring

Leachable Metals	Guideline for Industrial Waste Discharge (mg/L)*	Unit	2019	2020	2021	2022	2023	2024	2025
Arsenic	2.5	mg/L	0.25	0.375	1.88	4.53	1.14**	2.29**	0.32**
Barium	100	mg/L	0.57	0.25	0.25	0.28**	0.63	0.39**	0.30**
Cadmium	0.5	mg/L	0.095	0.05	<0.05	<0.3	<0.05	< 0.05	< 0.05
Chromium	5	mg/L	6.25	0.275	0.50	0.21**	1.77**	2.16**	1.64
Lead	5	mg/L	0.10	0.1	<0.1	<0.1	<0.1	< 0.1	< 0.1
Mercury	0.1	mg/L	0.0010	0.001	<0.001	<0.001	<0.001	< 0.001	<0.001
Selenium	1	mg/L	0.10	0.1	<0.1	<0.1	<0.1	< 0.1	< 0.1
Silver	5	mg/L	0.010	0.01	<0.01	<0.01	<0.01	< 0.01	< 0.01
Zinc	500	mg/L	0.10	0.1	4.83	3.54**	0.08**	0.09**	0.11**

*Government of Nunavut Environmental Guideline for Industrial Waste Discharges into Municipal Solid Waste and Sewage Treatment Facilities (2011).

** Values reported as below the detection limit were assigned a value of one-half the detection limit for averaging

At the end of 2024 and in 2025, an investigation was ongoing to determine the cause of the 2023 and 2024 stack testing exceedance for dioxins and furans, along with the cause of leachable metals exceedances in ash. In 2024, an ash sampling campaign was conducted in an effort to investigate the source of exceedances (in addition to regular monthly sampling). The sampling campaign did not reveal the exceedances were associated with one incinerator in particular, nor to the location of the bins sampled. These results may point towards waste sorting practices (i.e., nature of the waste incinerated) as potential cause for the exceedances. Late 2024 results showed improved leachable metal levels, so regular monthly sampling continued in 2025.

In the past 3 years, significant focus and efforts were placed on waste management awareness at site. As can be seen in Table 16, only 3 metals exceedance in ash were observed in 2025 compared to 24 in 2024.

To ensure the good functioning of the incinerators and appropriate ash management, monthly sampling has been continued throughout the year and will be continued in 2026. In 2025, Eco Waste Solutions (EWS) conducted a 3-day waste management audit and an incineration practices audit at Meliadine. The objective of the field support mission was to support the mine by assisting with sorting and pre-staging acceptable waste for incinerator emissions testing, observing the incinerator operation during testing, collecting operational and observational data, and compiling the findings for correlation with emissions results. Results from the audits pointed to organizational opportunities to strengthen waste-handling practices including how waste is sorted and processed. The audits also highlighted the need for clearer guidance and training to support a consistent culture of waste management. Recommendations from these reviews are currently being evaluated, with corrective actions being developed and implemented to address the underlying issues.

Table 16: 2025 Incinerator Ash Monitoring

Leachable Metals	Guideline for Industrial Waste Discharge (mg/L)*	Unit	1/1/2025 ^x	2/3/2025 ^x	3/3/2025 ^x	4/1/2025 ^x	5/3/2025 ^x	6/2/2025 ⁺	6/2/2025 ⁺	7/4/2025 ^x	8/1/2025 ^x	9/3/2025 ^x	10/4/2025 ^x	11/2/2025 ^x	12/2/2025 ^x
Arsenic	2.5	mg/L	< 0.2	< 0.2	< 0.2	< 0.2	2.0	< 0.2	0.7	2.3	1.5	< 0.2	< 0.2	2.0	< 0.2
Barium	100	mg/L	0.5	1.1	1.0	0.8	0.3	< 0.2	0.2	< 0.2	< 0.2	0.6	0.3	< 0.2	0.6
Cadmium	0.5	mg/L	< 0.05	< 0.05	< 0.05	< 0.05	< 0.05	< 0.05	< 0.05	< 0.05	< 0.3	< 0.05	< 0.05	< 0.05	< 0.05
Chromium	5	mg/L	0.6	12	11	12	0.9	3.0	2.5	0.4	0.3	0.7	1.2	0.6	2.9
Lead	5	mg/L	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1
Mercury	0.1	mg/L	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001
Selenium	1	mg/L	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1
Silver	5	mg/L	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01	< 0.01
Zinc	500	mg/L	< 0.1	1.8	0.7	1.5	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1

*Government of Nunavut Environmental Guideline for Industrial Waste Discharges into Municipal Solid Waste and Sewage Treatment Facilities (2011).

+Ash sampled from Eco Waste incinerator

* Ash sampled from a mix of both incinerators

5.3 ADDITIONAL INFORMATION

As required by Water Licence 2AM-MEL1631 Schedule B, Item 26: *Any other details on Water use or Waste Disposal requested by the Board by November 1st of the year being reported.*

And

As required by Water Licence 2BE-MEL2434 Part B, Item 2m: *Any other details on water use or waste disposal requested by the Board by November 1 of the year being reported*

The Board did not request any additional details on waste disposal in 2025.

SECTION 6. ENVIRONMENTAL INCIDENT MANAGEMENT

As per Water Licence 2AM-MEL1631 Schedule B, Item 14: *List and description of all unauthorized discharges including volumes, spill report line identification number and summaries of follow-up action taken.*

And

As required by Water Licences 2BE-MEL2434 Part B, Item 2f: *A list of unauthorized discharges and a summary of follow-up actions taken*

In 2025, a total of 30 reportable incidents occurred at Meliadine compared to 38 reportable incidents in 2024. All were reported under Water Licence 2AM-MEL1631. The total reportable and non-reportable incidents numbers for years 2019 to 2025 are provided in Figure 14 below.

Lessons learned from previous years are applied to take corrective actions and proactive measures. Toolboxes are completed with all departments to discuss the most common occurrences of spills, and to gain insights on how to mitigate them. Further details are provided below.

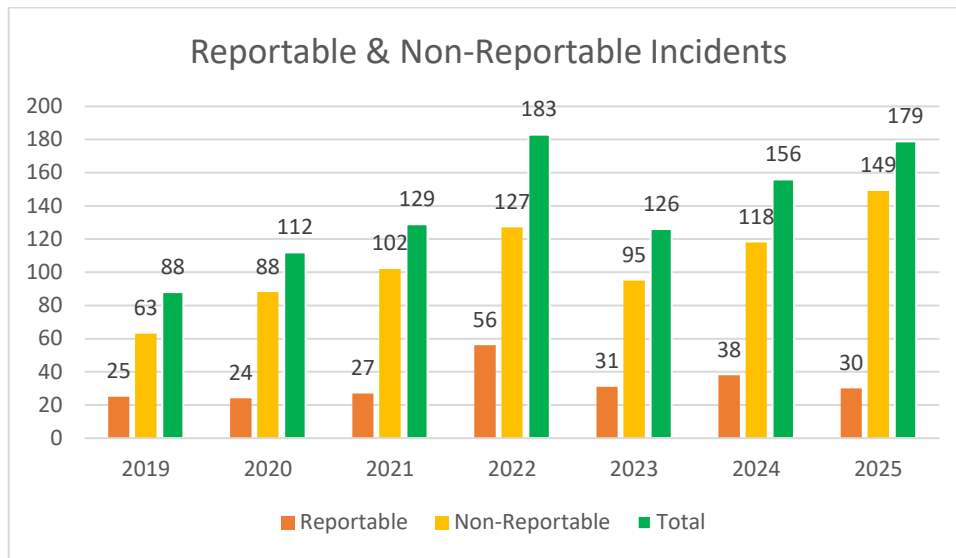


Figure 14: Total Reportable and Non-Reportable Incidents from 2019 to 2025

All reportable spills were reported to the 24-hour spill reporting line as required by the GN’s Environmental Protection Act, paragraph 5.1 (a), the conditions under the NWB 2AM-MEL1631 Water Licence, Part H, Item 8(b) or the conditions under the NWB Licence 2BE-MEL2434, Part H, Item 4(b). For all reportable spills, a follow up report was submitted 30 days or less following the event as required under the Water Licences.

2025 reportable spills/exceedances are summarized in Table 17, and complete spill reports and follow up reports can be found in Appendix 15. Non-reportable spills are summarized in Appendix 16.

Table 17: 2025 Reportable spills or exceedances

Date of spill/exceedance	Spilled Material	Quantity for spills or analyses results for exceedance	Unit	Location	Cause of the spill
3-Jan-25	Waste Oil	1000	L	Dome 3	Human error
10-Jan-25	Glycol	200	L	Crusher area	Puncture to tote
17-Jan-25	Greywater	85	m ³	Beneath the kitchen	Equipment failure
17-Jan-25	Diesel	150	L	Incinerator fuel tank	Human error
18-Feb-25	Emulsion	1135	Kg	Dyno plant	Human error
30-Mar-25	Sewage	50	L	Wing 16 Lift station	Equipment Failure
30-Mar-25	Sewage	150	m ³	P-Wing	Equipment failure
02-Apr-25	Sewage	30	L	Wing 16	Human error
10-Apr-25	Sewage	38	L	Wing 14	Electrical panel without power
11-Apr-25	Sewage	38	L	Wing 13	Pump failure
14-Apr-25	Sewage	750	L	Wing 13	Pump failure
24-Apr-25	Sewage	10	L	Dyno plant	Human error
23-May-25	Sewage	120	L	Wing 6	Equipment failure
06-Jun-25	Process Water	200	L	Process plant south yard	Power Outage
03-Jul-25	Waste Oil	250	L	MSB Maintenance shop yard	Human error
06-July-25	Saline Water	2	m ³	SP1 First Flange after valves	Equipment Failure
17-July-25	Sewage	50	L	Wing 2 lift station	Human error
02-Aug-25	Process Plant Slurry	25	L	South door grinding	Plugged Cyclone
02-Aug-25	Process Plant Slurry	25	L	South door grinding	Plugged Cyclone

20-Aug-25	TSS	Unknown	L	Melvin Bay	Human Error
01-Sep-25	Hydraulic Oil	190	L	Portal 3	Equipment failure
24-Sep-25	Diesel Exhaust Fluid (DEF)	200	L	Dome 3	Human error
30-Sep-25	Sewage	10	L	MSB Lift station	Human error
04-Oct-25	Hydraulic Oil	140	L	Tailing Dewatering Building	Broken Hydraulic Line
08-Oct-25	EWTP Sludge	100	L	CP1 Dike	Equipment failure
31-Oct-25	Sewage	30	L	MSB	Equipment failure
19-Nov-25	Sewage	10	L	Main Camp	Human error
04-Dec-25	Sewage	40	L	West side of kitchen	Equipment failure
25-Dec-25	Sewage	6	m ³	C-Wing lift station	Equipment failure
25-Dec-25	Diesel	1000	L	Powerplant fuel tank	Equipment failure

Following all environmental incidents, Agnico Eagle works towards understanding the causes and what remedial actions can be implemented to avoid re-occurrence.

Implemented in 2022 and pursued in 2025, the Internal Environmental Permit (IEP) aims to reduce the risk of environmental incident occurrence. This form requires the Environment Department review and sign-off on relevant workplans. Continuous interdepartmental communication and including Environment Department representatives in planning of the various projects as site also mitigate environmental incident occurrence.

In 2023, an interdepartmental working group was implemented and initiated efforts to mitigate the occurrence and severity of sewage spills at the mine site. The sewage spills working group activities continued throughout 2025. A reduction in sewage spill was observed between 2024 and 2025. Below is a list of some of improvements made in 2025:

- Modified pipework to reroute membrane overflow is in progress. These changes return sludge directly to the system without operator intervention, reducing spill risk.
- Developed and updated SOP's (standard operating procedures) for multiple tasks.
- Tested and installed additional critical alarm sensors at the STP (Sewage Treatment Plant).
- Replacement of all air flowmeters at the STP to a newer generation model.
- Booster pump that was added in the STP was replaced with a larger model.

- Membrane cleaning deep dive occurred.
- Mixer at the STP was troubleshot and lowered within the tank and restrained in a more secure fashion, effectively doubling the buffer time that the STP can operate.

In addition, and as per previous years practice, to help prevent spills and also ensure all spills are properly reported internally, spill prevention training continued to be provided to employees in 2025. The spill training program is improved on a continuous basis by the Environment Department.

Training activities include the following:

- All employees and contractors must participate in an induction session online prior to the arrival at the mine site, which includes a training section on spill management (prevention, reporting and cleaning);
- Every employee and contractor who operates a vehicle on site must participate in training on vehicle operation. Spill management is a component of this training session;
- Toolbox talks on spill management are regularly conducted by the environment department, with focus on high risk departments.
- All site personnel receive quarterly updates on environmental performance including total reportable and non-reportable spills;
- Intalex spill reporting software training is provided to department managers on a monthly basis where required.

Additionally, designated employees from the Emergency Response Team (ERT) and environment department completed training designed to strengthen their spill knowledge and response capabilities. The training covered key topics such as petroleum hydrocarbon characteristics and behaviour, weathering processes, initial response techniques, and product identification. Additional focus areas included spill site safety, factors influencing spill clean-up and the proper use of response equipment, including boom deployment such as high tides.

An annual mock spill exercise was completed on September 13th, 2025, at Itivia in accordance with applicable regulations. A total of eight (8) individuals participated in the mock spill scenario, including five (5) Agnico Eagle Emergency Response Team (ERT) members, and two (2) Agnico Eagle employees from the Environment Department and a trainer from a third party, Nunatta Environmental Services Inc. The Rankin Inlet Fire Department was also contacted but were unable to participate in the mock spill event. The exercise included the following: an in-class overview of the Itivia Oil Handling Facility (OHF) and Oil Pollution Emergency Plan/Oil Pollution and Prevention Plan (OPEP/OPPP) contents, a review of emergency response equipment and a mock spill exercise. The mock spill exercise entailed the accidental release of 5,000 litres of diesel fuel as a result of the ship to shore fuel line separating from the shore manifold during refueling, causing a flow of diesel to flow towards Melvin Bay. The exercise allowed participants to gain hands on experience in spill intervention and awareness of spill management equipment. Overall, the participants actions and responses to the mock spill were satisfactory. It was determined that all participants had a sufficient understanding of the roles and responsibilities of all spill responders. The detailed mock scenario report can be found in Appendix 17.

SECTION 7. MONITORING

Site water quality monitoring stations and Aquatic Effects Monitoring Program (AEMP) monitoring stations are illustrated in Figure 15 and Figure 16, respectively.

As required by Water Licence 2AM-MEL1631 Schedule B, Item 17: *The results of monitoring related to the Environmental Management and Protection including:*

a. Aquatic Effects Monitoring Program;

Refer to section 7.1, all results can be found in Appendix 18.

b. Metal and Diamond Mining Effluent Regulation (MDMER) Monitoring;

Refer to section 7.2, all results can be found in Appendix 19.

c. Mine site Water quality monitoring, including groundwater monitoring; and

Refer to section 7.3, all results can be found in Appendix 19 and Appendix 20.

d. Visual AWAR Water quality monitoring

Refer to section 7.5.

And

As required by Water Licences 2BE-MEL2434 Part J, Item 16: *The Licensee shall include in the Annual Report as required under Part B, Item 2, all data, monitoring results and information required by Part J.*

Monitoring is no longer required for most items listed under Part J of the Type B Water Licence. Details are provided in section 7.3.1 and in Appendix 30 (NWB Water Licences Concurring Table).

Results of the samples collected below lake ice before and after winter drilling are presented in Appendix 19.

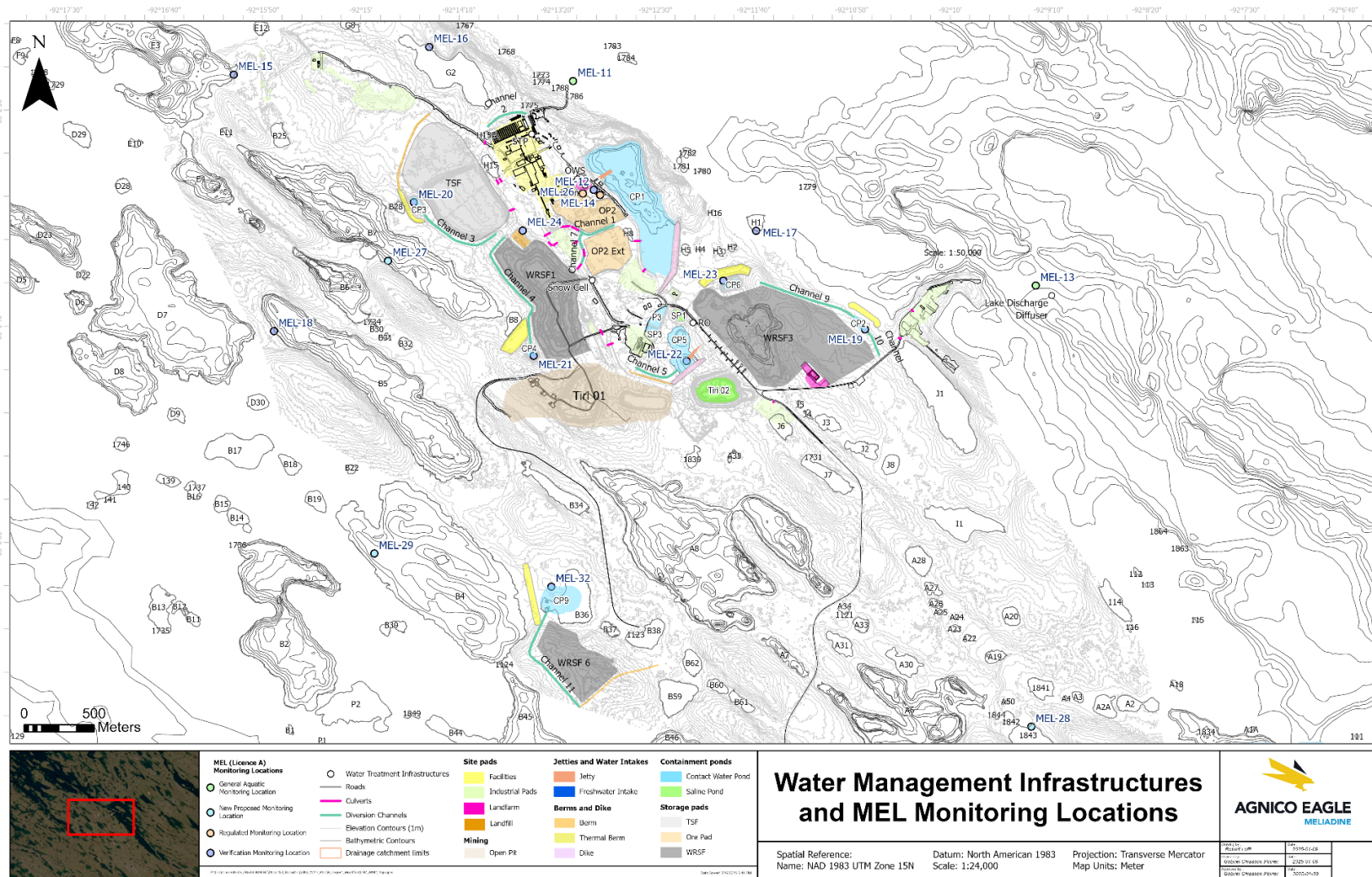


Figure 15: Meliadine Site Water Quality Monitoring Stations

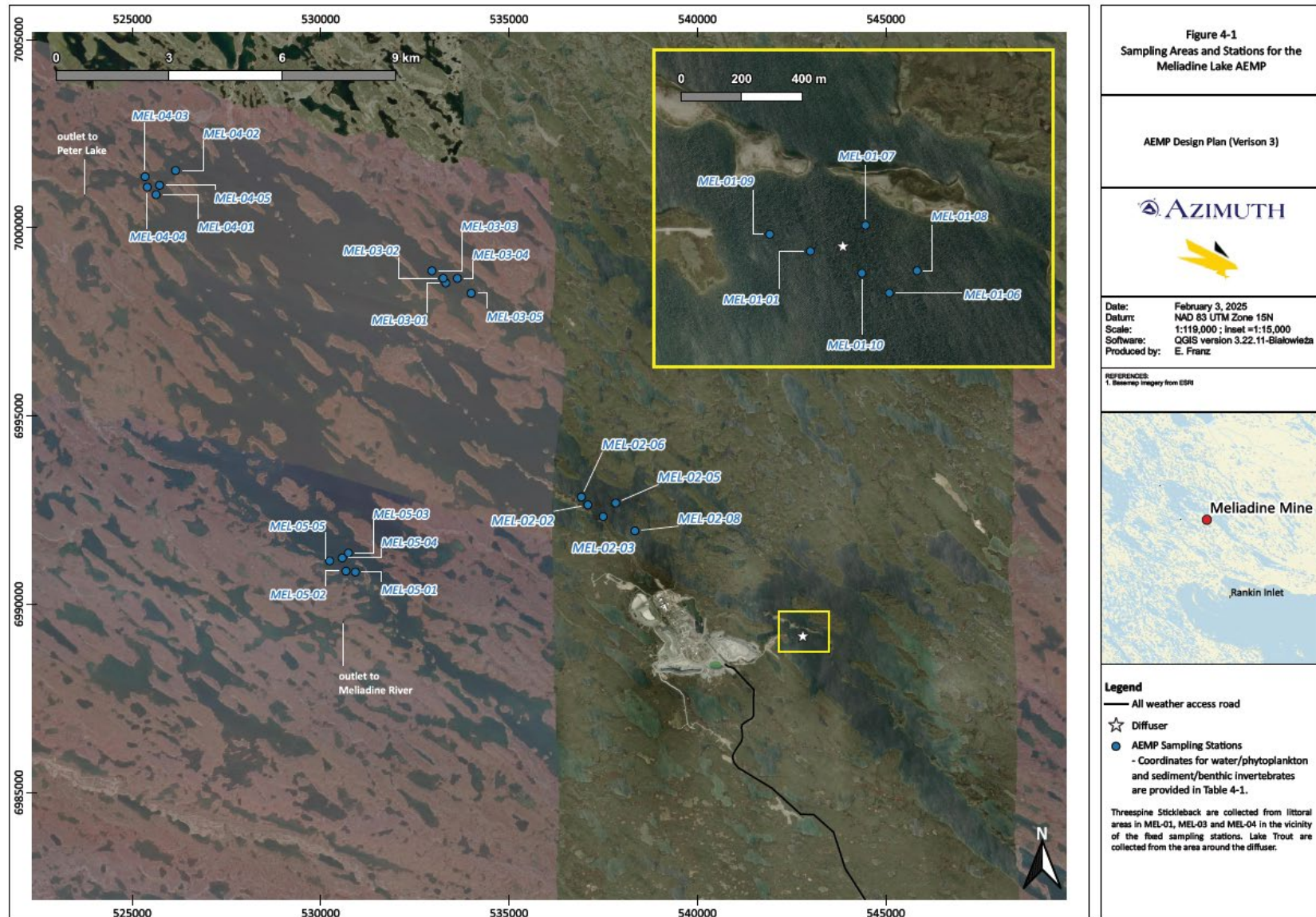


Figure 16: AEMP Monitoring Stations

7.1 AQUATIC ECOSYSTEM MONITORING PROGRAM (AEMP)

The AEMP is the monitoring program used to evaluate short-term and long-term effects of the mine on the aquatic environment and verify that the mine is operating as planned. Other objectives of the AEMP include evaluating the accuracy of predictions in the FEIS and providing information to inform management decisions.

A summary of the 2025 AEMP is provided below, while the complete AEMP report can be found in Appendix 18. Meliadine Lake Study

The Meliadine Lake study follows a control-impact design with a gradient approach, where water quality and biological monitoring are conducted at multiple locations to assess potential mining-related effects. Sampling focuses on the near-field area (MEL-01), where treated water is released, the mid-field area (MEL-02) downstream, and far-field reference areas beyond the Mine's influence.

Each year, the program measures water quality and phytoplankton (tiny aquatic plants). Other parts of the aquatic ecosystem, such as bottom-dwelling invertebrates, sediment quality, and fish (Lake Trout and stickleback), are studied every three years, with the most recent assessment completed in 2024.

Mining Activities on Site in 2025

In 2025, Agnico Eagle expanded mining into the Pump deposit. To support this work, Lake A8, which had previously been monitored as part of the Peninsula Lakes Study, was drained. Most of the water from Lake A8 was pumped into Meliadine Lake near the Exploration Camp, while some was sent to the main Collection Pond (CP1), where it was treated along with runoff from the mine site. As a result, more water than usual was released into Meliadine Lake in 2025.

Treated water from CP1 was released into Meliadine Lake from mid-June to early October. Water samples were collected weekly and tested for chemical parameters to confirm that the water met the limits set in the Water Licence. Additional tests were completed to check whether the treated water could affect aquatic life. Each month, samples were sent to a laboratory to assess effects on the survival of fish and aquatic invertebrates. In June, July, and October, CP1 water was also tested on a sensitive aquatic plant to assess potential longer-term effects.

Results from the 2025 effluent monitoring program showed that treated water met all Water Licence limits. Tests also showed that water released into Meliadine Lake did not harm fish or aquatic invertebrates and did not affect the growth of aquatic plants. Overall, the results indicate that water management was compliant with effluent quality requirements of the Water Licence.

Regional Climate Considerations

Water quality in Meliadine Lake can change due to both natural processes and human activities. While mining-related influences are closely monitored, climate-driven factors can also play an important role. Warmer temperatures and variable rainfall affect how water moves through the environment and can influence water quality. As a result, changes observed in Meliadine Lake and nearby lakes may reflect both mining activities and broader climate trends. A key part of the AEMP is to distinguish between these influences.

In recent years, the Rankin Inlet area has experienced warmer-than-average temperatures compared to earlier decades. Although 2025 was cooler than the unusually warm years from 2021 to 2024, it was still warmer than most years prior to 2020. Several months in 2025, including June, September, and October,

were relatively mild, and November was the warmest on record since 2013. Overall, these conditions are part of an ongoing trend of regional warming.

Precipitation in the region continues to vary from year to year. In 2025, total precipitation was moderate compared to recent years, but some months experienced heavy rainfall. For example, July 2025 was one of the wettest Julys in the past decade. Short periods of high rainfall are important because they can increase runoff, connect water pathways across the landscape, and move naturally occurring substances into lakes. In addition, high rainfall in September 2024 may have influenced water quality observed during the 2025 open water season by increasing the amount of water and materials carried into lakes prior to ice cover.

Water Quality Trends at Regional Reference Lakes

A three-year study began in 2025 to better understand how water quality is changing over time in lakes that are not affected by the Mine. This work focuses on Peter Lake and Atulik Lake, which are located outside the area of mine influence and provide important reference conditions for comparison. The study combines baseline data collected in the late 1990s with more recent monitoring results from 2021, 2024, and 2025.

Early results show that some major ions and metals that have increased over time in Meliadine Lake are also increasing in these reference lakes. Because these lakes are not influenced by mining, these changes are understood to reflect broader regional processes, such as climate-related changes in temperature, rainfall, and runoff, and their influence on water quality across the Kivalliq region. Sampling planned for 2026 and 2027 will help improve understanding of natural trends in the region and support interpretation of monitoring results.

Meliadine Lake Water Quality

No exceedances of drinking water guidelines or guidelines for the protection of aquatic life were identified in samples collected from Meliadine Lake in 2025. Concentrations of most parameters remain well below levels of concern, consistent with conclusions reported by consultants for the Kivalliq Inuit Association in the 2024 report titled *Aquatic State of Environment Report for Meliadine Lake* (Prairie Scientific, 2024).

Water quality is changing over time across the region, including in Meliadine Lake and in nearby reference lakes that are not affected by mining. These changes are linked to regional climate factors, such as warming temperatures, changes in rainfall, and increased runoff. The extent of change varies between lakes depending on local conditions such as geology and watershed characteristics.

Mine-related effects on water quality are mainly confined to areas near the diffuser, where treated water enters the lake. In this area, some parameters—such as major ions, nutrients, and metals—are higher than baseline conditions. A small number of parameters exceeded predicted concentrations at the edge of the mixing zone (100 m from the diffuser), including total dissolved solids, chloride, fluoride, sodium, and manganese. However, farther from the diffuser in the East Basin, key indicators such as total dissolved solids and chloride remain well below predicted levels.

All parameters with thresholds related to potential effects on aquatic life remained below AEMP Action Levels. Total phosphorus concentrations were close to the Action Level in 2025, which is set at 75% of the concentration associated with the baseline classification of the lake as oligotrophic. However, similar concentrations were also observed in the reference lakes and during the baseline period. This indicates that phosphorus concentrations are naturally elevated relative to the Action Level and primarily influenced by natural conditions and regional factors, rather than mining activities.

Overall, the results indicate that water quality in Meliadine Lake remains protective of aquatic life and human health, and that current water management measures are effective. Monitoring will continue to track changes over time.

Meliadine Lake Phytoplankton Community

Phytoplankton are microscopic algae at the base of the lake's food web. To determine which algal groups were present and how abundant they were, water samples were collected throughout Meliadine Lake during the open-water period in 2025 (July to September). These results help assess how the lake functions and whether mining activities have changed primary productivity.

Phosphorus levels, an important nutrient for algal growth, have remained stable in Meliadine Lake during operations. Over more than ten years of monitoring, there is no evidence that nutrient enrichment from mine activities has led to increases in overall phytoplankton biomass. Results from chronic aquatic plant tests on effluent discharged to Meliadine Lake also show no increase in plant growth, supporting the conclusion that effluent poses a low risk of increased primary productivity.

In August 2025, phytoplankton biomass in the East Basin (MEL-01) was at the upper end of the range observed during operations. It was similar to levels in 2019 and 2021, when summer rainfall was also high. Biomass at MEL-01 increased later in the summer, while it decreased in mid-field and reference areas in Meliadine Lake. This pattern matched a period of increased water inputs to the East Basin, including dewatering of Lake A8.

In 2025, the phytoplankton community composition was similar across all areas of Meliadine Lake. This consistency shows that the community structure was similar both near and far from mine influence. Since 2015, long-term monitoring has shown subtle, lake-wide shifts in the algal community, likely driven by regional climate changes. Water discharged to Meliadine Lake may cause short-term, localized changes in phytoplankton biomass in the East Basin, but the 2025 pattern suggests that regional climate conditions play an important role in how phytoplankton communities vary across the lake over time.

Peninsula Lakes Water Quality

Water quality monitoring in 2025 focused on Lake D7, Lake B7, and the newly added Lake E3. These lakes are used to assess potential effects from dust and airborne emissions from the Mine. Lake B7 near the Tailings Storage Facility (TSF), while Lake D7 is located in a separate watershed to the west of the Mine. Lake E3 is located northwest of the main camp. Together, they provide insight into how dust and airborne emissions may influence water quality in the surrounding area.

Results show that mining activities have not directly affected water quality in Lake D7. While some parameters have increased compared to earlier years of monitoring (2015 to 2017), these changes are consistent with broader regional trends and are linked to climate-driven processes. Water quality trends in Lake E3 are similar to those observed in Lake D7, suggesting that temporal trends in this lake primarily reflect regional background conditions rather than mining-related influences.

Mining activities have contributed to changes in water quality in Lake B7. The parameters most affected include major ions such as calcium, sodium, chloride, and sulphate, as well as some metals, particularly arsenic. Arsenic concentrations in Lake B7 exceeded the AEMP Action Level in all samples collected in 2025. Concentrations followed a clear seasonal pattern, increasing through the summer and peaking in mid-August, then declining in the fall to levels similar to early summer. Increasing trends over time suggest that the TSF is the main source of arsenic, although regional climate factors may also play a role.

To better understand potential effects on aquatic life, Agnico Eagle conducted a series of laboratory tests to evaluate both short-term and longer-term (chronic) effects. The focus was on algae and aquatic invertebrates, which are generally more sensitive to arsenic in surface water than fish.

Results from 2025 showed minor effects on algae, with about a 20% reduction in growth compared to the laboratory control. No effects were observed on aquatic invertebrate growth or reproduction in chronic

tests, and no effects were observed on fish survival. Overall, these results indicate a limited biological response at current concentrations.

7.2 MDMER AND EEM SAMPLING

This section relates to the monitoring programs conducted under the Metal and Diamond Mining Effluent Regulations (MDMER) and its Environmental Effects Monitoring (EEM) Studies. Reporting requirements for MDMER have been submitted directly to Environment and Climate Change Canada; the list of sampling location Global Positioning System (GPS) coordinates can be found in Table 18.

Table 18. MDMER and EEM GPS coordinates

Station ID	GPS coordinates
MEL-14 (Effluent characterization)	63°2'15.5"N 92°13'06.3"W
MEL-13 (Water Quality Monitoring Exposure Area)	63°01'44.6"N 92°09'14.6"W
MEL-03-01 (Water Quality Monitoring Reference Area)	63°06'52.2"N 92°20'23.6"W
MEL-26 (Effluent characterization)	62°48'01.99"N 92°06'00.05"W
MWE-1/WC (Water Quality Monitoring Exposure Area)	62°47'49,24"N 92°05'52,97"W
MWREFA-2 (Water Quality Monitoring Reference Area)	62°46'55,38"N 92°07'0,43"W

In 2025, discharge of treated effluent from CP1 to Meliadine Lake (MEL-14) occurred from June 12 to October 10, 2025. No discharge to Itivia Harbour (MEL-26) occurred in 2025.

As requested in Schedule 6 of the Metal and Diamond Mining Effluent Regulations, monthly mean concentrations, pH range and volume of effluent (generated) were submitted directly to ECCC and can be shared upon request.

7.3 MINE SITE WATER QUALITY

As required by Water Licence 2AM-MEL1631 Schedule B, Item16: *The results and interpretation of the Monitoring Program in accordance with Part D, Part I and Schedule I.*

7.3.1 Licensed Water Sampling Stations

Below is a short description of each of the monitoring stations from the Type A and Type B Water Licences. All water sampling results can be found in Appendix 19. Also, for stations regulated by MDMER or Water Licence limits, graphs with critical parameters are presented.

7.3.1.1 MEL-1 Raw water supply intake at Meliadine Lake

MEL-1 is the raw water supply intake at Meliadine Lake for the exploration camp under the Type B Licence. No sampling is required, only volume records. As mentioned in section 3.1.1, no water was taken from MEL-1 in 2025.

7.3.1.2 MEL-2 Raw water supply intake at Pump, A8 or other Lakes

MEL-2 is the raw water supply intake at A8 or other lakes under the Type B Licence. No sampling is required, only volume records as provided in section 3.1.1.

7.3.1.3 **MEL-6 Landfarm Treatment Facility**

MEL-6 is the effluent from the Landfarm B Treatment Facility prior to release under the Type B Licence. As mentioned in section 5.1, the Type B landfarm is in the process of being decommissioned. No water was released from this facility since 2016 as the water was transferred to the Landfarm A oil separator system and treated before being discharged in CP1.

7.3.1.4 **MEL-7 Effluent from Exploration camp STP**

MEL-7 is the final effluent discharge from the biodisk and the bionest at the exploration camp under the Type B Licence. Since November 2017, the treated water from the exploration STP is trucked to CP1 or to the Main Camp STP depending on recent water quality trends. Monitoring for this station still occurs when the exploration camp STP is in operation to ensure the efficiency of the treatment system, but discharge directly to Meliadine Lake no longer occurs. In 2025, no samples were collected from monitoring station MEL-7 since the exploration camp STP was not in operation.

7.3.1.5 **MEL-SR-TBD**

MEL-SR-TBD are surface runoff sampling points pertaining to runoff downstream of construction areas at Meliadine Site and Itivia Site, seeps in contact with roads, earthworks and any runoff and/or discharge from borrow pits and quarries. The location of the MEL-SRs sampled in 2025 are shown in Figure 17.



Figure 17: 2025 MEL-SR Stations

These are regulated monitoring stations in the Water Licence which includes water quality criteria that must be achieved to maintain compliance. TSS results for all MEL-SR samples collected in 2025 are presented in Figure 18.

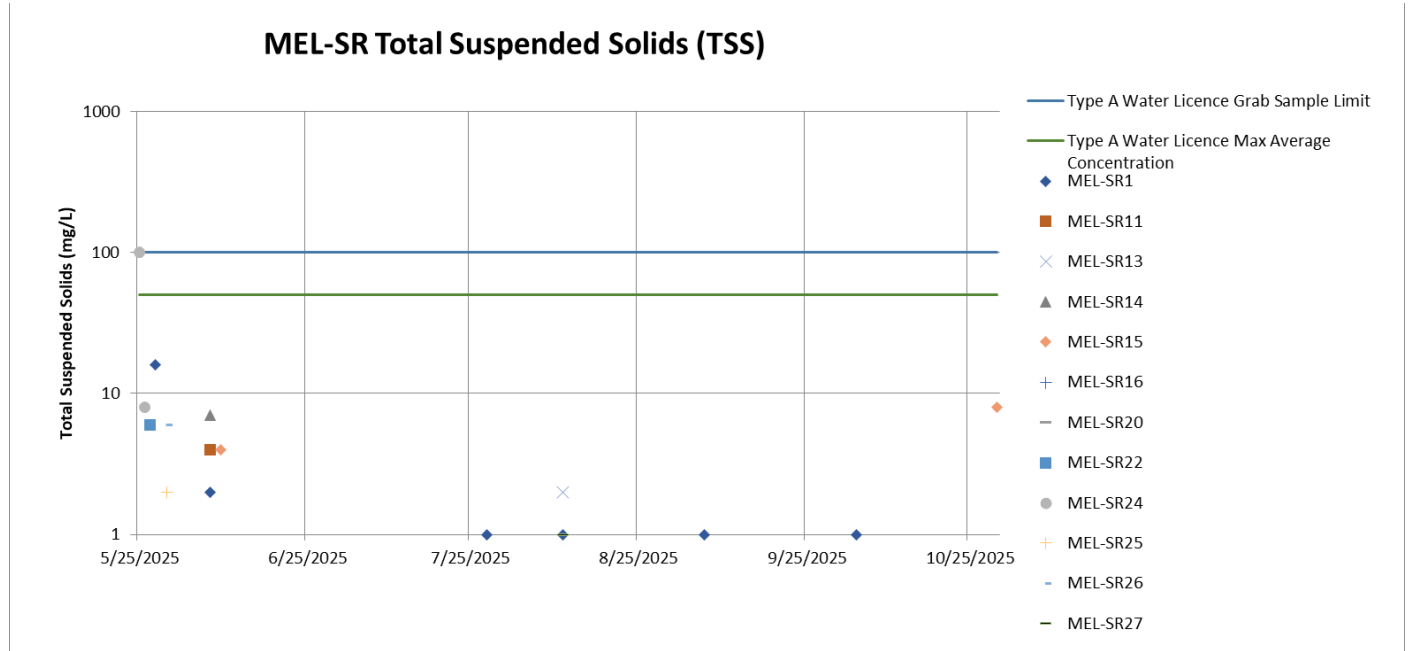


Figure 18. Total Suspended Solids (TSS) results for MEL-SR samples

No TSS exceedances occurred in 2025.

7.3.1.6 **MEL-11 Water Intake**

MEL-11 is the water intake from Meliadine Lake. It is an aquatic monitoring location subject to compliance assessment to confirm that sampling is carried out using established protocols, including quality assurance/quality control provisions, and addresses identified issues. General monitoring is subject to change as directed by an Inspector, or by the Licencee, subject to approval by the NWB.

7.3.1.7 **MEL-12 Water treatment plant (Pre-treatment)**

MEL-12 represents pre-treatment CP1 water located at the EWTP-WTC. The sample is collected from an inlet pipe within the plant and is not collected directly from CP1. It is a verification monitoring program, which is to be carried out for operational and management purposes by the Licencee.

7.3.1.8 **MEL-03-01 Reference area in Meliadine Lake (MDMER reference station)**

MEL-03-01 is sampled in Meliadine Lake. It is also the MDMER reference station for final discharge. It is a general aquatic monitoring location subject to compliance assessment to confirm sampling is carried out using established protocols, including quality assurance/quality control provisions, and addresses identified issues. General monitoring is subject to change as directed by an Inspector, or by the Licencee, subject to approval by the NWB.

In 2025, all TSS sample results were at or below 1 mg/L, and all Total Dissolved Solids (TDS) (calculated) sample results were at or below 75 mg/L, with an average of approximately 58 mg/L. TSS and TDS results from sampling at this monitoring station in 2025 are presented in Figure 19 and Figure 20, respectively.

7.3.1.9 **MEL-13 Mixing Zone in Meliadine Lake (MDMER exposure station)**

MEL-13 is sampled in the mixing zone in Meliadine Lake. It is also the MDMER exposure station for final discharge. It is a general aquatic monitoring location which is subject to compliance assessment to confirm sampling is carried out using established protocols, including quality assurance/quality control provisions, and addresses identified issues. General monitoring is subject to change as directed by an Inspector, or by the Licencee, subject to approval by the NWB.

In 2025, all TSS sample results were at or below 1 mg/L, and all TDS (calculated) sample results were at or below 100 mg/L, with an average of approximately 81 mg/L. TSS and TDS results from sampling at this monitoring station in 2025 are presented in Figure 19 and Figure 20, respectively.

7.3.1.10 **MEL-14 Water treatment plant (Post-treatment)**

MEL-14 is the final discharge point (FDP) monitoring station and is sampled in the EWTP-WTC prior to the water being discharged to the environment. It is a regulated monitoring station in the Water Licence and in the MDMER. It includes discharge water quality criteria that must be achieved to maintain compliance.

In 2025, TSS results for MEL-14 did not show any particular trend, with no significant increase or decrease of concentration. The yearly average concentration was 4.32 mg/L and the highest result was 6 mg/L. No exceedance occurred in 2025 for this parameter with all grab samples and monthly average concentrations within permitted limits (30 and 15 mg/L, respectively). TSS results from sampling at monitoring station MEL-14 in 2025 are presented in Figure 19.

With regards to TDS (calculated), all MEL-14 samples were compliant with the 3,500 mg/L maximum average calculated TDS concentration and 4,500 mg/L maximum grab calculated TDS concentration from the amended Type A Water Licence. The average calculated TDS concentration at MEL-14 was 1,072 mg/L and the highest measured calculated TDS concentration was 2,000 mg/L. TDS results from sampling at monitoring station MEL-14 in 2025 are presented in Figure 20. A discussion pertaining to the TDS loading sources on site can be found in section 3.1.8

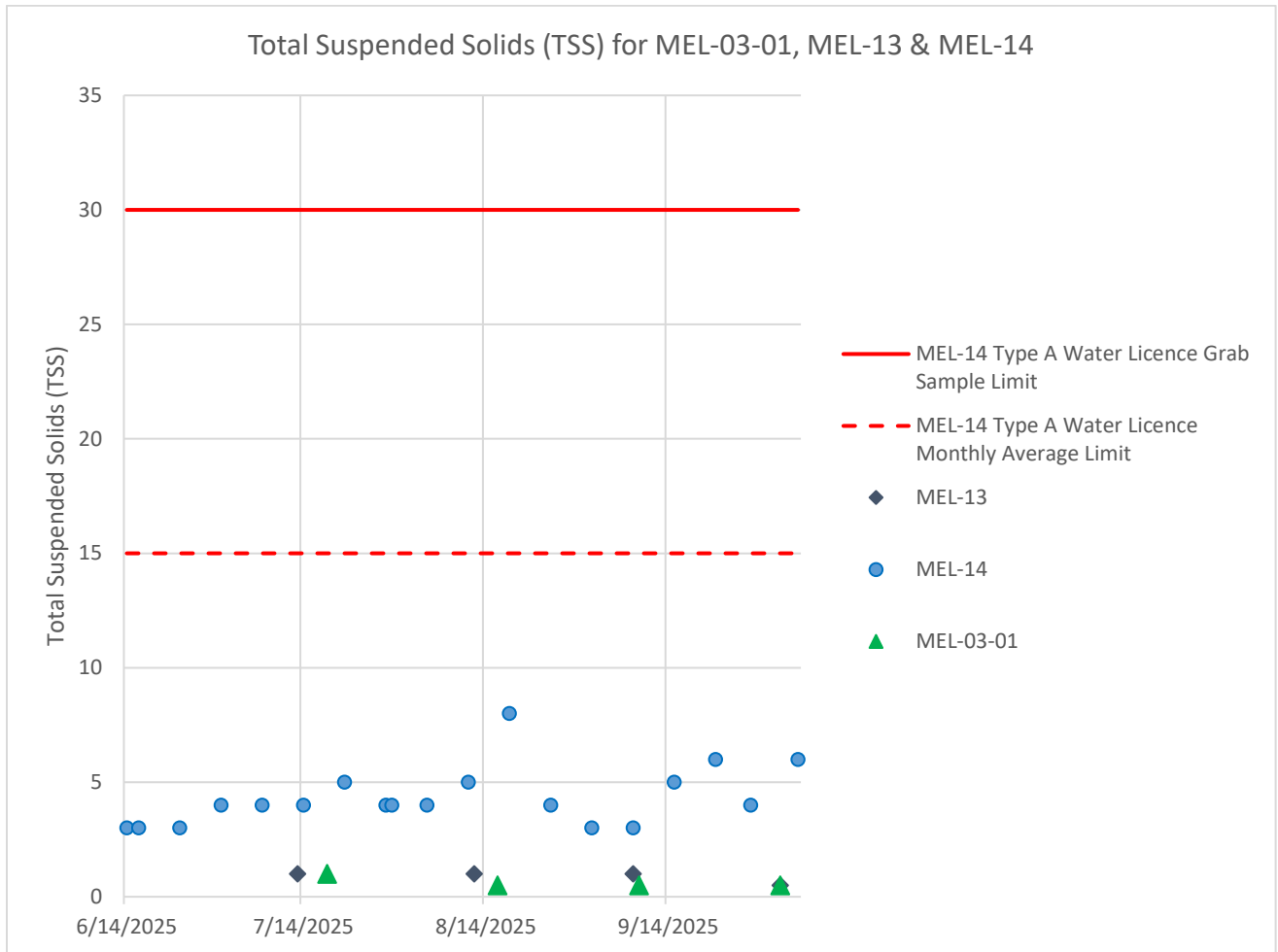


Figure 19. Total Suspended Solids (TSS) results for MEL-03-01, MEL-13, and MEL-14 monitoring stations.

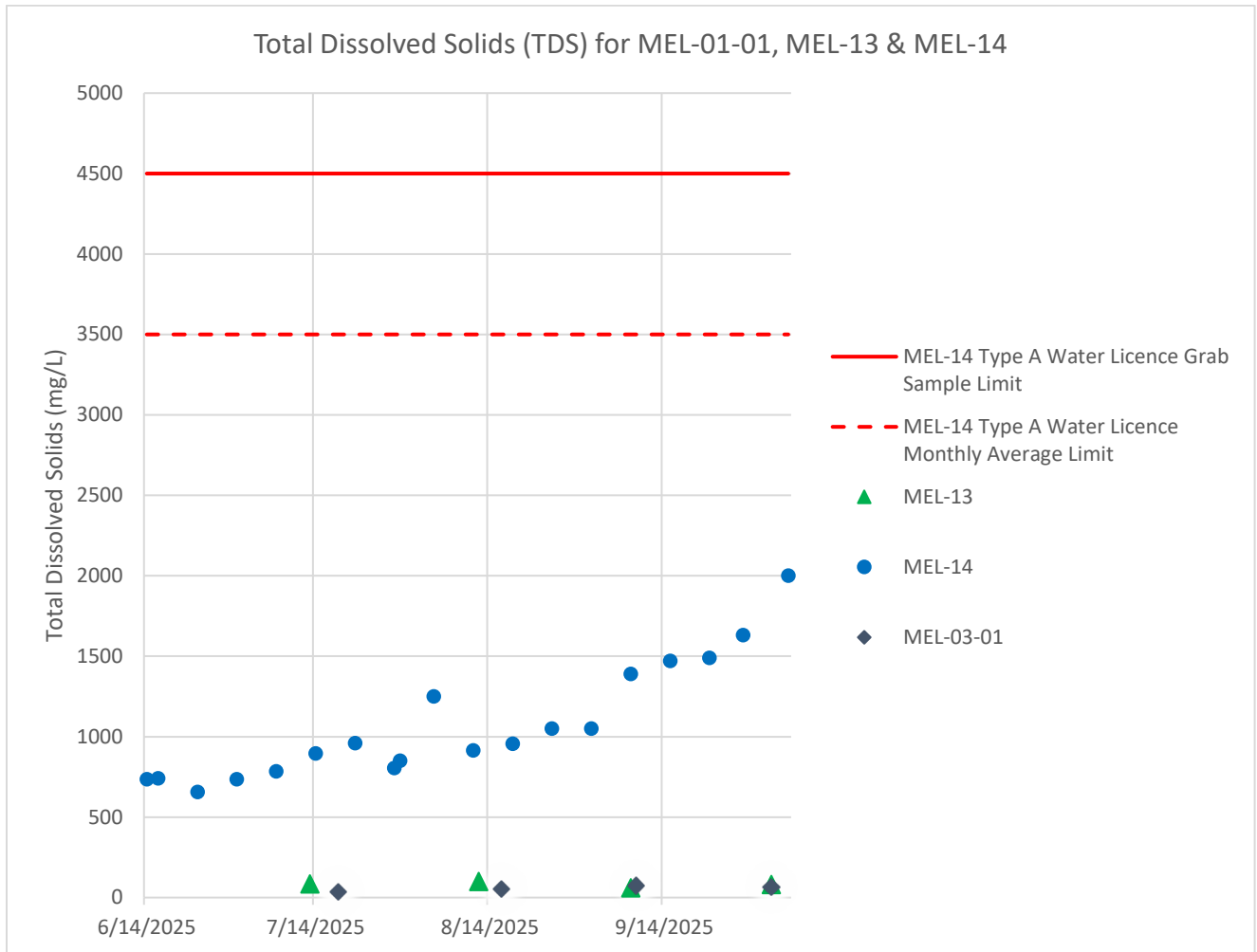


Figure 20. Total Dissolved Solids (TDS) results for MEL-03-01, MEL-13, and MEL-14 monitoring stations.

7.3.1.11 **MEL-15 Local Lake E3**

MEL-15 is sampled in lake E3 located west of the mine site. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee.

7.3.1.12 **MEL-16 Local Lake G2**

MEL-16 is sampled in lake G2 located north west from the mine site. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee.

7.3.1.13 **MEL-17 Local Pond H1**

MEL-17 is sampled in lake H1 located east from the mine site. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee.

7.3.1.14 **MEL-18 Local Lake B5**

MEL-18 is sampled in lake B5 located south-west from the mine site. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee.

7.3.1.15 **MEL-19 CP2**

MEL-19 is sampled in CP2 (collection pond) which is the collection of drainage from WRSF3. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee.

7.3.1.16 **MEL-20 CP3**

MEL-20 is sampled in CP3 which is the collection of drainage from the TSF located west of the mine site. It is a verification monitoring location sampled for operational and management purposes by the Licencee.

7.3.1.17 **MEL-21 CP4**

MEL-21 is sampled in CP4 which is the collection of the drainage from the WRSF1 located west of the mine site. It is a verification monitoring location sampled for operational and management purposes by the Licencee.

7.3.1.18 **MEL-22 CP5**

MEL-22 is sampled in CP5 which collects the drainage from WRSF1 and the Portal 1 area. CP5 is located in the previous footprint of Lake A54 and is located south of the mine site. It is a verification monitoring location sampled for operational and management purposes by the Licencee.

7.3.1.19 **MEL-23 CP6**

MEL-23 is sampled in CP6 which collects the drainage from WRSF3 located east of the mine site. It is a verification monitoring location sampled for operational and management purposes by the Licencee.

7.3.1.20 **MEL-24 Seepage from the landfill**

MEL-24 is defined as seepage from the landfill between the landfill and Pond H13 or water pumped from the Landfill and directed to Pond H13. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee.

The Operation Landfill (Stage 4) utilizes a pumping system to facilitate the removal of water ponded against the perimeter berm if the rate of seepage is insufficient for water removal. Water pumped from the Landfill is directed to Pond H13, which is the current location seepage from the Landfill flows towards.

7.3.1.21 **MEL-25 Secondary Containment at the Itivia Fuel Storage Facility**

MEL-25 is sampled from the secondary containment area at the Itivia Site Fuel Storage and Containment Facility. It is a regulated monitoring station in the Water Licence. It includes discharge water quality criteria that must be achieved to maintain compliance.

In preparation for the construction of the new fuel tanks within the existing Fuel Storage and Containment Facility, snow removal was completed before the freshet, therefore limiting the amount of snowmelt to manage during the open water season. As per The Water Licence 2AM-MEL1631 Part F Item 12, three notices for discharge from MEL-25 were sent in 2025 to the appropriate regulatory bodies. Water was sampled to confirm compliance with the Water Licence criteria (Part F, Item 6). However, in May and September 2025, due to operational constraints, water was pumped into trucks to be transported back to site and discharged into CP1. In August, 1,500 m³ was discharged from MEL-25 onto land.

7.3.1.22 **MEL-26 Itivia Harbour Final Discharge Point for treated saline effluent**

MEL-26 is sampled at the final discharge point in Itivia Harbour (FDP; end of pipe before offsite release) for treated saline effluent. It is a regulated monitoring station under MDMER. It includes discharge limits that must be achieved to maintain compliance.

In 2025, no water was discharged to Itivia Harbour through MEL-26.

7.3.1.23 **MEL-27 SP6**

MEL-27 will be sampled in SP6 which will collect saline water from the underground mine and other saline ponds and sumps, as well as runoff from the TSF. It is a verification monitoring location which will be sampled for operational and management purposes by the Licencee. SP6 is not constructed yet, so no sampling took place in 2025.

7.3.1.24 **MEL-28 CP7**

MEL-28 will be sampled in CP7 which will collect saline water from WRSF7 and prevent contact water from flowing into F Zone open pits. It is a verification monitoring location which will be sampled for operational and management purposes by the Licencee. CP7 is not constructed yet, so no sampling took place in 2025.

7.3.1.25 **MEL-29 CP8**

MEL-29 will be sampled in CP8 which will collect surface contact water from open pits and mine operations. It is a verification monitoring location which will be sampled for operational and management purposes by the Licencee. CP8 is not constructed yet, so no sampling took place in 2025.

7.3.1.26 **MEL-30 CDP1**

MEL-30 will be sampled in CDP1 which will collect surface contact water from WRSF9 and DIS01 open pit. It is a verification monitoring location which will be sampled for operational and management purposes by the Licencee. CDP1 is not constructed yet, so no sampling took place in 2025.

7.3.1.27 **MEL-31 CDP2**

MEL-31 will be sampled in CDP2 which will collect surface contact water from the Discovery laydown. It is a verification monitoring location which will be sampled for operational and management purposes by the Licencee. CDP1 is not constructed yet, so no sampling took place in 2025.

7.3.1.28 **MEL-32 CP9/Pump01 Pit**

MEL-32 is sampled in CP9 (Pump 01 Open Pit) which collects surface contact water from WRSF6 and Pump area. It is a verification monitoring location which is sampled for operational and management purposes by the Licencee. MEL-32 was added to the amended Water Licence as per the NWB's approval of the Modification request dated January 10, 2025 (see section 9.3).

7.3.2 **Underground sampling**

Underground contact water and non-contact groundwater monitoring is carried out as per the Groundwater Management Plan. The monitoring program is used to verify trends in the quantity and quality of water, and to conduct adaptive management when those trends diverge from those anticipated.

Water samples collected in the underground mine over 2025 include diamond drill hole (DDH) water intersects and underground saline contact water.

DDH water intersects are flushed prior to sample collection as a means to provide representation of “non-contact” groundwater within the fractured rock surrounding the underground mine. DDH water samples were collected quarterly at a minimum and as water was intersected (5 total samples over 2025). Samples were analyzed for relevant parameters to provide a representation of the background connate groundwater quality, which is the primary contributor of saline water received by the underground mine.

Water quality results for DDH samples collected in 2025 are provided in Appendix 20. In general, results for the 5 samples indicate stable and consistent concentrations for most parameters. Results showed an average TDS concentration of 47,140 mg/L, ranging from 16,300 mg/L to 56,800 mg/L. The 2025 average is similar to the 2024 (47,433 mg/L).

Metals listed under MDMER Schedule 4 (arsenic (As), copper (Cu), lead (Pb), nickel (Ni), and zinc (Zn)) were below the MDMER limits for all DDH samples collected in 2025. In fact, most concentrations for these parameters (As, Cu, Pb, Ni, Zn) are below the laboratory detection limits. Only two samples showed total metal concentrations equal to or slightly above the laboratory detection limits.

Underground contact water samples were collected monthly for water quality analysis from the Level 200 Pumping station, which is the last storage of underground contact water before being pumped to surface. The sampling location is located post clarification treatment and prior to redistribution of the water to surface contact saline water storage (TIRI02). The sampled water is a combination of sump (contact) water originating from the various levels of the mine, including groundwater, make-up water, drilling water, and paste line flushing water. Further information about the groundwater quality monitoring program is available in Section 3 of the Groundwater Management Plan.

7.3.3 Sludge

This section summarizes 2025 sludge monitoring results. Detailed descriptions of sludge generation, storage, and monitoring methods are provided in the Water Management Plan.

Sludge is produced by the removal of TSS at the EWTP-WTC and SETP-WTC and is routed to saline water storage (currently TIRI02). Monthly sludge chemistry is analyzed by an external accredited laboratory, and internal % solids measurements are collected for water treatment process control. Any saline water in storage that is affected by sludge is treated prior to discharge in accordance with the Water Management Plan to meet applicable end-of-pipe criteria under the Licence and MDMER.

Sludge remained water-rich with low % solids in 2025, consistent with expected TSS-removal underflow characteristics. Table 19 provides a consolidated summary of external lab chemistry and internal % solids statistics for 2021-2025.

Table 19: EWTP-WTC Sludge Water Quality Analysis (2021-2025)

Parameters	Min	Max	Average	2025 Average
% solids [†]	0.10	3.47	0.52	0.42
TSS (% solid)	0.064	1.00	0.45	0.72
pH (Unit)	6.83	7.60	7.35	7.41
Conductivity (mS/cm)	1.36	3.41	2.23	1.66
Total Ammonia Nitrogen (mg N/L)	0.35	16	5.18	3.69
Total Phosphorus (mg P/L)	2.40	22	7.54	15.75
Orthophosphate (mg P/L)	0.01	0.20	0.03	0.031
Total Arsenic (mg/L)	0.02	7.21	2.11	5.068
Total Copper (mg/L)	0.00	0.36	0.12	0.254
Total Lead (mg/L)	0.00	0.30	0.07	0.171
Total Nickel (mg/L)	0.01	0.41	0.11	0.267
Total Zinc (mg/L)	0.011	1.10	0.31	0.621

[†] % solids values are derived from internal operational analyses conducted by EWTP-WTC operators and are not accredited laboratory results. .

Average sludge concentrations in 2025 were within expected operational variability when considered alongside observed variation in sludge % solids. Higher total-metal results coincide with higher solids fractions and are interpreted as operational variability rather than a change in sludge composition.

Agnico Eagle continued internal monitoring of TIRI02 to evaluate potential sludge-related effects, consistent with prior Annual Report responses. Three vertical profiles were collected during the 2025 open water season. Combined with profiles conducted between 2021-2025, a total of 15 profiles were used to assess trends in 12 parameters (total and dissolved aluminum, total ammonia-N, total arsenic, total copper, total cyanide, total lead, total nickel, pH, radium-226, TSS, and total zinc). Relative to 2024, 11 of 12 parameters were stable or decreasing in 2025 (including TSS and total aluminum). Ammonia-N remained the only parameter exhibiting an increasing trend.

Ammonia-N in the EWTP-WTC sludge (multi-year mean 5.18 mg-N/L) is significantly lower than concentrations measured in TIRI02 (multi-year mean 75 mg/L) and sludge disposal is not considered a meaningful contributor to the TIRI02 ammonia trend. The observed ammonia concentrations are attributed to the dissolution of undetonated explosives in the underground mine, consistent with previous assessments.

Based on the information presented above, Agnico Eagle concludes that the discharge of EWTP-WTC sludge has limited and manageable impact on the water quality of TIRI02. Internal turbidity trials at the SETP-WTC in 2025 showed similar results as the EWTP-WTC. Further external lab TSS analysis will be performed in 2026 to validate the SETP-WTC TSS removal performance. Removal of TSS by clarification at the SETP-WTC relies on the same treatment approach and chemicals as the EWTP-WTC. Therefore, it is anticipated that the characteristics of sludge produced by the TSS treatment at the SETP-WTC will be consistent with that of the EWTP-WTC.

7.3.4 QA/QC Sampling

The objective of quality assurance and quality control (QA/QC) is to assure that the chemical data collected represent the material being sampled, are of known quality, are adequately documented, and are scientifically defensible. Data quality was assured throughout the collection and analysis of samples using specified standardized procedures, by employing external Canadian Association of Laboratory Accreditation (CALA) laboratories and by staffing the program with experienced technicians.

All analytical chemistry analyses are performed by external CALA-accredited laboratories. In most cases, these analyses are performed by Bureau Veritas (BV) Laboratories, an accredited facility located in Nepean, Ontario. Agnico Eagle may also require the services of other laboratories, such as BV Laboratories in Edmonton (Alberta), ALS (BC), SGS in Lakefield (Ontario) and H2Lab in Val d'Or (Quebec). All data from these laboratories undergo a rigorous internal QA/QC process, including the use of duplicate samples.

Acute and sublethal toxicity tests were performed by AquaTox Testing & Consulting Inc. in Puslinch, Ontario. Testing was conducted as stipulated in the corresponding Environment Canada Biological Test Methods. QA/QC measures were implemented by the laboratory, including the use of reference toxicants. Test validity criteria as specified in the test method were satisfied for all toxicity tests conducted in 2025.

Field blanks and duplicates were collected in 2025 as part of the internal quality control procedures. A field blank is a sample prepared in the field using laboratory-provided deionized water to fill a set of sample containers, which is then submitted to the laboratory for the same analysis as the field water samples. Field blanks are used to detect potential sample contamination during collection, shipping and analysis. Duplicate field water quality samples are collected simultaneously in the field at the same sampling location and using identical sampling procedures. They are used to assess sampling variability and sample homogeneity. In 2025:

- MDMER monitoring programs consisted of 7 duplicate samples and 7 field blanks which were collected from a total of 27 samples, representing 25.9% of samples taken.
- Surface water monitoring programs consisted of 15 duplicate samples, 14 field blanks which were collected from a total of 100 samples, representing respectively 15% and 14% of samples taken.

- Overall, collected and analyzed duplicate samples represent approximately 18% of the water samples collected throughout 2025 under the Water Licence or MDMER, which is higher than the QA/QC duplicate program objective of 10%.

No samples were taken from the STP (MEL-07) in 2025 due to the station being non-operational for the entirety of the year.

Analytical precision is a measurement of the variability associated with duplicate analysis of the same sample in the laboratory. Duplicate results were interpreted using the relative percent difference (RPD) between measurements. The equation used to calculate the RPD is:

$$RPD (\%) = \frac{(A - B)}{(A + B)/2} \times 100$$

Where A is the field sample concentration, and B is the duplicate sample concentration.

Large variations in RPD values are often observed between duplicate samples when the concentrations of analytes are low and approaching the method detection limit. Consequently, a RPD equal to or higher than 20% for concentrations of field and duplicate samples that both exceed 10 times the method detection limit (MDL) is considered notable. The analytical precision of one QA/QC sampling event is characterized as:

- High, when less than 10% of the parameters have variations that are notable;
- Medium, when 10 to 30% of the parameters have variations that are notable;
- Low, when more than 30% of the parameters have variations that are notable.

Results of the QA/QC data (RPD calculations) are presented in the tables included in Appendix 19. for the MDMER and Surface Water monitoring programs. The following is a summary of the QA/QC results, per sampling program:

- MDMER: All duplicate samples collected were considered as having high analytical precision. Some duplicates collected for MDMER and EEM showed notable RPD values, for less than 10% of analyzed parameters.
- Surface Water: All duplicate samples collected were considered as having high analytical precision. Some duplicates collected at stations MEL-12, MEL-19 and MEL-22 showed notable RPD values, for less than 10% of analyzed parameters.

Results show that the QA/QC plan was followed, and samples were collected by qualified technicians. QA/QC methods are further discussed in the Quality Assurance/Quality Control Plan.

Temperature, pH, dissolved oxygen, turbidity and specific conductivity are measured in the field using hand held meters such as HACH test kit – 2100 Q Portal Turbidimeter (turbidity), YSI (pH, dissolved oxygen, temperature and conductivity) and Eureka Manta II (pH, dissolved oxygen and conductivity). The instruments are calibrated as required prior to conducting sampling to ensure optimal performance and record of the calibration are kept in a calibration log. The calibration data regarding these instruments is presented in Appendix 21.

QA/QC methods and results for specific field programs (e.g., AEMP, geochemical monitoring, air quality monitoring, etc.) are discussed separately in their respective reports which are provided in appendices.

7.4 SEEPAGE AND RUNOFF

As required by Water Licence 2AM-MEL1631 Schedule B, Item 11: Summary of quantities and analysis of Seepage and runoff monitoring from the Landfill, Landfarm, Waste Rock Storage Facilities, Borrow pits and Quarries.

In 2025, no seepage was observed from the landfill or the landfarm, no seepage was observed from borrow pits or quarries.

Sleeves along Dyno Road were installed as temporary measures for managing the 2026 freshet season to help evaluate site needs during freshet.

7.5 EROSION AND SEDIMENT CONTROL MONITORING

Inspections were regularly conducted at Itivia, along the AWAR, Bypass Road and at construction areas throughout the year, and in response to rainfall. Any visible turbidity plumes or erosion at these locations were documented by Environmental personnel.

Pre-freshet and freshet weekly inspections were conducted at Itivia, crossings along the AWAR, and Bypass Road to monitor various environmental risks, including blockages, ponding, erosion, and turbidity plumes. These inspections allowed to promptly address concerns such as deploying straw logs and informing the Energy & Infrastructure Department of maintenance needs. In 2025, six (6) inspections were conducted at Itivia and nine (9) on the AWAR/Bypass Road during pre-freshet and freshet, from May 1st to June 15th. Although no major events occurred, water pumping was required at KM15 and KM26.5 to prevent snowmelt from overtopping the road and to mitigate sediment transport.

No releases of surface runoff containing TSS above the Water Licence criteria occurred in 2025.

In addition, regular inspections of construction areas on site were conducted by Environment personnel to ensure identification and mitigation of any erosion/sedimentation risks as required.

In 2025, Agnico Eagle retained Kigour & Associates Ltd. (KAL) to provide environmental support for the waterline construction, Itivia Harbor Dredging Project and Horizontal Directional Drilling (HDD) at Itivia. This support focused on ESC monitoring, including the implementation of ESC measures, water quality monitoring, and fisheries compliance monitoring, which included wildlife relocation efforts. The ESC monitoring activities conducted by KAL in 2025 are summarized below.

Waterline Project

The Waterline Project, which involved the installation of the saline discharge waterline along the All-Weather Access Road (AWAR) and Apache Pass Road. Construction activities included laying bedding material, installing and fusing all sections of the waterline, laying fiber optic cables, and backfilling the waterline with cover material to reduce potential barriers to Caribou movement. Throughout the construction, a Qualified Environmental Professional (QEP) carried out daily inspections to ensure

compliance with the Water Licence and Fisheries and Oceans Canada (DFO) Letter of Advice. These inspections focused on verifying the effectiveness of erosion and sediment control measures, such as silt fences and straw logs, in active work areas. The QEP also ensured that equipment was properly stored outside of sensitive areas and monitored for any signs of spills or fluid leaks. Regular communication between the QEP and the construction team helped identify and address potential environmental risks as work progressed.

Preventative erosion and sediment control measures, primarily straw logs, were installed near fish-bearing waterbodies to prevent sediment-laden runoff from entering aquatic habitats. Turbidity monitoring conducted throughout construction confirmed that activities did not impact fish habitat. Where the waterline intersected fish-bearing waterbodies, in-water work areas were isolated using block nets, and fish removals were carried out. Fish captured within isolated areas were relocated outside of the isolated work areas using backpack electrofishing. Turbidity was monitored both upstream and downstream before, during, and after construction to track any potential sediment release into fish-bearing habitats. During periods of heavy rainfall in the fall, additional mitigation measures, such as reinforcing bedding material, were implemented to increase stability and reduce the risk of sediment mobilization during future storm events and spring freshet.

HDD project

The HDD Project involved installing a saline diffuser designed to discharge treated groundwater effluent from Agnico Eagle's Mine into Melvin Bay, near Rankin Inlet, Nunavut, via the waterline. To reduce disturbance within the nearshore environment and protect the diffuser pipe from potential ice-related damage during winter, horizontal directional drilling was carried out throughout the adjacent rocky cliff.

In 2024, an access road and drill pad were constructed within the intertidal zone of Melvin Bay to support the HDD Project. Construction activities in 2025 focused on completing the horizontal directional drilling through the adjacent rocky cliff. Prior to drilling, turbidity curtains were installed on either side of the drill pad at the drill's exit point into Melvin Bay and in the intertidal zones on the east and west sides of the access road to contain any potential sediment release into the surrounding aquatic environment. Following completion of the drilling, the outfall pipe was installed into Melvin Bay, and a trench was excavated to accommodate the connecting waterline. The waterline was then fused and buried, and the trench was backfilled. The HDD Project is now complete, with the exception of a single section of the waterline that remains unfused to maintain access for a local resident whose property is located along the shore of Melvin Bay. This final section will be fused immediately before the waterline becomes operational.

Daily inspections were conducted throughout construction to assess the effectiveness of the turbidity curtains installed in Melvin Bay. Turbidity measurements were collected both within the work area (inside the turbidity curtains) and at non-impacted reference sites (outside the curtains). These values were compared to confirm that construction activities were not resulting in the release of sediment-laden water into the surrounding aquatic environment.

On August 20, 2025, during the horizontal directional drilling breakthrough into Melvin Bay, a visual sediment plume was observed in Melvin Bay. This incident was reported to the Government of Nunavut as a reportable spill, as documented in Table 19 of section 6 and Appendix 15. Construction activities were halted until a more robust turbidity curtain was installed. Following its installation, no further sediment release was observed, confirming the effectiveness of the upgraded containment measure.

Itivia Harbor Dredging Project

The Itivia Harbor Dredging Project involved dredging the Itivia harbor using a barge. Prior to the commencement of work, the dredging area was isolated with a turbidity curtain to prevent sediment

dispersion into surrounding waters. Dredging began during the week of July 13, 2025, and was completed during the week of July 20, 2025. Daily erosion and sediment control inspections, including turbidity measurements, were conducted to ensure the effectiveness of the turbidity curtain. No measurable environmental impacts were observed during the project, and the turbidity curtains were removed following the completion of the project.

7.6 BLAST MONITORING

In compliance with Term and Condition 11 of NIRB Project Certificate No. 006, Agnico Eagle has developed a Blast Monitoring Program. The objective of the Blast Monitoring Program is to minimize the effects of blasting on fish and fish habitat, water quality and terrestrial Valued Ecosystem Components (VECs).

Peak particle velocity (PPV) and overpressure monitoring data were recorded throughout 2025 during blasting activities at Meliadine. During 2025, three surface locations were monitored: Tiriganiaq Open pit 1 (TIR01), Pump 1 (PUMP01) and Pump 2 (PUMP02). No blasting activities occurred at Tiriganiaq Open Pit 2 (TIR02) in 2025. The location of the blast monitoring stations used in 2025 is shown in Table 20 & Table 21 and Figure 21 and Figure 22 below.

Table 20: Tiriganiaq Open pits 1 & 2 (TIR01 & TIR02) Surface blast monitoring station coordinates

LOCATION	EASTING	NORTHING	DESCRIPTION
Comm Tower P1	539803.785	6988836.212	Permanent location used for TIR01 & TIR02 (installed 2020-08-20)

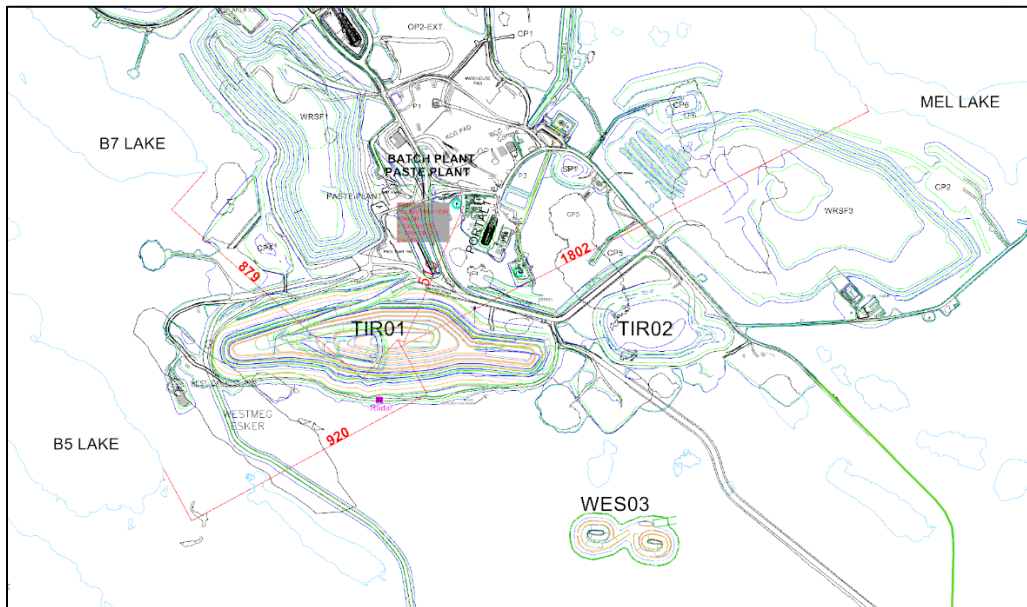


Figure 21: Surface blast monitoring station locations used for TIR01 blasts (distance in meters)

Table 21: Pump Open pits 1 & 2 (PUMP01 & PUMP02) Surface blast monitoring station coordinates

LOCATION	EASTING	NORTHING	DESCRIPTION
Portable Seismograph	539126.169	6986905.380	Temporary location used for PUMP01
Portable Seismograph	540158.804	6986943.785	Temporary location used for PUMP02

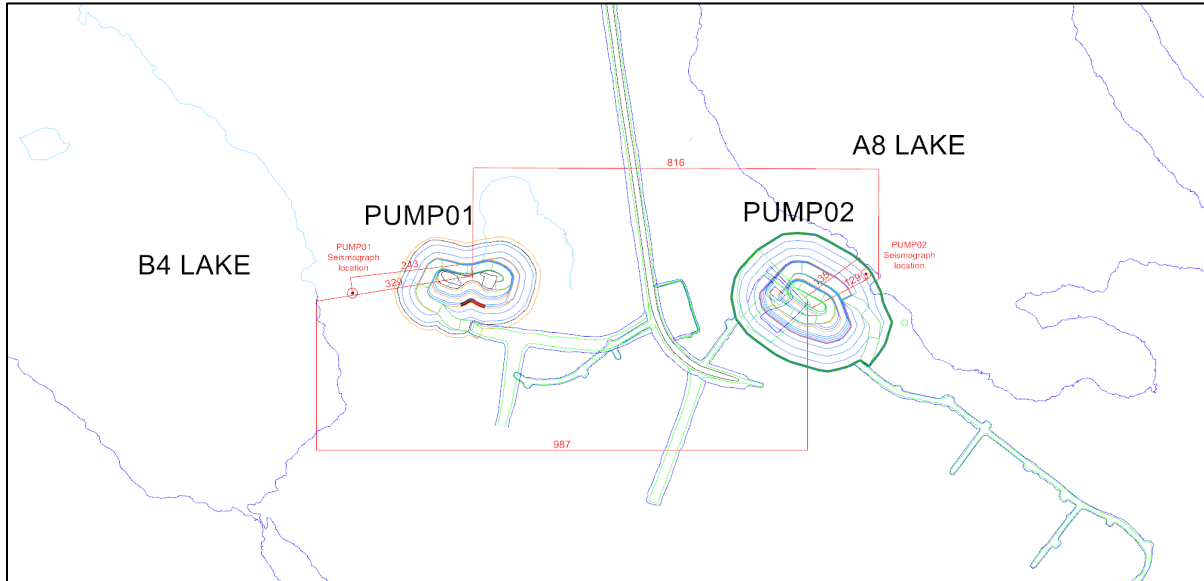


Figure 22: Surface blast monitoring station locations used for PUMP01 & PUMP02 blasts (distance in meters)

Blasts were monitored using an InstanTel Minimate Blaster, which is fully compliant with the international Society of Explosives and Engineers performance specifications for blasting seismographs (InstanTel, 2005). The transducer is installed as per the model specifications and measures transverse, vertical and longitudinal ground vibrations. Transverse ground vibrations agitate particles in a side-to-side motion. Vertical ground vibrations agitate particles in an up and down motion. Longitudinal ground vibrations agitate particles in a back-and-forth motion progressing outward from the event site (InstanTel, 2005). The Minimate Blaster calculates the PPV for each geophone and calculates the vector sum of the three axes. The result is the Peak Vector Sum (PVS) and is the resultant particle velocity magnitude of the event:

$$PVS = \sqrt{T^2 + V^2 + L^2}$$

Where:
 T = particle velocity along the transverse plane
 V = particle velocity along the vertical plane
 L = particle velocity along the longitudinal plane

Detailed blast monitoring data compilation and results are available in Appendix 22. In 2025, no PPV or pressure value exceeded the guidelines, of 13 mm/s and 50 kPa, respectively. The average PPV value for 2025 at TIRI01 was 1.77 mm/s, with a minimum of 0.19 mm/s (at Meliadine Lake) and a maximum of 5.37 mm/s (at Lake B5). For Pump 01 & 02, the values are also below the threshold. The average PPV value is 7.58 mm/s and the maximum value is 12.78 mm/s (at B4 Lake).

The 2025 Blast Monitoring Report is presented in Appendix 22.

7.7 NOISE MONITORING

In accordance with NIRB Project Certificate No. 006, and as described in the Noise Abatement and Monitoring Plan, Agnico Eagle monitors outdoor ambient noise levels at the Meliadine Mine. The objective of the noise monitoring program is to measure noise levels at three or four previously determined outdoor monitoring locations over at least two 24 h periods. Results are compared to the mine's Final Environmental Impact Statement (FEIS, Golder 2014) predictions for the 24-h L_{eq} , the $L_{eq-nighttime}$ design target, and the site's noise monitoring criteria (24-h L_{eq}).

Since high winds in the area tend to significantly reduce the amount of available valid data, technicians aim to conduct two or more monitoring events for each station, lasting two or more days each. In 2025, Agnico Eagle conducted two noise surveys for all required stations (NPOR006a, NPOR008, and NPOR017a) plus opportunistic surveys at NPOR014b. Monitoring at NPOR014a is not yet required because construction or operational activities related to the Discovery Pit area are not ongoing.

Noise monitoring stations are illustrated on following Figure 23.



Figure 23. Meliadine Noise Monitoring Locations

A summary of the noise monitoring results for 2025 is provided in Table 22. For all stations, sufficient valid data was available to calculate a minimum of two 24-h and night-time L_{eq} values for comparison to FEIS predictions, design targets (where applicable), and noise monitoring criteria.

It is noted that typically, sound recordings are used to identify and, if appropriate, screen out data peaks dominated by noise sources that are not regular mine-related occurrences, and therefore not included in FEIS-stage noise modelling (e.g. ongoing animal disturbance, direct human interference, steady precipitation, aircraft flyovers). Contributions of wind interference are also normally assessed with the support of sound recordings. Sound recordings were not available in 2025, so no data was filtered out on this basis, and the influence of these sources on sound profiles is unknown. Results are presented as representative of the total acoustic environment, and potential sources of noise in the various profiles are explored using historical information for each monitoring location.

At station NPOR006a, a similar profile was recorded in 2024 and noise measurements above FEIS predictions were attributed through review of sound recordings to a combination of locally elevated winds and ongoing mine works in relatively close proximity to the survey location. These sources are considered likely to have dominated again in 2025. For station NPOR008, helicopter overflights are historically the dominant noise source contributing to sound peaks, and a similar pattern was evident in 2025. An elevated background acoustic environment was recorded here in 2025 as well, which is expected to have been caused by localized wind gusts. The profile at station NPOR17a was characterized by a single intense noise occurrence lasting approximately six minutes at 15:32 h on August 4. Station NPOR14b is currently outside of the influence of mine-related noise emissions and representative of background conditions.

Overall, final 24-h equivalent sound levels (L_{eq}) tended to be higher in 2025 than in recent years, and tended to exceed FEIS predictions. However, this is considered more likely a result of data processing limitations rather than an actual increase in mine-related sound levels, since no substantial changes in mine activity occurred. To date, no noise-related complaints have been received for the Meliadine Mine. At this time, no changes to existing noise monitoring or mitigation measures are proposed. The program will be run as designed in 2026.

The complete Noise report can be found in Appendix 23.

Table 22. Summary of outdoor ambient noise monitoring results in 2025.

Location	Recording Start	Recording End	Noise Monitoring Criterion <i>L_{eq}(24 h)</i> (dBA)	FEIS Prediction <i>L_{eq}(24 h)</i> (dBA)	Measured <i>L_{eq}(24 h)</i> (dBA)	Design Target <i>L_{eq}</i> (nighttime) (dBA)	Measured <i>L_{eq}</i> (nighttime) (dBA)
NPOR006a	2025-07-19 16:35	2025-07-21 14:53	45	39.8	45.4	N/A	N/A
	2025-08-29 16:54	2025-08-30 04:43			44.9		
NPOR008	2025-07-20 16:12	2025-07-28 14:08	45	41.7	45.8	40	46.4
	2025-10-10 14:37	2025-10-10 23:17			-		-
NPOR014b (background)	2025-09-07 10:02	2025-09-09 15:24	45	44.7	44.0	N/A	N/A
	2025-09-18 12:26	2025-09-21 09:21			36.6		
NPOR017a	2025-08-03 12:39	2025-08-04 16:42	45	43.4	54.8	N/A	N/A
	2025-09-11 16:46	2025-09-12 03:47			-		
“-“ Insufficient valid data remained after filtering according to recorded weather conditions. * Sound recordings were not available in 2025 so potential contributions of non-mine-related noise sources are unknown. See discussion in text.							

7.8 AIR

7.8.1 Air Quality monitoring

Through its ambient air quality monitoring program, Agnico Eagle aims to measure airborne particulates, dustfall, and the gaseous compounds (NO₂ and SO₂) using a combination of active and passive sampling methods. In accordance with the Air Quality Monitoring Plan, monitoring in 2025 included year-round passive measurement of dustfall at four onsite sampling stations, as well as NO₂ and SO₂ at two locations, over one month averaging periods. Monitoring of suspended particulates (Total Suspended Particulates (TSP), PM_{2.5}, and PM₁₀) occurred year-round (on a 6-day cycle) at two onsite monitoring stations. Agnico Eagle also conducted summertime dustfall transect sampling (25, 50, 100, 300 m distances from the road) at three locations along the AWAR and (60, 120, 300, 1000 m distances from the road) one location along the Rankin Inlet Bypass Road.

Dustfall Locations are identified in Figure 24.

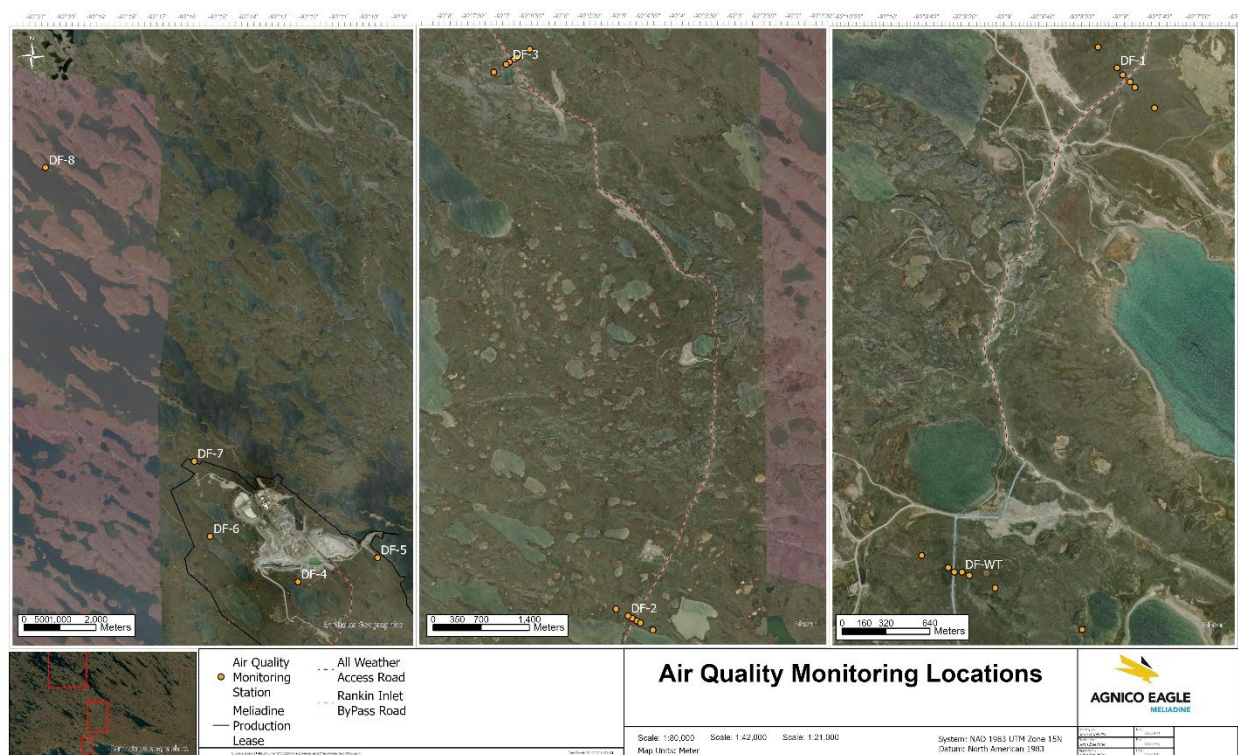


Figure 24. Dustfall Locations

For suspended particulates, monitoring continued at stations DF-5 and DF-7. All results met the relevant regulatory guidelines for the 24-h and annual averaging times (GN, 2023; CCME, 2025 (CAAQS); GNWT, 2023) and maximum model predictions in the Final Environmental Impact Statement (FEIS) (Golder, 2014a). Measured concentrations for cadmium in TSP also met the FEIS-selected 24-h health-based screening value and FEIS maximum model predictions (Golder, 2014b).

Dustfall results are compared to various regulatory guidelines for recreational and industrial land uses (AB, 2019; GNWT, 2023) for context. These guidelines relate to nuisance and aesthetic concerns only. Across the onsite dustfall monitoring stations (DF-4, DF-5, DF-6, DF-7, and DF-10), seven of 70 samples exceeded Alberta’s industrial area guideline (AB-Ind), which is anticipated to occur occasionally. An increase in the frequency of isolated dustfall peaks has occurred since early 2024, corresponding with new pit development activities. Overall, results still infrequently exceed even recreational area guidelines (AB-Rec; historically, <17% of total dustfall samples each year).

For AWAR and Bypass Road dustfall monitoring transects (DF-1, DF-2, DF-3, and DF-WT, summer-only sampling), average rates of dustfall were similar to or less than to those observed historically. Even in very close proximity to the road (25 m), average rates of dustfall over the summer season continue to meet the AB-Rec guideline. Dust suppressant in the form of calcium chloride dry product was applied along most of the AWAR and Bypass Road three times: in June, July, and August.

Using monthly-average measurements at three stations (DF-5, DF-7, DF-10), calculated annual average concentrations of NO₂ and SO₂ met regulatory guidelines (GN, 2023/CAAQS) or 2014 FEIS maximum model predictions.

Since monitoring results in 2025 were within applicable air quality standards and FEIS predictions, and/or did not indicate any air quality trends of concern at this time, no adaptive management measures for air quality are planned for 2026.

The 2025 Air Quality Monitoring report can be found in Appendix 24.

7.8.2 Greenhouse Gas Emissions

Agnico Eagle is required by Environment Canada’s Greenhouse Gas Emissions Reporting Program (GHGRP) to track greenhouse gas emissions. Calculated emissions for the Meliadine site (including Rankin Inlet operations) were last reported on June 2nd, 2025 for the 2024 year. Total emissions were 145,240 tonnes CO₂e, which is less than the FEIS-predicted maximum of 317,000 tonnes CO₂e.

Environment Canada’s Greenhouse Gas Emissions Reporting Program for the 2025 year will be completed by June 1st, 2026.

7.8.3 Climate

A permanent weather station is installed at the Meliadine site, to the northeast of camp. The station records various data including daily and hourly data for wind speed, wind direction, temperature, solar radiation, precipitation and relative humidity. Table 23 summarizes 2025 annual temperature and precipitations records (from both the site weather station and Environment Canada at the Rankin Inlet Airport weather station, for comparison).

Table 23. 2025 Climate Conditions

Environmental Variable	Environment Canada (Rankin Inlet Airport)	Meliadine Site Weather Station*
Temperature (°C)		
Mean Annual Temperature	-8.3	-8.4
Min. Annual Temperature	-39.1	-39.8
Max Annual Temperature	24.0	26.8
Precipitation		
Total Annual Snowfall (cm)	91.2	-
Total Annual Rain (mm)	178.2	-
Total Annual Precipitation (mm)	275.30	286.9

*Some erroneous values for temperature and precipitation from the Meliadine site weather station were corrected using the Rankin Inlet Airport weather station and used for the averages presented here

The maximum annual temperature (from Meliadine weather station) of 26.8°C was recorded on July 9, 2025 and the minimum annual temperature of -39.8°C was recorded on January 22, 2025. The mean annual temperature was -8.4 °C. Total recorded annual precipitation at the Meliadine weather station was 286.9 mm and snowmelt began May 24, 2025 when the average daily air temperature began to near 0°C. Environmental variables continued to be monitored on an ongoing basis.

7.9 WILDLIFE MONITORING

In addition to planned surveys conducted by the Environment department, all Meliadine employees and contractors are required to report wildlife sightings. In November 2021, a new way to report wildlife sightings on site via text message was introduced to all employees. The text messaging was replaced by a QR Code in April 2023. All observations, problematic interactions, wildlife surveys conducted weekly along the AWAR, caribou migration, operation shut downs related to caribou migration, aerial observations when helicopters are active, onsite audits (i.e. for wildlife attractants) conducted by third parties, and mitigation

actions taken following problematic issues are reported in the monthly report to the GN, the Kangiqliniq Hunters and Trappers Organization (KHTO) and KivIA.

In April 2023, a Wildlife Audit was conducted at Meliadine by the consultant Bearwise. Results of this audit were presented in the 2023 Annual Report.

In November 2024, an internal wildlife audit was conducted. Weekly environmental inspections were also conducted throughout the site to ensure proper waste management practices. Regular reminders are provided site-wide and year-round to mitigation attraction of wildlife.

Department toolbox meetings were completed in 2025 for environmental subjects including wildlife and caribou migration. In 2025, 11 toolboxes were conducted on the topic of wildlife attractants and foxes, and 28 toolboxes were conducted on the topic of caribou migration.

Environmental inspections, training and reminders will continue to be provided to departments to ensure the recommendations from Bearwise and internal wildlife audits/inspections continue to be applied.

7.9.1 TEMMP

The objectives of the TEMMP Annual Report are to summarize annual data collected from wildlife and vegetation monitoring programs and to describe natural variation and potential Project-related effects to wildlife populations within and adjacent to the Project. The data was collected according to procedures and sampling or monitoring intervals outlined in the Project's Standard Operating Procedures (SOPs) and the TEMMP. The 2025 TEMMP Annual Report describes monitoring objectives and methods, 2025 survey results, mitigation activities, and management recommendations (i.e., adaptive management). The following summary documents monitoring information collected for the 2025 TEMMP for the Meliadine Project located in the Kivalliq Region of Nunavut. The complete 2025 TEMMP Report can be found in Appendix 25, and a summary is provided below. Complementary studies (Caribou Behaviour, Caribou Trail Camera, Arctic Raptors, Hunter Harvest studies) were conducted in 2025 and are included in Appendices of the TEMMP Report. Wildlife observations can be found in Appendix 26.

Incorporation of Inuit Qaujimajatuqangit

In 2025, Inuit Qaujimajatuqangit (IQ) was collected during 11 meetings, 2 workshops, and seven cultural activities.

Direct Habitat Loss

Direct habitat loss is assessed every three years and was last assessed in 2024, with the next assessment scheduled for 2027. As of 2024, 696 hectares (ha) have been altered due to Project construction, representing 41% of the 2012 Project Approved footprint and 24% of the predicted Project footprint. This represents a total of 63 ha of direct habitat loss between 2021 to 2024.

Indirect Habitat Loss

Indirect habitat loss for caribou (*Rangifer tarandus*) and wildlife habitat (soils and vegetation) is assessed every three years and was assessed in 2025. The next full assessment is scheduled for 2028.

Soil and Vegetation Monitoring

Soil and vegetation health monitoring (dust and metals survey) is assessed every three years and was completed in 2025. A total of 55 sampling locations across seven transects were completed during the 2025 monitoring program, with sampling locations occurring at pre-determined distances from the Mine or All-weather Access Road (AWAR). Sampling was completed to assess metal concentrations and potential

relationships with distance from the Mine or AWAR. Percent cover and plant vigour was also assessed at each sampling location. The 2025 data is comparable to previous monitoring program, indicating metal exceedances likely stem from naturally occurring elevated metal concentration rather occurring due to the Mine. No relationship between plant vigour and distance to the Mine and AWAR was apparent. To date, there is no evidence indicating that Mine-related activities have contributed to metal concentration threshold exceedances or decreases in plant distribution and vigour, thereby decreasing the quality of wildlife habitat

Non-native Plants

Non-native plant surveys were completed along the AWAR; no non-native plant species were detected.

Environmental Variables

A maximum annual temperature of 26.8 degrees Celsius (°C) was recorded on 9 July 2025 and a minimum annual temperature of -39.8°C was recorded 22 January 2025. The mean annual temperature was -8.3°C. Total recorded annual precipitation was 286.8 millimetres (mm) and snowmelt began 25 May 2025 when the average daily air temperature exceeded 0°C. The green-up date for the RSA was estimated to be between 12 and 28 July 2025, based on normalized difference vegetation (NDVI) values averaged across the RSA (obtained from MODIS VI satellite). A multi-year summary of environmental variables is provided in this report.

Birds

Shoreline Surveys

A total of 23 nests of 8 species were detected in 2025.

Point Counts

Point count surveys are completed every three years, with the last survey being completed in 2024. The next point count survey is scheduled for 2027.

PRISM

A total of five Program for Regional and International Shorebird Monitoring (PRISM) survey plots were completed in 2025. A total of 15 bird species were observed, with horned lark being the most common. No evidence of breeding (nests) was recorded during surveys.

Raptors

Environmental Dynamics Inc. (EDI) conducted a formal survey at 228 raptor nesting sites in the Regional Study Area (RSA) in 2025. The study design included two surveys: one to assess the location of occupied territories during the pre-incubation and incubation periods, and one to assess site productivity during the late brood rearing period. A total of 52 nest sites were occupied by raptors, 15 of which were determined to be successful while the success of the remaining 37 could not be determined. Occupancy models were not completed for peregrine falcon (*Falco peregrinus*) or rough-legged hawk (*Buteo lagopus*) in 2025.

Pre-Clearance Surveys

Two bird nests were recorded during pre-clearance surveys in 2025, while an additional 11 were identified during regular environmental monitoring activities. Of these 13 nests, 7 required mitigation.

Wildlife Observations

Wildlife Sighting/Track Surveys

Wildlife sighting/track surveys were completed by Agnico Eagle personnel along the AWAR and Mine infrastructure throughout the year.

A total of 5,171 individuals from 13 identified wildlife species and 6 unidentified wildlife species groups (e.g., duck species [sp.], gull sp., loon sp., ptarmigan sp.) were recorded during surveys along the AWAR in 2025.

A total of 1,331 individuals from 14 identified wildlife species and 7 unidentified wildlife species groups (e.g., duck sp., gull sp., loon sp.) were recorded during surveys at Mine infrastructure other than the AWAR in 2025.

Wildlife Incidentals

There were 93 incidental observations recorded, representing 120 individuals of 6 species and 1 species group (i.e., bird sp.), around the Mine site (including the camp area) and the AWAR in 2025.

Den Sites

Surveys were completed for the Project in January and May 2025 to locate dens of Arctic fox (*Vulpes lagopus*), grey wolf (*Canis lupus*), polar bear (*Ursus maritimus*), grizzly bear (*Ursus arctos*), and wolverine (*Gulo gulo*).

Two surveys were surveyed ahead of clearing activities, with no dens recorded.

Bird Nests

Eleven incidental bird nests were observed on the Mine site or along the AWAR in 2025.

Incidents and Mortalities

A total of five mortalities across three different species were reported at the Project from 8 January to 4 August 2025. An Arctic hare mortality was confirmed to be caused as a direct result of Project activities. Two mortalities were suspected to be of natural causes, while the cause of the remaining mortality was unknown. No caribou mortalities were reported in 2025.

Wildlife Deterrents

Wildlife deterrents (i.e., propane noise cannons, deterrent balloons, and bird strobe light) were implemented at eight locations to deter birds from nesting on site. All deterrents were removed prior to the caribou migration. Active deterrence, including hazing of incidental observations of wildlife, were also completed by environmental technicians, with all deterrence activities successful.

Propane noise cannons were not used during the caribou migration period.

Barren-ground Caribou

Caribou Behaviour Monitoring

Statistical analyses of 2020 to 2025 data found that caribou farther from infrastructure (i.e., greater than 300 m) displayed lower proportions of response behaviours.

The proportion of response behaviours in caribou groups increased following disturbances, but behaviours usually returned to baseline levels within nine minutes.

Caribou displayed a greater likelihood of walking, alert, or running behaviours in surveys where there were disturbances such as vehicle traffic.

Environmental variables (e.g., temperature, wind speed, and insect harassment) were not related to proportion of response behaviours in caribou groups.

Caribou Remote Camera Study

Between 2020 and 2025, a study was conducted using motion-triggered cameras to study caribou interactions with the Project infrastructure during their annual migration, focusing on the AWAR. From 2023 to 2025, cameras were placed around the Mine site and along the proposed Discovery Road following guidance from the Terrestrial Advisory Group.

Detections of caribou were reduced compared to data from 2020 to 2024. A single group of caribou were detected along the AWAR in 2025. While caribou have historically travelled through the Mine area post-calving, in 2024 and 2025 most caribou stayed west of Meliadine Lake post-calving, then returned directly south based on GPS collared data and reports from community members.

Pooled data from 2020 to 2025 indicated that road height and road-side slope at each camera location was not related to the number of caribou observed at each camera location, suggesting that differences in the structure of the AWAR do not significantly influence the locations where caribou cross.

In 2025, one detection of caribou occurred on 25 June, southwest of the Mine.

Peak detection of caribou among the cameras deployed along the proposed Discovery Road was in late June and early July, consistent with previous years.

Collared Caribou Inventory

Individuals from the Qamanirjuaq herd have been present in the RSA for 18 of the 33 years where collar data are available. Since 2011, collared Qamanirjuaq caribou have typically entered the RSA in late June to mid-July and have remained in the RSA for 1 to 5 days.

Individuals from the Qamanirjuaq herd have been present in the LSA for 17 of the 33 years where collar data are available. Collared caribou typically enter the LSA in early to mid-July and leave the LSA on the same day; some individuals enter the LSA several times over the course of one summer but remain in the LSA for a day or less during each interaction. The length of time Qamanirjuaq caribou are spending in the LSA has not varied since collared caribou began interacting with the LSA in 2006.

Fewer than 30% of Qamanirjuaq caribou come within 5 km of the Project and 99% of caribou that came within 5 km of the AWAR or Mine for a specific year remained for less than 24 hours. In consideration of these results, impacts to the Qamanirjuaq herd due to the Project have the potential for limited transboundary effects.

Caribou Advisory

Surveys to monitor migration of the Qamanirjuaq herd through the Project were performed from 13 June to 12 July 2025. Full or partial closures of the AWAR, Mine site, and tailings storage facility (TSF) were triggered between 19 to 29 June 2025.

Shutdowns affecting different components of the Mine were implemented to facilitate the safe migration of caribou through the Project. The AWAR was closed between 6 p.m. to 6 a.m. during the closure period (i.e., 19 to 29 June 2025) to avoid any potential disturbance to caribou during nighttime hours. Vehicle traffic on site, open pit operations, activities at the Exploration Camp, and activities at the Main Camp were restricted for 234 hours across 11 days (i.e., 89% of the time across 11 days).

One flight cancellation related to the caribou migration occurred in 2025.

Hunter Harvest

The 2025 Hunter Harvest Study included 69 participants amongst which 49 reported harvesting caribou. A total of 622 caribou were reported as harvested in 2025.

In addition, a total of 45 muskox, 10 wolverine, and 25 wolves were harvested in 2025. Other reported harvested terrestrial mammals included one American marten (*Martes americana*), three Arctic fox, two polar bear, and one red fox (*Vulpes vulpes*). In the marine environment, beluga whale (*Delphinapterus leucas*; 56 individuals) was the most common species harvested, followed by ringed seal (*Pusa hispida*; 29 individuals), narwal (*Monodon monoceros*; 4 individuals), bearded seal (*Erignathus barbatus*; 3 individuals), walrus (*Odobenus rosmarus*; 2 individuals), and harbour seal (*Phoca vitulina*; 1 individual).

Equivalent birds were harvested by Rankin Inlet participants in 2025 and 2024 (441 birds each year), which is higher than in 2023 (202 birds), 2022 (136 birds), and 2021 (394 birds). In 2025, Canada goose (*Branta canadensis*) and snow goose (*Anser caerulescens*) were harvested at the highest levels and comprised 73% of all harvest bird species. Common eider (*Somateria mollissima*), greater white-fronted goose (*Anser albifrons*), herring gull (*Larus argentatus*), loon sp., northern pintail (*Anas acuta*), ptarmigan sp., tundra swan (*Cygnus columbianus*), and willow ptarmigan (*Lagopus lagopus*) were also harvested.

Arctic char (1,931 fish), lake trout (412 fish), and Arctic cod (*Arctogadus glacialis*; 46 fish) were the most common species caught by anglers. Relatively small numbers of Arctic grayling (8 fish) and burbot (*Lota lota*; 2 fish) were caught in 2025, while lumpfish (*Cyclopterus lumpus*; 10 fish) is a new species that has not been previously reported.

7.9.2 Marine Environment

A Marine Mammal and Seabirds Observer (MMSO) program was completed again in 2025, in accordance with the requirements from the NIRB Project Certificate. The purpose of the MMSO program is to mitigate interactions between marine mammals and seabirds and Project vessels and to collect information on marine wildlife presence. The 2025 Marine Mammal and Seabird Annual Report is provided in Appendix 27 and summarizes the MMSO data collected during the 2025 sealift season by the shipping companies Groupe Desgagnés and Woodward Group of Companies (Woodward). At this time, the monitoring data does not warrant changes to the Shipping Management Plan or Marine Environment Management Plan. As per Agnico Eagle's adaptive management strategy and in line with NIRB PC T&C79, Agnico Eagle will continue to analyze monitoring data and make necessary changes as warranted.

To address Term and Condition 68 from the NIRB Project Certificate 006, a technical analysis was carried out on vessel vessel traffic in Hudson Strait and Hudson Bay to review the Meliadine Mine's contribution to vessel activity in the area, and the results of a literature review conducted on vessel activity and marine bird mitigation in the study area. The technical analysis was presented in Appendix 29 of the 2022 Annual Report. Since 2020, the MMSO Report is coordinated for the shipping between the Meliadine Mine and the Meadowbank Complex (Meadowbank and Whale Tail Mines), contributing to cumulative effects monitoring.

In 2020 through 2025, training materials were delivered to vessel crew (both Groupe Desgagnés and Woodward) prior to the shipping season. These training materials were developed to improve the MMSO data collection of shipping companies, and included the following:

- setbacks from sensitive marine wildlife habitats such as marine mammal haul-outs and seabird colonies,

- mitigation procedures should marine mammals or seabirds be observed in or near the vessel path, and
- training materials for dedicated MMSO crew observers including detailed methods for marine mammal and seabird surveys, data sheets, and training videos.

When compared to pre-2020 levels, vessel participation in MMSO surveys has increased. In 2025, 24 vessels serviced the mines between June and November: 9 for Meadowbank and 7 for Meliadine, while 8 serviced both. Datasheets were obtained from 21 of the 24 trips in 2025, providing a similar amount of data compared to previous years.

Adherence to Mitigation Measures—Setbacks from Sensitive Habitats

In compliance with Term and Condition 39 of Whale Tail Mine Certificate No. 008, vessels must follow a setback distance of 500 metres (m) from colonies and aggregations of seabirds and marine mammals while transiting through the Hudson Strait, Hudson Bay, and Chesterfield Inlet. In addition, vessels must follow a setback distance of 2 km from Marble Island, as per Meliadine’s Shipping Management Plan (SMP; Agnico Eagle 2025b).

Vessel tracks from 2025 were plotted on a map relative to identified sensitive areas for wildlife. Where detailed data were available, vessels were shown to avoid these areas where safe to do so. Groupe Desgagnés and/or Woodward vessel tracks crossed through the 2 km setback polygon at Marble Island on three occasions. Agnico Eagle continues to train vessel captains regularly and remind them of the importance of maintaining sensitive habitat buffers prior to shipping season.

Adherence to Mitigation Measures for Vessel Travel Routes

Vessels are required to transit south of Coats Island whenever the weather is safe to do so. The majority (75 percent [%]) of vessels servicing the Meadowbank and Meliadine mines in 2025 travelled south of Coats Island. Vessels travelled north of Coats Island on six occasions, three in July, one in September, and two in October, all due to unfavourable sea conditions along the route and inclement weather.

Marine Mammal Monitoring

In 2025, 97 moving transect and 115 stationary surveys for marine mammals with survey effort recorded were completed. There was a total of 21 marine mammal sightings (6 during surveys and 15 incidentally) during the 2025 shipping season, compared to 23 sightings (surveys and incidentally) in 2024. Between 2017 and 2025, the majority of marine mammal sightings were recorded in the Hudson Strait or near Marble Island and Chesterfield Inlet. The number of marine mammal sightings was too low to allow for density analysis to be conducted. Groupe Desgagnés and Woodward did not record any marine mammal-vessel interactions (e.g., strikes) in 2025 or in previous years (2017 through 2024).

Seabird Monitoring

No accidental contact between vessels and seabirds was recorded in 2025 or in previous years. In 2025, a total of 116 transects and 134 stationary surveys with survey effort recorded were completed.

In 2025, 2,430 birds were recorded during moving vessel surveys. Among the 2,430 birds recorded, 28 different species were identified, with 5 different species remaining unidentified. The most common species recorded in 2025 during moving vessel surveys were Dovekie (*Alle alle*; n = 1,277), Razorbill (*Alca torda*; n = 326) and Northern Fulmar (*Fulmarus glacialis*; n = 311). Seabird detectability and density were estimated using models that account for lower detectability of birds with greater distance from survey transects. Detectability estimates were mostly consistent between years, with the highest estimate in 2022, followed by 2025, and the lowest estimate in 2020. Differences in estimated density reflect variability in the effort and number of birds detected between years.

During stationary surveys in 2025, 369 seabird sightings were recorded, belonging to 15 identified species and 3 unknown species. The most commonly recorded species were Surf Scoter (*Melanitta perspicillata*; n = 110), Northern Fulmar (n = 104) and Iceland Gull (*Larus glaucoides*; n = 55). In 2025, the detection estimate for stationary seabird surveys was lower than in previous years.

The complete 2025 MMSO Report can be found in Appendix 27.

SECTION 8. PROGRESSIVE RECLAMATION

8.1 MINE SITE

As required by Water Licence 2AM-MEL1631 Schedule B, Item 18: *Summary of any progressive reclamation and closure work undertaken, including photographic records of site conditions before and after completion of Operations, and an outline of any work anticipated for the next year, including any changes to implementation and scheduling; and*

As required by Water Licence 2BE-MEL2434 Part B, Item 2j: *A description of all progressive and/or final reclamation work undertaken, including photographic records of site conditions before, during and after completion of operations;*

In 2025, progressive reclamation of the TSF continued. As per the MWMP and Interim Closure and Reclamation Plan (ICRP), the closure plan for the TSF is to progressively place an engineered cover over the tailings surface. As-built (2019-2025) and expected quantities of material (waste rock and overburden) for progressive cover material at the TSF over LOM are presented in the MWMP.

A starter waste rock berm was initially placed along the outside perimeter to contain the initial lifts of the tailings; the berm will become a part of the closure cover. Additional lifts of compacted waste rock (with a maximum lift thickness of 1 m) are placed as the tailings surface is brought up as erosion and thermal protection. Safety berms are placed on each lift of the waste rock that also help to reduce dust generation from the tailings surface. In 2025, 267,469 tonnes of waste rock were used for the progressive closure cover of the TSF.

Reclamation of the Type B Landfarm was initiated in 2024. No reclamation activities were conducted in 2025.

No other reclamation occurred at the mine site.

8.2 AWAR

In 2025, no reclamation occurred along the AWAR.

8.3 QUARRIES AND BORROW PITS

In 2025, no reclamation occurred at quarries or borrow pits.

8.4 RECLAMATION COSTS

As required by Water Licence 2AM-MEL1631 Schedule B, Item 20: *Updated estimate of the current restoration liability based on Project development monitoring, results of restoration research and any changes or modifications to the Appurtenant Undertaking.*

A permanent closure and reclamation financial security cost estimate was prepared in March 2014 using the RECLAIM model, version 7.0. According to that estimate, the closure and reclamation of all Project facilities amounted to \$47,449,337. This estimate was included in the Preliminary Closure and Reclamation Plan (April 2015) prepared as part of the Type A Water Licence application. In negotiations between CIRNAC, Agnico Eagle and KivIA, the quantum of security was increased to \$49,555,000.

On July 1, 2017, the Production Lease KVPL11D01 between KivIA and Agnico Eagle came into effect; the security was confirmed at \$49,555,000. Agnico Eagle posted a Reclamation Security Deposit, equal to 50% of this estimate (\$24,777,500) with Kivalliq Inuit Associated (KivIA).

In 2019, an Interim Closure and Reclamation Plan (ICRP) was prepared. CIRNAC's RECLAIM Reclamation Cost Estimating Model Version 7.0 workbook has been used for this estimate, as per the Guidelines for Closure and Reclamation Cost Estimates for Mines, issued by CIRNAC, Mackenzie Valley Land and Water Board and the Government of the Northwest Territories (CIRNAC, MVLWB & GNWT, 2017). The 2019 estimated closure and reclamation costs for the Meliadine Mine represented a total of \$ 59,514,717. This total included \$ 34,462,041 of direct costs and \$ 25,052,677 of indirect costs.

In 2020, a second version of the ICRP was prepared (SNC Lavalin Inc., April 2021). The general purpose of this ICRP was to update the interim closure and reclamation plan produced for the development phase of the Mine, including the activities part of the 2021 NWB Type A Water Licence Amendment. The detailed financial security cost estimate for the Meliadine ICRP 2020 was updated using the RECLAIM Version 7.0 workbook. The updated 2020 estimated closure and reclamation costs for the Meliadine Mine represented a total of \$69,687,246. This total included \$40,887,775 of direct costs and \$28,799,471 of indirect costs.

In January 2024, the ICRP was updated and submitted to the NWB as part of the Type A Water Licence Amendment application. It included an updated estimated closure and reclamation costs for the Meliadine Mine, which represented a total of \$132,887,060. This total included \$78,548,442 of direct costs and \$54,338,618 of indirect costs, and reflected agreements between parties.

In February 2025, the ICRP was updated and submitted to the NWB as per Part B, Item 14 of the amended Type A Water Licence (2024). The financial security amount and schedule were updated to reflect the amended Water Licence. As per Schedule C of the Water Licence, the Global Security Amount for the Meliadine Mine represents a total of \$158,450,658. The updated ICRP is provided in Appendix 29-08 of the 2024 Annual Report.

SECTION 9. STUDIES/REVISIONS/MODIFICATIONS

9.1 SUMMARY OF STUDIES

As required by Water Licence 2AM-MEL1631 Schedule B, Item 21: *A summary of any studies requested by the Board that relate to Water use, Waste disposal or Reclamation, and a brief description of any future studies planned.*

And

As required by Water Licence 2BE-MEL2434 Part B, Item 2k: *A summary of any specific studies or reports requested by the Board, and a brief description of any future studies planned or proposed;*

No studies were requested by the NWB in 2025.

9.2 SUMMARY OF REVISIONS

As required by Water Licence 2AM-MEL1631: Schedule B, Item 22: *Where applicable, revisions will be completed as Addendums, with an indication of where changes have been made, for Plans, Reports, and Manuals.*

And

Part B, Item 17: *The Licensee shall review the Plans or Manuals referred to in this Licence as required by changes in operation and/or technology and modify the Plans or Manuals accordingly. Revisions to the Plans or Manuals are to be submitted in the form of an Addendum to be included with the Annual Report required by Part B, Item 2, complete with a revisions list detailing where significant content changes are made, and should incorporate design changes and adaptive engineering required and implemented during construction and on the basis of actual site conditions and monitoring results over the life of the Project.*

And

As required by Water Licence 2BE-MEL2434 Part B Item 2g: *Any revisions to the Spill Contingency Plan, Water Management Plan, Waste Management Plan, and Landfarm Management Plans, Abandonment and Restoration Plan, as required by Part B, Item 8, submitted in the form of an Addendum.*

No revisions were made to the Type B Licence Management Plans.

The following Table 24 provides a list of the Management Plans and identifies the ones updated and the main revisions brought to them. They are available in Appendix 28.

Table 24. Management Plan Revisions

Management Plan	Version	Notes/Revisions
Management Plans revised and submitted with 2025 Annual Report		
Blast Monitoring Program	8	General Update. Revised Table 3 (Instrument surface installation for Pump)

Explosives Management Plan	12	General Update. Updated Appendix A (Factory Licence).
Hazardous Materials Management Plan	7	Added mitigation measures related to refueling and equipment
Mine Waste Management Plan	14	Update to reflect Meliadine operational status and quantities according to latest mine plan
Oil Pollution Emergency Plan / Oil Pollution Prevention Plan (OPEP/OPPP) ⁵	12	Updated Schedule 2 OHF Declaration and shipboard Marine Pollution Emergency Plan - Woodward
Ore Storage Management Plan	8	Updated to reflect Meliadine operational status and quantities according to latest mine plan.
Roads Management Plan	12	Updated to include ECCC 2024 Annual Report Recommendation
Spill Contingency Plan	17	Added references to spill prevention measures in Section 4 and list of spill response procedures in Section 6 (Table 6-1). Added Figure 3-1 Added Maximum Amount Anticipated on site (total weight or volume) in Table 3-1 Added reference to Hazardous Materials Management Plan Removed reference to Table 5-4 (external spill response contractors). Moved discussion on ICMI reporting requirements from App. G to Section 6.1.3 (Spill Reporting). Fixed numbering of sub-headings.
Terrestrial Environment Management and Monitoring Plan (TEMMP)	Erratum	Statement correction in section 4.5.2.6
Water Management Plan	17	General update of water management systems according to Mine Plan Modification of Table 5 to include CP7 and CP9/Pump01 Added more details of water management in mined-out pits Clarification update of SETP treatment
Current Management Plans Not Submitted as Part of the 2025 Annual Report		
Adaptive Management Plan for Water Management	2B	NA
Ammonia Management Plan	4	NA
Analysis of the Risk of Temporary Mine Closure	1	NA

⁵ The OPEP/OPPP will be updated again prior to the 2026 fuel transfer as per usual practice.

Aquatic Effects Monitoring Program (AEMP) Design Plan	3_NWB	NA
ARD/ML Sampling and Testing Plan	1_NWB	NA
Borrow pits and quarries Management Plan	8	NA.
Bulk Fuel Storage Facility: Environmental Performance Monitoring Plan (Meliadine facilities)	2_NWB	NA
Cyanide Management Plan	2	NA
Dust Management Plan	8	NA
Environmental Management and Protection Plan	10_NWB	NA.
Freshet Management Plan	10	NA
Greenhouse Gas Reduction Plan	1	NA
Groundwater Management Plan	12	NA
Hazardous Materials Management Plan	6_NWB	NA
Incineration Management Plan	8	NA
Interim Closure and Reclamation Plan	2.2	NA
Itivia Bulk Fuel Storage Facility Environmental Performance Monitoring Plan	3_NWB	NA
Landfarm Management Plan	5_NWB	NA
Landfill and Waste Management Plan	9_NWB	NA
Noise Abatement and Monitoring Plan	4	NA
Ocean Discharge Monitoring Plan	4	NA
Quality Assurance and Quality Control (QA/QC) Plan	5_NWB	NA
Risk Management and Emergency Response Plan	5_NWB	NA
Sediment and Erosion Management Plan	5	NA
Shipping Management Plan	10	NA
Water Quality and Flow Monitoring Plan	5	NA

9.3 MODIFICATIONS

As required by Water Licence 2AM-MEL1631 Schedule B, Item 15: *Summary of modifications and/or major maintenance work carried out on all Water and Waste related structures and facilities.*

And

As required by Water Licence 2BE-MEL2434 Part B Item 2e: *A summary of modification and/or major maintenance work carried out on the water supply and wastewater treatment facilities, including all associated structures, and an outline of any work anticipated for the next year*

No modifications or major maintenance work took place under the Type B Water Licence.

On June 9, 2025, Agnico Eagle submitted an application to the Nunavut Planning Commission (NPC) to complete a screening of the modification to the Water Licence 2AM-MEL1631 including:

- Development of a portal in Pump Open Pit 2 (PUMP02) to extend access to deposits within permafrost;
- Associated temporary storage of Pump Underground Waste Rock; and
- Use of mined-out pits to store saline or contact water.

The NPC concluded on June 20, 2025 (NPC File No. 150864) that the proposed changes were exempt from screening by the Nunavut Impact Review Board as the Modification does not change the general scope of the original or previously amended activities. In addition, the 2025 Modification is in compliance with the conditions for the Licence. The 2025 Modification was approved November 27, 2025.

Maintenance and mitigation works carried out in 2025, and as presented in Table 1 and in Section 4.1, included the following:

- Rehabilitation/maintenance of different infrastructures on site: CP6, Channel1, Channel 4, Channel 7 and Channel 9, and
- Replacement of AWAR 8.8, AWAR 15.4 and EXPLO1.1B

As presented in Section 2.2 and in Appendix 7 and 8 , some rehabilitation work on different infrastructures on site is planned for 2026, including:

- Maintenance on Channels 1and 5 to promote drainage
- Repair and maintenance of Berm3

SECTION 10. OTHERS

10.1 ACTIVE PERMITS

Below is the list of active permits and authorizations for Meliadine. DFO permits and approvals are listed in Appendix 32.

Table 25. List of active permits and authorizations for Meliadine

Issued By	ID	Description	Issue	Expiry
KivIA	KVPL11D01	Production Lease Amending Agreement	2024/12/11	2032/06/29
KivIA	KVCA07Q08	Quarry permit (on site), Renewal and Amending Agreement	2024/11/25	2029/11/25
KivIA	KVCA11Q01	Quarries permit (along AWAR), Renewal Agreement	2024/08/07	2026/06/30
KivIA	KVRW11F02	AWAR and Discovery Road Lease	2022/07/31	2032/07/31
KivIA	n/a	Water Compensation Amending Agreement	2024/09/12	2031/03/31
KivIA	IIBA	Inuit Impact & Benefit Agreement	2017/03/01	-
NWB	2BE-MEL2434	Bulk Sampling and exploration drilling Water Licence	2024/07/22	2034/07/21
NWB	2AM-MEL1631	Mining undertaking Amended Water Licence	2024/11/22	2031/03/31
NIRB	006 Amendment 02	Project Certificate	3/02/2022	N/A
NIRB	16QN071	Screening decision (Itivia Quarry)	-	-
GN-ED&T	102631 or LE-03-320-0036	Itivia Laydown Area Lease	2021/07/01	2031/06/30
GN-ED&T	102893 or LE-03-320-0046	Bypass Road Lease	2017/07/01	2027/07/01
GN-CGS	L-51871BL	Right-of-Way permit AWAR on Municipal land	2023/06/28	2027/05/31
GN-CGS	L-51870BL	Bypass Road Lease	2023/06/28	2027/05/31
GN-CGS	Authorization Letter	Waterline Routing around Apache Pass	2022/06/01	2032/06/01
CIRNAC	55K/16-42-3	Saline Effluent Discharge and Diffuser Lease (amended)	2023/01/23	2034/07/17
TC	2010-600573	Approval, Meliadine River Bridge	2011/01/12	N/A
TC	2019-600003	Approval, Outfall/diffuser, Melvin Bay	2022/05/11	N/A
TC	2023-611495	Approval, No mandate and non-navigability assessment letter for Pump Ponds B36, B37, B38, B59, B61, B60, B62, B6	2024/06/24	N/A

In 2025, no research activities were undertaken that would trigger the requirement for a scientific research licence under the Nunavut Scientists Act.

The following tracking tables are provided in Appendix:

- NIRB Project Certificate Tracking Table in Appendix 29

- NWB Water Licences Tracking Table in Appendix 30
- 2025 Annual Report Comments Tracking Table in Appendix 31
- DFO Reporting Tracking Table in Appendix 32
- 2024 2AM-MEL1631 Water Licence Amendment (WLA) Commitments Tracking Table in Appendix 33

10.2 INSPECTIONS

As required by Water Licence 2AM-MEL1631 Schedule B, Item 24: *A summary of actions taken to address concerns or deficiencies listed in the inspection reports and/or compliance reports filed by an Inspector.*

In 2025, Agnico Eagle worked with regulators throughout the year to facilitate in-person site visits and site inspections. Table 26 summarizes inspections and site visits that took place in 2025. Follow-up information to the site visits and inspections was provided to regulators by Agnico Eagle as applicable.

Table 26: Inspections and site visits by regulators in 2025

Date	Authority	Topic	Feedback/Outcome
March 13, 2025	CIRNAC	Site Inspection	<p>CIRNAC Resource Management Officer (Inspector) conducted an inspection focusing on evaluating the conditions related to Water Licence 2BE-MEL2434 and Water Licence 2AM-MEL1631, issued to Agnico Eagle Mintes Ltd. For the use of water and deposit of waste in support of exploration and mining undertakings.</p> <p>The following locations were visited: Drill 31 (borehole M25-4207A), Drill 85 (borehole M25-4211), on ice drilling areas on Lake A8, Channel 11, CP9 thermal berm, Berm 4, Pump Pit 1, Pump Pit 2 and active areas of the Tailings Storage Facility.</p> <p>No instances of non-compliance were noted in CIRNAC's inspection reports. The inspector observed that on-ice drilling activities were in good condition, with secondary containment, proper water metering, clean fuel handling areas and completed drill inspection sheets. Cuttings were being disposed of at the main site in accordance with Licence 2AM-MEL1631. The inspector acknowledged the implementation of sound environmental practices at the drill sites.</p> <p>Construction activities in the Pump area, including Pump 1, Channel 11, CP9 thermal berm and Berm 4 were noted to be ongoing, with required drawings submitted under Part D of the licence. These structures will be inspected upon completion during freshet. CIRNAC also noted the implementation of new dust-mitigation measures on the TSF and recognized a significant decrease in reportable</p>

			spills, with final evaluation to be confirmed upon submission of the 2025 annual report.
May 14, 2025	ECCC	Regulatory Meeting	<p>Environment and Climate Change Canada (ECCC) met with Agnico Eagle Mines Ltd. to discuss operational, construction, exploration, and water management activities. Topics included general operations, dewatering and fish out sequencing, annual report updates and arsenic monitoring. No follow-up actions were required for the operational construction, exploration, or regulatory items discussed.</p> <p>ECCC noted positive performance across multiple areas, including improved spill reporting, strong on-ice drilling practices, and overall collaboration with site personnel.</p>
May 21, 2025	CIRNAC	Site Inspection	<p>CIRNAC Resource Management Officers (Inspectors) conducted a Type A Water Licence inspection focusing on water management during freshet.</p> <p>CIRNAC conducted a site inspection to review collection pond levels, water intakes, construction progress in the middle zone, and planned dewatering activities for Lake A8. Meliadine Lake discharge was discussed and found satisfactory with no follow-up required. Construction work related to berms, Channel 11, Pump 2, and WRSF6 raised no concerns.</p> <p>Dewatering plans for Lake A8, including piping, a temporary jetty, and a silt curtain were reviewed and accepted. CIRNAC also acknowledged runoff issues at Itivia (MEL-SR1) occur on Hamlet land and encouraged continued collaboration, expressing satisfaction with last year's efforts.</p>
May 26, 2025	NIRB	Annual Site Visit	<p>NIRB conducted its annual site visit to assess compliance with Project Certificate No. 006.</p> <p>A general site tour was completed, and the following locations were visited: Itivia laydown and fuel farm, Bypass Road, AWAR, Exploration Camp and Mine site infrastructures (water collection ponds and treatment plants, water intake, weather station, Tiriganiaq Pit 1 and 2, underground, WRSFs, TSF, Fuel farms, Ore Pads, Paste Plant, Camp facilities, Emulsion plant pad, Landfill, Landfarm, Snow Cell, Incinerator and hazmat laydown visit).</p> <p>During the site visit, NIRB observed that speed limits were being respected. Setbacks for fish-bearing water bodies were also conformed. Additionally, the use of reflector poles instead of flags along the AWAR during the caribou migration was noted.</p>

			The NIRB site visit report is available on the NIRB portal.
July 21, 2025	CIRNAC	Annual Site Visit	<p>CIRNAC Resource Management Officer (Inspector) conducted an inspection under Water Licence 2AM-MEL1631, issued to Agnico Eagle Mines Ltd. For the use of water and deposit of waste in support of the mining undertaking. The inspection focused on spill closure activities, development of the Pump Area, ongoing work at Itivia related to the marine discharge system, and newly installed culverts along the All-Weather Access Road (AWAR).</p> <p>The following areas were visited: Pump 1, CP9, Pump 2, Lake A8 dewatering discharge, Lake B62, Itivia marine discharge construction area, new fuel tanks, Culverts 10 and 11, the AWAR saline pipeline laydown and the B12 Quarry.</p> <p>No instances of non-compliance were noted. Water usage at MEL-11 was recorded. Minimal activity was occurring at the Pump Area at the time of inspection. Work at Itivia included the finalization of concrete backstop for the marine discharge drill and preparation for commissioning two large fuel tanks constructed in 2024. Culverts installed during the 2024/2025 winter raised no sedimentation concerns. Following concerns raised during the inspection, proper marking of protruding culvert ends were installed to avoid potential damage during snow removal. AWAR saline pipeline laydown areas and the inactive B12 quarry were inspected with no issues observed. Several spills were reviewed and deemed closed and remediated by the inspector.</p>
July 26 to 27, 2025	DFO	Site Visit	<p>During the site visit, DFO identified areas below the Meliadine River and Char River bridges along the AWAR where road gravel has been pushed downslope because of road grading activities. To mitigate potential impacts to fish habitat, a proactive mitigation measure discussed with DFO and implemented following their visit was to update the grader operating procedures so that grading activities stop a defined distance, approximately 30m before each bridge.</p>
July 28, 2025	ECCC	Site Inspection	<p>On August 6th, ECCC representatives conducted an inspection focusing on the following locations: Itivia fuel farm, general site tour and the drills sites.</p> <p>Following the inspection, ECCC requested information via email, including copies of the current spill contingency plan, substances and quantities stored on sites, various site maps, drill site locations and drills inspection forms.</p> <p>Agnico Eagle provided the requested information via email.</p>

10.3 AWAR

Table 27 shows the 2025 traffic observed on the AWAR in comparison to the FEIS predictions. The 2025 AWAR traffic data is presented in the TEMMP Report in Appendix 25. AWAR Traffic data is collected by the gatehouse personnel. Due to the important turnover in gatehouse personnel for a part of 2025, traffic data, which is normally recorded daily, was not recorded on a few isolated days. As a result, when a traffic data was not available for a few days in a month, an average of the available traffic data was used and extrapolated to the days with missing data. This could result in a minor deviation within the data, but it is still considered representative.

In order to monitor rates of dust deposition along the AWAR, Agnico Eagle has established 3 transects at kilometers 4, 10, and 23 (DF-1, DF-2, and DF-3, respectively). Each transect includes samples at 25 m, 100 m, and 300 m on the east (downwind) and west (upwind) side of the road. The use of transects rather than single samplers is in line with common practice and allows Agnico Eagle to verify if dustfall rates decline from the AWAR as predicted in the FEIS.

As discussed above in section 7.8 for AWAR and Bypass Road dustfall transects monitoring stations, average rates of dustfall were similar to or less than to those observed previously. Even in very close proximity to the road (25 m), average rates of dustfall over the summer season for AWAR stations were less than the AB-Rec guideline. Monitoring results are discussed in the Air Quality Monitoring Report in Appendix 24.

Table 27. 2025 AWAR monthly traffic summary

Month	Total traffic	Predicted traffic (FEIS)
January	1281	1178
February	1315	1064
March	1957	1178
April	1538	1140
May	2588	1178
June	2206	1062
July	3615	1087
August	3888	1099
September	3979	1056
October	3084	1178
November	1897	1140
December	1563	1178
Total	28911	13538

10.4 MARITIME TRANSPORTATION

During the 2025 shipping season, a total of 24 vessels (2 tugs, 13 cargo ships, and 9 fuel tankers), travelled to Meadowbank (9 vessels), Meliadine (7 vessels), or to both Meadowbank and Meliadine (8 vessels) with arrival dates between 30 June and 1 November 2025.

A summary of Groupe Desgagnés and Woodward Vessels during the shipping season is presented in Table 28. No incident (vessel strikes with marine mammals or marine birds) was reported during the 2025 maritime transportation. Agnico Eagle continued to implement in 2025, in accordance with the TEMMP, a protocol to ensure that all equipment and bulk supplies must arrive to Mine site free of soil or plant debris to minimize the risk of invasive plant introduction. Invasive plant inspection surveys were completed on

cargo in Bécancour, prior to being loaded onto shipping vessel. Carrier had closely followed the procedure and have confirmed that each equipment/sea can was free of invasive plant. Inspection forms can be found in Appendix C of the 2025 TEMMP Report, in Appendix 25.

Table 28. Summary of Groupe Desgagnés and Woodward Vessels during the shipping season (July to November 2025)

Vessel Name	Fuel or Cargo	Project and Number of Trips			Total Trips
		Meadowbank	Meliadine	Meadowbank and Meliadine	
Kivalliq W	Fuel	2	-	-	2
Sunny Apatite	Fuel	-	-	1	1
Tuvaq W	Fuel	1	-	1	2
Marlin Hera	Fuel	-	-	2	2
Qikiqtaaluk W	Fuel	-	2	-	2
Nordika Desgagnés	Cargo	1	1	2	4
Atlantic Elm Tug	Cargo	1	-	-	1
Atlantic Beech Tug	Cargo	1	-	-	1
Marcellin A. Desgagnés	Cargo	1	2	1	4
Annette A. Desgagnés	Cargo	-	1	1	2
Acadia Desgagnés	Cargo	1	-	-	1
Miena Desgagnés	Cargo	1	-	-	1
Sedna A. Desgagnés	Cargo	-	1	-	1
Total	-	9	7	8	24

10.5 INTERNATIONAL CYANIDE MANAGEMENT CODE CERTIFICATION

In 2022, the Meliadine Mine was audited for the first time for the International Cyanide Management Code (ICMC) Certification, for both Transport and Mine Operations protocols. Agnico Eagle received confirmation of certification from the International Cyanide Management Institute (ICMI) for both Transport and Mine Operations aspects of the ICMC early 2023.

In 2025, the re-certification audit under the ICMC took place for both Transport and Mine Operations protocols. Agnico Eagle received confirmation of certification from the International Cyanide Management Institute (ICMI) for Transport in December 2025. Preliminary results of the operation protocols show full compliance, certification is expected early 2026.

As per previous years, a cyanide information brochure was made available to employees and the public. Copies are available at the Agnico Eagle office in Rankin Inlet and are also online www.aemnunavut.ca/documents/.

SECTION 11. PUBLIC CONSULTATION

As required by Water Licence 2AM-MEL1631 Schedule B, Item 25: *A summary of public consultation and participation with local organizations and the residents of the nearby communities, including a schedule of upcoming community events and information sessions.*

And

As required by Water Licence 2BE-MEL2434 Part B, Item 21: *A summary of public consultation/participation, describing consultation with local organizations and residents of the nearby communities, if any were conducted;*

And

As required by NIRB Project Certificate No.006 Condition 103: *The Proponent is encouraged to consult with the Kangiqliniq Hunters and Trappers Organization and the Kivalliq Socio-Economic Monitoring Committee and to make all reasonable efforts to engage Elders and community members of the Kivalliq communities in order to have community level input into updates to its monitoring plans, programs and mitigative measures. This type of engagement will ensure that these programs and measures have been informed by traditional activities, cultural resources, and land use as such may be implicated or impacted by ongoing Project activities. All plans are to include a feedback mechanism for consulting with residents of the Kivalliq, including the provision of results from the Proponent's wildlife monitoring programs to each community. The Proponent shall submit updated plans to the NIRB within 30 days' of their revision and/or finalization.*

11.1 COMMUNITY MEETINGS IN CHESTERFIELD INLET

Agnico Eagle conducted community information sessions in Chesterfield Inlet on February 11, 2025, and November 14, 2025, to report on the Project and provide residents with an opportunity to ask questions and raise concerns.

The February 11, 2025 community visit included separate in-person meetings with the Chesterfield Inlet (Aqigiq) Hunters and Trappers Organization (HTO) and the Hamlet of Chesterfield Inlet, including the Mayor and Senior Administrative Officer. A Department of Fisheries and Oceans Canada (DFO) representative also attended the Hamlet meeting virtually. All sessions included presentations on the 2025 sealift season operations and routing, including a review of the 2024 sealift season, the Marine Mammal and Seabird Observer (MMSO) program, cyanide transportation, caribou migration, and community programs. A public Open House was also held on the same date, welcoming 29 community members to engage in discussions about employment opportunities through Sanajiksanut, environmental initiatives, the Ikajuutiit Mentorship Program, and sealift operations. On February 27, 2025, Agnico Eagle conducted a follow-up debrief with the Chesterfield Inlet SAO to review the pre-shipment consultation visit, with the SAO expressing satisfaction with the engagement.

The November 14, 2025 visit included a second Open House welcoming 73 community members, where presentations were delivered in Inuktitut covering employment, community relations initiatives including the Breakfast Club of Canada partnership, the Kivalliq Elders Advisory Committee (KEAC), and general information about Agnico Eagle's Nunavut operations. A meeting was also held with the Hamlet of Chesterfield Inlet representatives to maintain the positive relationship, share operational updates, and respond to questions. Throughout the year, additional touchpoints with the Chesterfield Inlet SAO were

maintained via teleconference to discuss the Community Initiatives Fund (CIF) agreement renewal and other community matters.

Agnico Eagle conducted a Traditional Knowledge and Inuit Qaujimagatuqangit (TK/IQ) Collection Activity in Chesterfield Inlet on November 14, 2025, in collaboration with the Chesterfield Inlet (Aqigiq) HTO, local elders, community members, and the Kivalliq Elders Advisory Committee (KEAC). Nine participants attended and contributed to a mapping-based activity focused on gathering local knowledge about marine mammals, cabin locations, hunting and harvesting grounds and practices, wildlife, and community use of the waters and surrounding areas of Chesterfield Inlet. Notes from individual maps were compiled into a single digital record, and all additional information gathered during the session will be validated with participants and shared with Agnico Eagle's operations teams to inform relevant mitigation and management approaches. This engagement reflects Agnico Eagle's ongoing commitment to integrating Traditional Knowledge into its operations and reporting findings.

Agnico Eagle engaged local users of the marine area along the shipping route throughout 2025 to provide feedback and input on monitoring programs and potential project-induced impacts on marine mammal distributions.

Community consultation sessions held in Chesterfield Inlet on February 11, 2025, provided residents, HTO members, and elders with opportunities to raise concerns and provide input related to the marine shipping program and its potential environmental impacts. Key topics discussed included the Marine Mammal and Seabird Observer (MMSO) program and sealift operations and routing. The November TK/IQ Collection Activity further deepened this engagement by systematically gathering community knowledge about wildlife, marine mammals, and harvesting patterns in the Inlet, providing operationally relevant data to inform monitoring design and mitigation planning. Information gathered through these consultations, including feedback on marine mammal activity and community use areas, will be reviewed and incorporated into the most appropriate mitigation or management plans as applicable.

11.2 COMMUNITY MEETINGS IN RANKIN INLET

In 2025, Agnico Eagle carried out 56 engagements in Rankin Inlet, demonstrating a strong and sustained commitment to community relations, transparent communication, and collaborative decision-making. These activities spanned site tours, public meetings, workshops, teleconferences, community events, training programs, operational updates, and land-user consultations, involving partners such as the Hamlet of Rankin Inlet, KivIA, KEAC, Iliitaqsiniq, KHTO, NTI, and local businesses. Engagement highlights included the KEAC IQ Caribou Workshop, quarterly Employment Information Sessions, two Pre-Employment Training Programs, and regular operational updates to Hamlet Council.

Agnico Eagle also hosted culturally rooted activities such as the KEAC holiday gathering, community Coffee & Chat, Family Fun Day (supporting 45 employees and sponsoring \$30K), and a Special Breakfast event at MUI High School. Several engagements supported regulatory and environmental processes, including waterline construction consultations, archaeological feature assessments, cyanide transportation briefings for first responders, and ongoing caribou monitoring discussions with Elders and land users.

Strategic regional discussions covered major initiatives such as the Kivalliq Hydro-Fiber Link, KivSEMC socio-economic monitoring, TAG preparations, and participation by 21 Agnico Eagle delegates at the 2025 Kivalliq Trade Show.

Overall, the 56 engagements illustrate Agnico Eagle's broad-based partnership approach, strong presence in Rankin Inlet, and focus on integrating community priorities and Inuit Qaujimajatuqangit into all aspects of operations.

11.3 MEETINGS WITH RANKIN KHTO

Agnico Eagle maintained active and sustained engagement with Kivalliq Hunters and Trappers Organizations throughout 2025 to support consultation on wildlife-sensitive operational practices and to demonstrate ongoing progress toward incorporating Inuit societal values into mine operation policies.

In-person meetings were held with the Baker Lake HTO on February 13, 2025, the Coral Harbour HTO (Aiviit) on February 12, 2025, and the Chesterfield Inlet (Aqigiq) HTO on February 11, 2025, as part of Agnico Eagle's annual pre-shipping community consultation tour. These sessions provided HTO representatives with comprehensive operational updates, including on caribou migration patterns, the Marine Mammal and Seabird Observer (MMSO) program, and other wildlife-related topics, creating a meaningful platform for HTOs to raise concerns and provide feedback on operational practices that may affect sensitive wildlife and birds. Representatives from the Department of Fisheries and Oceans Canada (DFO) also attended the Baker Lake and Coral Harbour sessions virtually. On June 12, 2025, a Cyanide Information Session was held in Baker Lake with the HTO and other community first responders, further reinforcing Agnico Eagle's commitment to transparent communication on operational activities with potential environmental implications.

Engagement with the Baker Lake HTO Director, Mayor James Taipana, was maintained throughout the year via multiple teleconferences and in-person meetings covering a broad range of operational and community matters. Community concerns raised by the HTO were addressed promptly, including the relocation of sea-cans that were restricting cabin access in Baker Lake, which was resolved to the satisfaction of the resident and HTO. In October 2025, Mayor Taipana was formally interviewed on the community significance of the Inunnguiniq Wellness Cabin project — a community-driven initiative that Agnico Eagle supported from planning through construction — reflecting the integration of Inuit community priorities into operational and investment decisions. A visit to the Pageau Animal Sanctuary in May 2025 with Baker Lake HTO and Hamlet representatives further reinforced relationship-building and a shared commitment to land and wildlife stewardship values.

On November 14, 2025, the Chesterfield Inlet HTO participated in a Traditional Knowledge and Inuit Qaujimajatuqangit (TK/IQ) Collection Activity, during which nine participants shared knowledge about marine mammals, cabin locations, hunting and harvesting grounds, and local land use patterns. Information gathered will be validated with participants and shared with operations teams to directly inform relevant mitigation and management approaches, demonstrating the meaningful integration of Inuit knowledge into operational planning.

Collectively, these engagements reflect Agnico Eagle's sustained commitment to consulting with local HTOs on wildlife-sensitive operational matters and working in active partnership with Inuit communities to incorporate Inuit societal values, consistent with Inuit Qaujimajatuqangit (IQ) principles, into mine operation policies. Agnico Eagle also engaged with the Terrestrial Advisory Group (TAG) in 2025, as described in section 11.11 and Appendix 37.

11.4 COMMUNITY OUTREACH AND INFORMATION SHARING

In 2025, Agnico Eagle strengthened its engagement and communication efforts with the Hamlet of Rankin Inlet through a more structured and consistent approach. The Community Relations Supervisor and the Senior Administrative Officer (SAO) of Rankin Inlet held monthly meetings to discuss new, ongoing, and pending items related to community–company collaboration. A total of five meetings were held in 2025, providing a regular forum to share updates, address concerns, and ensure alignment on key priorities. These meetings helped improve issue-resolution timelines, enhance transparency, and support better coordination on community events and emerging needs.

To further expand outreach and improve access to information, Agnico Eagle distributed socio-economic pamphlets at community events and engagement sessions. These pamphlets provided residents with clear, accessible information on the social and environmental aspects of the Meliadine operation, summarizing key content presented in the Annual Report. This initiative helped broaden awareness and supported transparent communication with community members who may not engage through digital channels.

The 2024 socio-economic pamphlet is available in Appendix 35.

11.5 ELDERS AND IQ VALIDATION

Established in 2021, the Kivalliq Elders Advisory Committee (KEAC)/Akkiqtiit continued in 2025 to serve as a critical link between Agnico Eagle and Kivalliq communities, ensuring Inuit Qaujimagatunqangit (IQ), Traditional Knowledge (TK), and Inuit Societal Values (ISV) are meaningfully embedded in exploration, operations, workforce well-being, environmental planning, and closure discussions. The committee—comprised of Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat—participated in numerous engagement activities throughout 2025, including meetings, community events, cultural knowledge sessions, and multiple Elder-led counselling visits.

On-Site Elder Counselling

Throughout 2025, Elder site counselling at the Meliadine Mine played a central role in strengthening cultural connection, employee well-being, and workplace morale. KEAC Elders provided guidance through multiple on-site visits, creating informal, culturally grounded spaces where employees could reflect, seek support, and connect in Inuktitut over tea, bannock, and country food. A total of six dedicated Elder counselling sessions were held at Meliadine throughout the year, led by different Elders across seasons. Key highlights include:

- **February 7 – Counselling with Rosie Oolooyuk**
 - o Rosie Oolooyuk conducted the first 2025 Meliadine counselling visit, meeting employees in a relaxed setting over tea and bannock. The session focused on open conversation and cultural grounding, offering employees supportive interactions during their rotation.
- **July 23 – Counselling with Jack Kabvitok and Rosie Oolooyuk**
 - o Jack Kabvitok and Rosie Oolooyuk returned for a mid-summer session. Employees engaged warmly, with several staying for extended conversations. One participant even sang with Rosie, and many noted how meaningful it was to spend time listening to Elders speak Inuktitut.
- **August 13 – Counselling with Jack Kabvitok and Levinia Brown**

- This session created a welcoming and comforting atmosphere, encouraging both brief greetings and longer discussions. While turnout began small, more employees dropped in as the evening went on, expressing appreciation and asking Elders to return more often.
- **September 22 – Counselling with Rosie Oolooyuk**
 - Rosie Oolooyuk held another session in the early fall, again offering individual and group conversations supported by traditional food. These sessions continued to strengthen trust and provide a sense of continuity for employees.
- **October 19 – Counselling with Levinia Brown and Jack Kabvitok**
 - This visit saw a **higher turnout** than previous sessions, reflecting growing awareness and appreciation for Elder involvement at the site. Employees expressed gratitude for the supportive and culturally familiar environment.
- **December 14 – Counselling with Rosie Oolooyuk and John Tatty**
 - The final Meliadine counselling session of the year welcomed 20–30 employees throughout the evening. Country food was served, and employees sought one-on-one and group discussions with the Elders as the year came to a close.

Meliadine-Focused Elder Engagement in 2025

Elders continued to play an active and influential role at the Meliadine Mine throughout the year. Their involvement included:

- Public Engagement and Open House (February 13):
Baker Lake KEAC members supported the public open house where Meliadine environmental initiatives, exploration updates, and Sanajiksanut opportunities were discussed
- Caribou Migration IQ Workshop (February 25–26):
KEAC Elders provided critical insights on caribou behaviour and shared IQ on sensitive areas relevant to Meliadine mine operations and exploration, contributing directly to wildlife protection planning. A visual poster summarizing IQ input will be shared with NIRB.
- International Women’s Day at Meliadine (March 8):
Levinia Brown served as guest speaker, sharing stories and cultural teachings with more than 20 employees.
- TSM Audit – Community of Interest Interviews (August 25):
Rankin Inlet Elders participated in interviews for the Meliadine Mine TSM audit, providing IQ and community perspectives on Agnico Eagle’s relationships and practices

IQ Integration into Meliadine Planning and Operations

IQ was directly incorporated into Meliadine-related environmental and operational discussions at several key moments in 2025:

- Caribou migration knowledge shaped discussions around protection measures and exploration sensitivities at Meliadine.
- Feedback Loop sessions during the Annual General Meeting ensured Elders validated how their input on caribou and Meliadine-related priorities was captured.
- Executive Meeting (November 11–12): Elders reviewed Meliadine AWAR security, Meliadine environmental monitoring programs (shellfish, invasive species), and met the new Meliadine General Manager. Their recommendations reinforced the importance of youth involvement, transparent communications, and continued inclusion of IQ in monitoring and closure planning.

Community Outreach Supporting Meliadine Engagement

KEAC Elders supported several community-based events that featured Meliadine information, including open houses in Whale Cove, Arviat, and Chesterfield Inlet, where they helped deliver Inuktitut-language presentations on employment, environmental programs, and upcoming Meliadine initiatives. [2025 - KEAC Summary | Word]

Governance and Reporting

Levinia Brown was elected Chair at the June AGM, with John Avaala (Vice-Chair) and Peter Aulatjut (Executive Member) confirmed in November. Updated Terms of Reference were approved, to come into effect in 2026. KEAC summaries and updates, including those related to Meliadine activities, were presented to Hamlet councils and HTOs across the region, strengthening accountability and transparency.

Refer to the full report in Appendix 36 for more detailed information.

11.6 SITE TOURS FOR RANKIN INLET RESIDENTS

Community and Stakeholder Visits to Meliadine Mine in 2025

In 2025, Meliadine Mine hosted four visits from community members, students, and regional stakeholders, each contributing to Agnico Eagle's broader goals of strengthening community relationships, supporting local education, and building awareness of career opportunities in the mining sector.

On August 24, 19 community members and Hamlet Council representatives toured the Meliadine site, interacted with staff at department booths, and shared a meal together. This visit provided local leaders and residents with direct insight into site operations and working conditions, helping to build trust and maintain an open dialogue between the mine and the community it operates alongside.

On September 18, Meliadine hosted five Heavy Equipment Operator (HEO) students from Nunavut Arctic College (NAC) for a hands-on site visit. The students gained direct exposure to mining operations and safety procedures in a real-world setting, an experience that complements their classroom training and strengthens the pipeline between local education programs and employment opportunities at Agnico Eagle.

On September 26, as part of Nunavut Mining Week, 32 students from Maani Ulujuk School in Rankin Inlet attended an educational tour of the mine to explore career pathways in the mining industry. By introducing young people to the range of roles and departments within a working mine, these visits help build early awareness of the opportunities available close to home and support long-term workforce development within Kivalliq communities.

On October 29, participants from the Northern Perspectives Conference, including representatives from the Kivalliq Chamber of Commerce (KCC), visited Meliadine Mine. This visit provided regional business and community leaders with a closer look at Agnico Eagle's operations, supporting broader economic dialogue and partnership building across the Kivalliq region.

11.7 COMMUNITY ENGAGEMENT INITIATIVES

Throughout the year, a total of 222 engagements were conducted using a variety of communication methods tailored to specific objectives. Meetings formed the foundation of these interactions, encompassing both teleconferences and in-person meetings to ensure flexibility and accessibility across the vast geography of Nunavut. Key stakeholders included government entities such as the Government of Nunavut and the Hamlet of Rankin Inlet, which participated in regular discussions focused on community priorities, infrastructure, and program delivery. Inuit organizations, including the KivIA and Nunavut Tunngavik Inc. (NTI), were actively engaged to ensure alignment with Inuit values and priorities, often facilitated through the involvement of the IIBA Coordinator. Meetings with local leaders such as the Rankin Inlet Senior Administrative Officer, Hamlet Council, and Kangiqtinig Hunters and Trappers Organization (KHTO) were particularly instrumental in understanding community needs and addressing emerging priorities. Partnerships were also strengthened with educational institutions like Nunavut Arctic College and Maani Ulujuk High School, emphasizing workforce development and youth engagement initiatives. Additionally, local organizations and advisory bodies, including the Kivalliq Elders Advisory Committee (KEAC) and the Terrestrial Advisory Group (TAG), contributed insights and guidance on community-focused and environmental projects. These meetings were essential for planning, gathering feedback, and driving decision-making across various community development initiatives and projects.

In addition to meetings, 27 events were organized to foster collaboration and raise awareness of ongoing initiatives. These events included career days, regional trade shows, elder counseling sessions, community gatherings, and training programs. Notable highlights included a Family Fun Day held at the Meliadine site, a Special Breakfast at Maani Ulujuk Ilinniarvik (MUI) in Rankin Inlet, a Kivalliq Elders Advisory Committee Caribou Workshop, and participation in the Kivalliq Trade Show and Kivalliq Energy Forum. A particularly meaningful engagement was the September 2025 Storytelling session at Meliadine with Elder Eddy Bear Sandy in recognition of Truth and Reconciliation Month, reflecting Agnico Eagle's commitment to cultural respect and reconciliation. These engagements provided a platform for sharing progress, building consensus, and celebrating shared achievements. Public meetings and open houses, totaling 26, served as a critical avenue for transparency and community involvement. These gatherings encouraged broad community participation by offering updates on projects, highlighting employment opportunities, and providing a forum for public feedback. Attendees included residents, community leaders, and representatives from Inuit organizations, with a strong emphasis on inclusivity, trust-building, and addressing concerns about the social and environmental impacts of development projects.

A total of six (6) site tours played a vital role in providing stakeholders with direct exposure to the Meliadine operational site. These tours involved representatives from NTI, KivIA, the Nunavut Impact Review Board (NIRB), Nunavut Arctic College, Maani Ulujuk High School, community members, and the Sayisi Dene (GKD and Athabasca Denesuline) in connection with the Meliadine waterline visit, showcasing on-ground activities, safety protocols, and operational transparency. They also supported training and development initiatives by offering participants practical insights into operational environments.

A defining focus of 2025 Meliadine engagement was the ongoing collaboration around Caribou Protection Measures, with multiple discussions held with KivIA throughout the year to address concerns and align on management approaches. Additionally, a Meliadine Claim Exploration Workshop was held with KivIA as landowner, and a Terrestrial Advisory Group (TAG) meeting took place in November to review environmental monitoring updates. Elders counseling sessions were held on-site at Meliadine on multiple occasions throughout the year, reinforcing cultural continuity and the integration of Inuit Qaujimagatuqangit (IQ) principles into day-to-day operations.

Overall, the 222 engagements conducted throughout the year reflected a strong commitment to fostering partnerships, ensuring transparency, and promoting community involvement. Stakeholders ranged from government officials and Inuit organizations to local communities, educational institutions, and Indigenous groups from outside the region. Central themes included advancing caribou protection measures, aligning with Inuit Qaujimagatuqangit (IQ) principles, and addressing community needs through collaborative and

culturally grounded approaches. Virtual platforms were extensively utilized, enabling broader participation and reducing logistical barriers. This comprehensive and adaptive communication strategy ensured that all stakeholders' voices were heard, creating a collaborative environment conducive to achieving shared goals.

Refer to the table in Appendix 34 for more information regarding public consultation and participation with local organizations and the residents of nearby communities.

11.8 COMMUNITY COORDINATORS PROGRAM

Agnico Eagle continued to strengthen its direct and meaningful engagement with communities across the Kivalliq Region through its Community Coordinators Program in 2025. This initiative ensures that Community Liaison Officers (CLOs), both full-time and part-time, are present in key hamlets, including Rankin Inlet, Baker Lake, Arviat, Chesterfield Inlet, and Coral Harbour. These officers serve as trusted local points of contact, facilitating communication between Agnico Eagle and community members, while supporting employment, outreach, and engagement initiatives.

In 2025, CLOs were instrumental in ensuring that community members across the Kivalliq were informed about Agnico Eagle's operations, projects, and opportunities. Through regular presence in communities, CLOs provided timely updates on operational activities, connected residents with employment and training opportunities, and played a key role in supporting the delivery of open houses, employment information sessions, and community events throughout the year. Their local knowledge and relationships were essential in making engagement accessible, culturally appropriate, and responsive to community needs.

The CLOs' responsibilities continued to span several key areas in 2025, including supporting the Human Resources department in locating and recruiting employees, facilitating Inuit employment initiatives under the Meliadine IIBA, organizing and hosting information sessions on Agnico Eagle's projects and business opportunities, ensuring Hamlet Councils and key community stakeholders received timely operational updates, and participating in community events, donation initiatives, and education programs across Nunavut.

The Community Liaison Officers' expanded presence across five communities has been instrumental in strengthening Agnico Eagle's community relationships and fulfilling obligations under the Nunavut Impact Review Board (NIRB) and Inuit Impact and Benefit Agreement (IIBA). Their work supports proactive communication, addresses community concerns in a timely manner, and reinforces Agnico Eagle's commitment to local partnerships, cultural respect, and long-term sustainability in the region.

The Community Coordinators Program remains a cornerstone of Agnico Eagle's Nunavut operations, ensuring that community voices are heard, employment opportunities are expanded, and mutual benefits are realized.

11.9 SHIPPING TOUR

Agnico Eagle conducted in-person community notification and consultation sessions in Chesterfield Inlet on February 11, 2025, to inform community members and key stakeholders of scheduled ship transits throughout the regional study area, including Hudson Bay and Chesterfield Inlet.

Three separate meetings were held on the same day, targeting distinct community groups to ensure broad and inclusive notification. The first meeting was held with members of the Kivalliq Elders Advisory Committee (KEAC), including the Committee Chair, providing an opportunity for in-depth discussion and questions in a one-on-one community setting. The second meeting was conducted with the Chesterfield

Inlet (Aqigiq) Hunters and Trappers Organization (HTO), where a presentation was delivered and questions and comments were addressed. The third meeting was held with the Hamlet of Chesterfield Inlet, including the Mayor and Senior Administrative Officer. A representative from the Department of Fisheries and Oceans Canada (DFO) also participated virtually in this session.

Across all three sessions, Agnico Eagle provided updates on the 2025 sealift season operations and routing for both the Meadowbank and Meliadine operations, including a review of the 2024 sealift season. Presentations also covered the Marine Mammal and Seabird Observer (MMSO) program and cyanide transportation logistics. Additional operational and community relations topics were presented, including caribou migration updates, exploration activities, and community programs such as Inunnguiniq, Sanajiksanut, and Ikajuutiit. Questions and comments raised by attendees were recorded and addressed during each session.

These engagements demonstrate Agnico Eagle's continued commitment to transparent and timely community notification regarding scheduled ship transits.

11.10 COMMUNICATION

Expanding Digital Engagement to Strengthen Community Communication in 2025

In 2025, Agnico Eagle significantly advanced its digital engagement efforts across Nunavut, building on the strong foundation established in previous years. Both the Meliadine and Meadowbank Facebook pages continued to grow, achieving higher visibility, stronger participation, and deeper trust within the communities. These platforms have become essential communication tools, offering accessible, real-time information on operations, recruitment, safety, and community-focused initiatives.

Introduction of a New Instagram Channel

To further broaden its digital presence, Agnico Eagle launched a new Instagram account in 2025. This platform was developed to expand online communication and reach a wider audience, particularly younger community members who engage primarily with mobile-based visual content.

While the account was created in 2025, posting activity will begin in 2026. The new Instagram channel will support Agnico Eagle's ongoing efforts to share timely updates, highlight community initiatives, and showcase stories that reflect the company's work across Nunavut. This additional platform strengthens the organization's commitment to accessible, multi-channel communication.

Strengthening Community Awareness Through Social Media

Throughout the year, Agnico Eagle delivered consistent updates on topics that matter most to Nunavummiut, helping ensure communities remained informed and connected. Key information shared included:

- Community office hours in Baker Lake and Rankin Inlet
- Employment information sessions and recruitment notices
- Business and procurement opportunities
- Sanajiksanut Program promotions and training updates
- Sealift and cyanide transportation notifications

- AWAR, and general road safety reminders
- Caribou migration updates and road closures
- Community development initiatives and cultural events

These efforts strengthened transparency, supported ongoing relationship-building, and reinforced Agnico Eagle's commitment to meaningful, responsive communication.

Meliadine Facebook Page

The Meliadine page achieved outstanding performance in 2025, demonstrating major improvements in content delivery, reach, and audience interaction:

- Major Year-Over-Year Improvements
- Content output increased by 17%, rising from 218 posts in 2024 to 255 posts in 2025.
- Total impressions surged to 1,551,220, compared to 237,989 in 2024—a more than sixfold increase in visibility.
- Average engagement rate strengthened to 10.46%, up from 8.06% the previous year.
- Content That Resonated Most
- Community-focused storytelling consistently drove strong engagement.
- The Voices of Nunavut series stood out, deeply connecting with audiences and generating meaningful interactions.
- Engagement levels remained strong despite this growth, underscoring the continued relevance and value of the content being shared.

In 2025, the Agnico Eagle Nunavut website (aemnunavut.ca) continued to experience steady growth, strengthening its role as a key source of information for community members, businesses, and partners. Total website views increased to 20,681, up from 18,478 in 2024, while unique visitors rose to 13,739, compared to 9,495 the previous year, representing a 45 percent increase in visitors year over year.

The most visited pages in 2025 included the Homepage (11,677 views), followed by the Careers Page (2,118), Suppliers/Tenders Page (894), Inuit Beneficiary Page (515), Opportunity Landing Page (328), Contact Us Page (304), News Page (289), and the Meliadine Documents Page (237). The continued prominence of the Careers and Inuit Beneficiary pages underscores ongoing community interest in employment and IIBA-related information.

To ensure continued access to essential materials, the Agnico Eagle Web Portal (aemnunavut.ca/media/documents/) has been updated with Annual Reports from 2016–2025, along with associated management plans and other key documents. The portal will continue to be maintained annually to ensure all publicly required documents remain current and easily accessible.

In 2025, Agnico Eagle's digital channels, existing and newly launched, demonstrated exceptional progress. The Meliadine Facebook page continued to grow as a trusted source of community information, while the introduction of Instagram positioned the company to reach broader and more diverse audiences in the years ahead. Through these platforms, Agnico Eagle strengthened communication, deepened community connections, and enhanced awareness across Nunavut.

11.11 TERRESTRIAL ADVISORY GROUP

The 2025 Terrestrial Advisory Group (TAG) Annual Report documents the work conducted throughout 2025 within by the working group and is presented in Appendix 37.

The Term of References (TORs) were finalized early 2023. This document ensures compliance with Term and Condition 132 of the NIRB Project Certificate No.006-002 (PC No.006-002) which stipulates:

“The Proponent shall, in consultation with the groups listed as Responsible Parties above, and any other parties considered by the Group to be necessary, establish a Terrestrial Advisory Group (TAG). The TAG shall hold its first meeting prior to any construction/installation of the waterlines. The central mandate of the TAG will be to continually review and refine impact management, mitigation, and monitoring details within the Terrestrial Environment Management and Monitoring Plan (TEMMP). The TAG Members will collaborate to share and consider methods, results, and analysis from caribou and terrestrial environment studies and monitoring Inuit Qaujimaningit, Inuit Qaujimajatuqangit, Traditional and Community Knowledge shared by knowledge holders, and other terrestrial environment monitoring data as it becomes available. The Proponent will consider the information shared by the TAG Members for incorporation into the Project’s impact management, mitigation, and monitoring measures related to the protection of terrestrial wildlife and wildlife habitat as appropriate. Agnico Eagle shall be responsible for demonstrating how the information shared and considered by the TAG has been incorporated into the Project’s impact management, mitigation, and monitoring measures related to the protection of terrestrial wildlife and wildlife habitat as appropriate.”

One TAG meeting took place in March 2025. This meeting used a hybrid format, with some parties accessing the meeting online via Microsoft Teams and some attending in-person in Rankin Inlet. One additional meeting was convened in November, 2025 in Rankin Inlet, but was dissolved just prior to initiation after some parties withdrew from attendance.

SECTION 12. SOCIO ECONOMIC

12.1 SOCIO-ECONOMIC MONITORING PROGRAM (SEMP, SEMC, SEMWG, SEMR)

As required by NIRB Project Certificate No.006 Condition 87: *The Proponent is strongly encouraged to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole.*

And

As required by NIRB Project Certificate No.006, Condition 88: *The Proponent is encouraged to work in collaboration with other socio-economic stakeholders including for example, the KIA, GN, AANDC, and communities of the Kivalliq region, to establish a socio-economic working group for the Project to develop and oversee the Meliadine Socio-economic Monitoring Program. The working group should develop a Terms of Reference which outlines each member's roles and responsibilities with regards to, where applicable, project-specific socio-economic monitoring throughout the life of the Project. The Terms of Reference are to be provided to the NIRB upon completion, and within one year of issuance of the Project Certificate.*

And

As required by NIRB Project Certificate No 006, Condition 89: *The Proponent shall develop the Meliadine Socio-economic Monitoring Program to monitor the predicted impacts outlined in the FEIS as well as regional concerns identified by the Kivalliq Socio-economic Monitoring Committee (SEMC). Where possible, the Proponent is encouraged to work in collaboration with all other socio-economic stakeholders such as the KIA, GN, AANDC and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. Details of the Meliadine Socio-economic Monitoring Program are to be provided to the NIRB upon finalization, and within one year of issuance of the Project Certificate.*

And

As required by NIRB Project Certificate No 006, Condition 91: *To capture and provide analysis of Project-specific and regional data during Project closure(s), and to clarify mitigation measures related to closure. Within 3 months of the NIRB's acceptance of the Proponent's analysis of the risk of temporary mine closure referenced above, the proponent is expected to update its Socio-Economic Management Plan or to include within a newly developed plan or framework, a description of its plan to collect and analyze Project-specific and regional data at closure and post-closure phases, as well as its defined measures to help mitigate impacts which may result from Project closure(s), both temporary and final.*

The Socio-Economic Monitoring Program (SEMP) is a framework used to monitor and evaluate the various indicators, metrics, and units of measurement outlined in the Project Certificates. Agnico Eagle commits to reporting on the SEMP annually. In 2025, no changes were brought to the program.

The Socio-Economic Monitoring Working Group (SEMWG) traditionally included the Government of Nunavut (GN) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC); however, in 2020

KivIA officially joined the SEMWG. The aim of this working group is to support Agnico Eagle's SEMP and the Kivalliq Socio-Economic Monitoring Committee (KvSEMC). In August 2025, Agnico Eagle held a planning teleconference with the SEMWG to receive comments and feedback in preparation for the upcoming KvSEMC meeting.

The Kivalliq Socio-Economic Monitoring Committee (KvSEMC) meets annually to present data and consider socio-economic impacts and benefits of mining projects on the Kivalliq region. Members of the KvSEMC include the Government of Nunavut (including specific departmental representation), the Government of Canada, the Kivalliq Inuit Association, Hunters and Trappers Organizations, community representatives, community organizations, and project owners. The Government of Nunavut chairs the KvSEMC. Feedback provided at the KvSEMC informs the final Socio-Economic Monitoring Report, and the KvSEMC can recommend additional monitoring priorities. In 2025, the KvSEMC meeting was held from November 25 to 27, where various stakeholders collaborated to discuss the socio-economic impacts and benefits of mining projects across the Kivalliq region.

The Socio-Economic Monitoring Report (SEMR) is the annual report on the SEMP. It is a comprehensive socio-economic monitoring report that contains project-level data (data collected by Agnico Eagle at each project site or regionally) and community-level data (data provided by or in communities), including data mandated by the Project Certificate. It was reviewed by the SEMWG prior to its submission, to allow those groups to provide insight. Agnico Eagle is appending the 2025 Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Report in Appendix 38.

12.1.1 Socio-Economic Monitoring Report (SEMR)

As required by NIRB Project Certificate No.006, Condition 111: *In its annual reporting to the NIRB, the Proponent is strongly encouraged to provide detailed descriptions of all employee programs and training including:*

a. Descriptions of the goals of each program offered; b. Language of instruction; c. Schedules and location(s) of when each program was offered; a. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and, b. Completion rates for enrolled participants, noting Inuit and non-Inuit rates.

And

As required by NIRB Project Certificate No.006, Condition 97: *The Proponent's project-specific socio-economic monitoring program should be updated to address the potential impacts to education and training which may arise from temporary, final and/or post-closure phases.*

And

As required by NIRB Project Certificate No.006, Condition 98: *The Proponent is encouraged to work with the members identified as potential stakeholders in the socio-economic monitoring working group and with the Kivalliq Socio-Economic Monitoring Committee to review and monitor education utilization rate trends on an on-going basis to understand if the Project can be determined to be having an impact on the education system of the Kivalliq region and/or on any communities in particular.*

And

As required by NIRB Project Certificate No.006 Condition 108: *The Proponent is encouraged to consider providing access to counseling and treatment programs for substance and gambling addictions, and programs which address domestic, parenting, and marital issues that could affect employees and/or their families.*

And

As required by NIRB Project Certificate No.006, Condition 101: *The Proponent shall include with its annual reporting to the NIRB a summary of employee origin information as follows: a. The number of Inuit and non-Inuit employees hired from each of the Kivalliq communities, specifying the number from each; b. The number of Inuit and non-Inuit employees hired from each of the Kitikmeot and Qikiqtani regions, specifying the number from each; c. The number of Inuit and non-Inuit employees hired from a southern location or other province/territory outside of Nunavut, specifying the locations and the number from each; and d. The number of non-Canadian foreign employees hired, specifying the locations and number from each foreign point of hire.*

And

As required by NIRB Project Certificate No.006, Commitment 99: *The Kivalliq Socio-Economic Monitoring Committee and its membership are encouraged to engage in the monitoring of demographic changes including the movement of people into and out of the Kivalliq communities and the territory as a whole. This information may be used in conjunction with monitoring data obtained by the Proponent from recent hires and/or out-going employees in order to assess the potential effects of the Project on migration.*

And

As required by NIRB Project Certificate No.006, Commitment 109: *The Proponent is encouraged to work with the Kivalliq Socio-Economic Monitoring Committee to monitor potential indirect effects of the Project, including indicators such as the prevalence of substance abuse, gambling issues, family violence, marital problems, rates of sexually transmitted infections and other communicable diseases and others as deemed appropriate.*

And

As required by NIRB Project Certificate No.006, Condition 110: *The Proponent shall provide the NIRB with a description of wellness and cultural diversity/acceptance programming made available to employees and family or community members and shall report the following information with respect to each program to the NIRB annually: a. Language of instruction; b. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; c. Completion rates for enrolled participants, noting Inuit and non-Inuit rates; and d. Issues as may relate to program content which may have been noted or present either on site or in the community and which affect Project employment or employee wellness.*

And

As required by NIRB Project Certificate No.006, Condition 115: *The Proponent is encouraged to work collaboratively with the Government of Nunavut Department of Health to monitor the impacts of the Meliadine Gold Project on health services within the LSA communities and specifically, Rankin Inlet.*

And

As required by NIRB Project Certificate No.006, Condition 93: *The Proponent is encouraged to register all trades occupations, journey persons and apprentices working with the Project and to register any trades occupations listed in its forecast, as well as to provide the Government of Nunavut with information regarding the*

number of registered apprentices and journeypersons from other jurisdictions employed at the Project during each year of the Project's life.

The section below summarizes Agnico Eagle's key socio-economic reporting, related primarily to employment and training.

For the full report on the Project's socio-economic monitoring, please refer to Appendix 38. Reports can also be viewed on the SEMC website www.nunavutsemc.com or on Agnico Eagle's website <http://aemnunavut.ca/media/documents/>. "

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12.2 WORKFORCE

Agnico Eagle calculates the workforce based on headcount (snapshot of active employees taken at the end of the year, which includes full-time and part-time employees) and Full-Time Equivalents (FTE) (number of full-time positions based on hours worked, where one full time position is equivalent to 2,184 hours worked in a year).

- As of December 31, 2025, Meliadine had 868 active Agnico Eagle employees by headcount, of whom 123 were Inuit. On a full-time equivalent (FTE) basis, the site had 778 FTEs, with 107 of those positions filled by Inuit employees.
- The number of contractors employed at the project is only calculated using FTEs due to the cyclical nature of contractor work. Therefore, during 2025 there were approximately 713 FTE contractor positions, of which approximately 81 are filled by Inuit.

Taken together, there were 1,491 active employees (Agnico Eagle permanent, temporary, on-call, students and contractors), working full- and part-time jobs, at the end of 2025.

Agnico Eagle defines job statuses as follows:

- Permanent employee: an employee whose current job is not specifically tied to a short-term project and the position is expected to be required throughout the LOM.
- Temporary employee: an employee whose current job will not continue beyond a specified period.
- On-call employee: an employee who has an undefined contract and is called upon when the need arises. It is expected that on-call employees will move to temporary or permanent positions as they become available.

The Table 29 below indicates the employment demographics for community of hire by headcount.

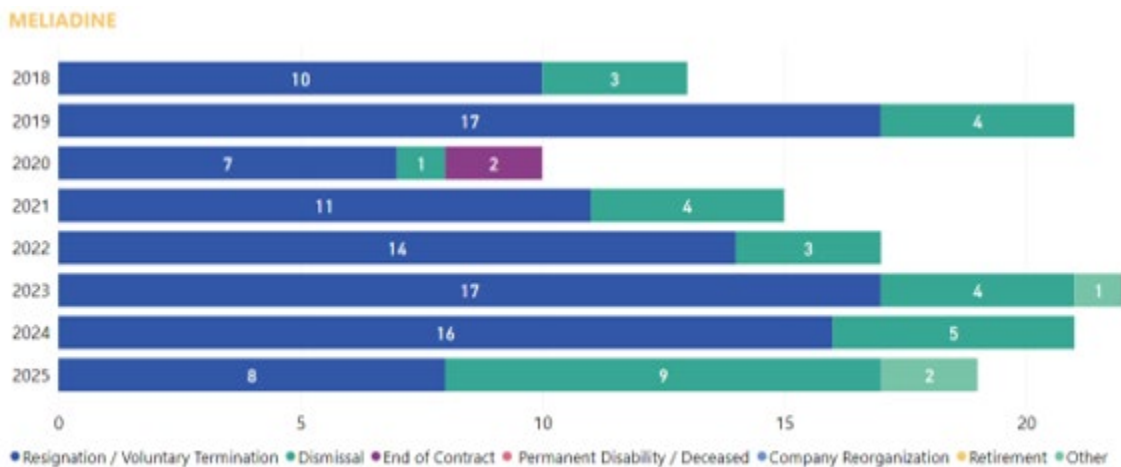
Table 29. Home communities of Agnico Eagle Inuit employees (by headcount)

Community of Hire	2023 Agnico Eagle headcount	2024 Agnico Eagle Headcount	2025 Agnico Eagle Headcount
Arviat	10	9	12
Baker Lake	6	8	7
Naujaat	1	1	2
Rankin Inlet	38	35	29
Chesterfield Inlet	5	7	6
Whale Cove	6	6	9
Coral Harbour	12	9	10
Kitikmeot	0	0	0
Qikiqtani	0	0	2
Outside of Kivalliq	36	35	46
Total	114	110	123

Agnico Eagle pays for the transportation of all Kivalliq-based employees from their home community to the mine for each work rotation. For employees coming from Arviat, Baker Lake, Chesterfield Inlet, and/or Whale Cove, Agnico Eagle has a service contract with Calm Air to transport employees by charter plane to Rankin Inlet. For employees coming from Coral Harbour and/or Naujaat, a commercial ticket is bought from their home communities to the Rankin Inlet airport. All employees are then driven by bus to site, including those from Rankin Inlet. For all other employees not located in the Kivalliq region, transportation is provided from Mirabel and Val-d’Or via a charter flight operated by Nolinor Aviation.

12.2.1 Employee retention

Figure 25 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle’s employment each year) by reason for leaving Meliadine.



(Agnico Eagle Mines, 2025)

Figure 25: Breakdown of Inuit turnover by reason for leaving Meliadine.

In 2025, 19 Inuit employees departed from Meliadine, a slight decrease from the 21 departures recorded in 2024. Of these, 9 were resignations or voluntary departures, while the remaining 10 were dismissals.

Year-over-year trends between 2024 and 2025 reveal a notable shift in the composition of turnover. Resignations dropped significantly from 16 to 9, a 44% decrease, while dismissals doubled from 5 to 10. As a result, dismissals accounted for 53% of all Inuit departures in 2025, compared to just 24% in 2024. This shift warrants closer attention to understand the factors driving the increase in dismissals and whether additional workplace supports or interventions may be needed.

Understanding Reasons for Voluntary Departure

Agnico Eagle conducts one-on-one exit interviews to gather qualitative information on the common reasons employees choose to leave. Among the 9 voluntary departures at Meliadine in 2025, the reported reasons were:

- Moving to another job (2)
- Family situation (1)
- Not liking the job (1)
- Other (5)

Inuit Employee Turnover Compared to Non-Inuit

The turnover rate for Inuit employees at Meliadine decreased from 19% in 2024 to 15% in 2025, while non-Inuit turnover also declined slightly from 6% to 5% over the same period. Despite the improvement, the gap remains significant, Inuit turnover in 2025 was still more than three times that of non-Inuit employees.

12.2.2 Summer Student Employment Program

Agnico Eagle is committed to empowering the next generation of Nunavummiut by providing hands-on work experience, career development, and exposure to the mining industry through its summer employment programs. By fostering early engagement with students, strengthening ties with educational institutions, and creating direct pathways to employment, the company is helping to build a skilled and informed workforce for the future.

Recognizing the need for proactive outreach, Agnico Eagle has taken deliberate steps to strengthen interest in its summer employment programs by collaborating with Nunavut Sivuniksavut (NS), Nunavut Arctic College (NAC), community leaders, and regional education initiatives. These engagements serve to educate, inspire, and connect students with real-world opportunities in the mining sector.

Building Stronger Partnerships with Nunavut Sivuniksavut (NS)

Agnico Eagle attended the celebration of the NS 40th anniversary, which provided multiple opportunities to interact with students and introduce them to Agnico Eagle's Nunavut operations and life at camp, summer employment and internship opportunities, and potential long-term career paths across various fields. The event generated strong interest, with multiple students engaging in active discussions and expressing

enthusiasm for summer internships. Information was also shared about Agnico Eagle's participation in the Indigenous Career Fair in Ottawa in January 2026, where upcoming summer employment opportunities will be available.

Delivering Meaningful Summer Employment in 2025

Through these efforts, Agnico Eagle welcomed a total of nine summer students in 2025, providing them with direct exposure to operations and professional development opportunities across several departments and locations. Of the nine, four students were placed within Meliadine divisions:

- One student in Rankin Inlet, supporting Community Relations
- One student in Rankin Inlet, supporting Permitting
- One student at Meliadine, supporting Environment
- One south-based student, supporting Community Relations (Social Performance)

Agnico Eagle remains dedicated to offering meaningful work experiences while ensuring that employment opportunities are structured, safe, and aligned with operational needs. The company has implemented clear eligibility requirements to maintain workplace safety and accessibility: students must be 18 years or older to work at mining sites, and students 16 years or older may work in Baker Lake or Rankin Inlet offices.

By taking a proactive approach to student engagement, Agnico Eagle is not only creating employment opportunities but investing in the long-term sustainability of Nunavut's workforce. Through direct engagement with students, internship opportunities, and strengthened partnerships with educational institutions, the company is helping to build career pathways that extend well beyond summer employment. Looking ahead, Agnico Eagle will continue working closely with Nunavut Sivuniksavut, Nunavut Arctic College, regional training organizations, and community leaders to empower the next generation of Inuit professionals.

12.2.3 Counselling and Treatment Programs

Prioritizing Employee Well-Being and Mental Health Support in 2025

Agnico Eagle continued to foster a healthy and supportive work environment in 2025 by expanding its comprehensive wellness and cultural programming at Meliadine operation. These initiatives — spanning mental health support, cultural enrichment, traditional knowledge sharing, and family connection — reflect the company's commitment to meeting the unique needs of its on-site employees and ensuring they have the resources to thrive both at work and at home.

Cultural Programming

Meliadine delivered an extensive cultural programming schedule in 2025, hosting 38 cultural awareness activities throughout the year, more than double the number at Meadowbank, reflecting the site's strong commitment to cultural integration and community engagement.

Key highlights included a Nunavut Day celebration on July 9 featuring a keynote speech by KEAC Chair Levinia Brown, musical performances by local singers and a band, Inuit games, craft tables, and cultural

demonstrations. Two Arts and Crafts Fairs were held in November, welcoming local vendors from Rankin Inlet, and featuring square dancing and jigging contests alongside handmade crafts from 16 artisans.

Traditional skills development and cultural exchange were woven throughout the year with 12 Elder-led Sewing Nights, 12 Country Food Nights, and Elder-led storytelling sessions held in March and September to support intergenerational learning. Eight organized visits to Rankin Inlet between June and August enabled employees to engage directly with community activities and local artisans.

Truth and Reconciliation Month programming in September included an Orange Shirt Day campaign, a movie night, and storytelling and sewing events focused on awareness and reflection. On-site Elder counselling was also provided in March, offering culturally grounded emotional and mental wellness support through KEAC Elders.

Spouse Visit Program

Agnico Eagle continued its Spouse Visit Program in 2025, providing an important opportunity for employees' families to experience the work environment and strengthen the connection between home and site life.

At Meliadine, 24 spouses participated, 7 during the Christmas period and 17 during the New Year period, with each visit lasting five days. Activities included bingo, tours of various departments including Underground, Process Plant, and the PIT, as well as the opportunity to shadow their spouse's work, offering a firsthand look at daily site operations.

Mental Health Support

Meliadine strengthened its focus on mental health awareness, support, and early intervention in 2025. Mental health talks and educational presentations were delivered to various departments to promote awareness, reduce stigma, and encourage help-seeking behaviours in the workplace. Four Mental Health First Aid courses and The Working Mind training sessions were offered throughout the year.

To enhance access to care, Agnico Eagle supported employees in arranging telepsychology and counselling services, provided private on-site space for telehealth appointments, and conducted acute mental health assessments as needed. Recognizing the importance of ongoing connection and support, a Sunday evening support group was also established, creating a safe and confidential space for workers to share experiences, seek guidance, and access mental health resources outside of regular work hours.

Employee Assistance Program

Agnico Eagle's Employee Assistance Program (EAP) was accessed 58 times in 2025, a decrease from 92 uses in 2024 and 110 in 2023. While reduced utilization may reflect a number of factors, Agnico Eagle continues to monitor usage trends and adapt its support systems to ensure employees have accessible, responsive resources available when needed. The expanded mental health programming introduced across both sites in 2025, including Mental Health First Aid courses, The Working Mind training, telepsychology services, and the newly established Sunday evening support group at Meliadine, may be contributing to earlier intervention and broader access to support through multiple channels beyond the EAP alone.

Together, these programs reflect Agnico Eagle's holistic approach to employee well-being, one that recognizes the importance of cultural connection, family support, and mental health alongside physical safety, and that continues to evolve in response to the needs of its workforce across Nunavut.

12.3 TRAINING

Agnico Eagle's Training Management System (TMS) and the Learning Management System (LMS) track and report on training activities. The list of training courses provided can be found in Appendix 39.

Agnico Eagle considers that most of the trainings provided would be transferable to other employment opportunities. Agnico Eagle ensures that all training records are contained in everyone's employee file in the Nunavut TMS. If requested by an employee, the Training Department can export and provide the list of completed training.

Additionally, Agnico Eagle has been exploring different options of giving employees a "skills passport" to promote skills transferability under Inuit Growth. Agnico Eagle contacted Mining Industry Human Resources Council (MiHR) to find ways to collaborate in providing training to Agnico Eagle employees and or trainers. However, after careful deliberation and research, an agreement was reached to shelf and reconsider this program later, when the program gains more industry-wide acceptance. Agnico Eagle continues to explore other options to promote skills transferability.

12.3.1 Sanajiksanut Program

Agnico Eagle remains committed to supporting Inuit employment and career development through the Sanajiksanut Program, which facilitates access to job opportunities, provides targeted training, and strengthens recruitment efforts. While recognizing the unique challenges associated with employment in remote regions, Agnico Eagle continues to collaborate with community partners and Inuit organizations to enhance its approach in a way that aligns with both community needs and operational requirements.

The Sanajiksanut Program is built around four key principles that guide Agnico Eagle's efforts in expanding Inuit workforce participation:

- **Partnership with Iilitaqsinig (Nunavut Literacy Council):** Agnico Eagle collaborates with Iilitaqsinig to integrate community-based training into its recruitment process. The pre-employment training program, designed by Inuit for Inuit, is delivered by an Inuit instructor, ensuring that training aligns with local needs and cultural values.
- **Inuit Workforce Planning:** Recruitment planning is conducted alongside operational teams to ensure Inuit employment opportunities are identified and supported within the company's workforce strategy.
- **Recruitment Process Enhancements:** To increase accessibility, Agnico Eagle has adapted communication channels to better reach Inuit candidates, ensuring they receive timely job opportunity updates.
- **Mining Awareness and Career Outreach:** The program works to engage younger generations through career awareness initiatives in Kivalliq schools and colleges, promoting long-term interest in the mining industry.

In 2025, Agnico Eagle continued its community-based approach to recruiting and hiring Inuit employees across the Kivalliq region through the following initiatives:

Step 1: Expanding Access Through Employment Information Sessions

Agnico Eagle organized employment information sessions across the Kivalliq region to provide clear guidance on job opportunities and application processes. In 2025, 21 sessions were conducted across six Kivalliq communities, reaching 1,335 Inuit participants, a significant increase from 492 participants across

20 sessions in 2024. Sessions were held in Rankin Inlet (5 sessions, 430 participants), Arviat (4 sessions, 264 participants), Baker Lake (183 participants), Chesterfield Inlet (129 participants), Coral Harbour (72 participants), and Naujaat (50 participants).

Some sessions were impacted by logistical challenges including weather conditions, accommodation availability, and Community Liaison Officer (CLO) scheduling. Where sessions were affected, efforts were made to reach candidates through alternative engagement methods.

Step 2: Online Application Process Facilitated by Employment Information Sessions

To support job applications, Agnico Eagle provides localized assistance through Community Liaison Officers stationed in Kivalliq communities. CLOs and the Sanajiksanut Coordinator offer one-on-one support to job seekers, both in-person and remotely. A digital application tool also allows candidates to submit their information through a simple online form accessible via QR code.

Step 3: Building Job Readiness Through Pre-Employment Training

Agnico Eagle supported seven pre-employment training programs in 2025, fully facilitated by Iilitaqsiq. A total of 47 participants successfully completed training across six communities: Baker Lake, Rankin Inlet (2 sessions), Coral Harbour, Naujaat, Chesterfield Inlet, and Whale Cove. These programs align with pilimmaksarniq, a core Inuit value emphasizing skill-building through learning experiences—ensuring that participants develop both technical and workplace skills to support long-term employability.

These programs align with pilimmaksarniq, a core Inuit value that emphasizes skill-building through learning experiences, ensuring that participants develop both technical and workplace skills to support long-term employability.

Step 4: Nunavut Labour Pool Hiring

Agnico Eagle maintains a Labour Pool List that tracks candidates who have completed the Sanajiksanut Program and are eligible for employment with the company or its contractors. In 2025, 142 new Inuit employees were hired through the Nunavut Labour Pool, an increase from 105 hires in 2024. Hiring was distributed as follows: Meliadine (49 hires; 33 AEM, 16 contractors), and Nunavut Services Group (9 hires).

Together, these efforts demonstrate the continued effectiveness of Agnico Eagle's recruitment pipeline in connecting Kivalliq community members with employment opportunities at mine sites. The Sanajiksanut Program continues to adapt based on ongoing feedback from community partners and evolving operational priorities. Agnico Eagle remains committed to supporting workforce development initiatives that help facilitate job readiness and career growth for Nunavummiut.

12.3.2 Training Hours

In 2024, Agnico Eagle made the following categories of training programs available for employees:

- **Mandatory:** Mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle Health and Safety policies. Many of these training sessions are offered via e-learning prior to employee's arrival on site.
- **General:** Training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment as well as enterprise software systems and cross-cultural training.

- Specific: Focused on developing individual competencies related to a specific position. This training qualifies individual workers for promotion following their progression through the Career Path. These training programs are provided by in classroom (theory) learning as well as practical (one-on-one) learning.
- Emergency Response Training.
- Education: Focused on developing individuals' competencies for Inuit employees.

Table 30 provides the training hours provided to Agnico Eagle employees at Meliadine (excluding contractors) in 2025:

Table 30. Training hours provided to Agnico Eagle employees at Meliadine

Type of Training	Inuit	Non-Inuit	Total
Mandatory	1039	10482	11521
General	463	4269	4732
Specific	17159	10498	27657
Specific Practical Evaluation	744	468	1212
Specific Primary Evaluation	0	0	0
ERT	134	3507	3641
Total	19539	29224	48763

12.4 TRAINING PROGRAMS

12.4.1 E-learning

Before coming to an Agnico Eagle site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six (6) modules: General Induction, WHMIS, Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety (Personal Protective Equipment, Ladder Safety, Surface Standard Operating Procedure).

The General Induction chapter provides general information about Agnico Eagle and working life at the mines, waste management, as well as information on the IIBAs and archaeological awareness. The e-learning training material has been translated into English, French, and Inuktitut.

In 2024, three online courses were developed during the year: one (1) for Meliadine and two (2) for both the Meadowbank Complex and the Meliadine divisions. Only one of them has been launched in the LMS during the year. The others are planned to be launched later.

In 2024, a few tools have been developed in the TMS in order to improve user experience and the tracking of the training compliance. Also, the Training team has delivered many training sessions to improve the level of knowledge and skills on the Training Chart, which is an important tool for supervisors and management regarding the training compliance of the employees.

12.4.2 Cross-Cultural

Cultural Awareness Training in 2025: Scaling Impact and Expanding Reach

Building on the strong foundation established in 2023–2024, Agnico Eagle made significant progress in 2025 toward embedding cultural awareness as a core element of the employee experience across its Nunavut operations.

Training delivery continued at both sites, reinforcing the company's commitment to ensuring that all personnel working on Inuit lands develop a meaningful understanding of Inuit culture, values, and perspectives. At Meliadine, 74 AEM employees completed 259 hours, with an additional 38 contractors completing 133 hours.

To further expand the program's reach and accessibility, Agnico Eagle partnered with Nova Concept to develop an e-learning version of the Cultural Awareness training, with an expected launch in Q2 2026. The e-learning module preserves the core elements that have made the in-person sessions so well received, including the videos *Beneath the Surface* and *Rhoda's Dream – Burying the Baby*. It also introduces a powerful new video montage in the Inuit Qaujimagatuqangit (IQ) values section, featuring Elders sharing the meaning and continued relevance of IQ values in their own words. Development has progressed smoothly, and once launched, the training will be mandatory for all employees and must be completed by all new hires prior to beginning work at Agnico Eagle.

This next phase represents a pivotal step in making cultural awareness training not only a workplace requirement, but a lasting part of the company's commitment to reconciliation, inclusion, and respect for Inuit knowledge and ways of life.

12.4.3 Career Paths

Career Path Program in 2025: Strengthening Pathways for Inuit Employee Advancement

Building on the comprehensive review initiated in 2024, Agnico Eagle continued to refine and strengthen its Career Path program in 2025, ensuring that Inuit employees have clearer, more accessible pathways to advance within the company.

At Meliadine, the Training and Process Plant Departments launched the revised Process Plant Career Path, which now provides access to two operator positions earlier in the progression, enabling employees to take on greater responsibility sooner. Improvements were also made across all career paths at the site to enhance the hands-on learning experience through updated instructor checklists and evaluations, ensuring more consistent and effective skills development.

These enhancements reflect Agnico Eagle's ongoing commitment to the program's core objective: achieving 100% internal promotions for Inuit employees and ensuring that structured, meaningful career development opportunities continue to grow across its Nunavut operations.

12.4.4 Apprenticeship Program

Apprenticeship Program in 2025: Continued Growth in Skilled Trades Development

Building on the momentum of 2024, Agnico Eagle's Apprenticeship Program continued to support Inuit employees in developing skilled trades expertise across its Nunavut operations. In 2025, the program

supported seven apprentices, a notable increase from the previous year, reflecting the company's sustained investment in long-term career development for Inuit employees.

At Meliadine, four apprentices are actively progressing across a diverse range of trades, including HDET, Oil Heating Systems Technician, Electrician, and Plumber. In fall 2025, five apprentices attended technical training at Northwestern Polytechnic, with four successfully advancing to the next level. The fifth apprentice is awaiting an opportunity to rewrite the exam in Rankin Inlet. Current apprentice levels at the site include one at HDET Level 2, one at Plumber Level 2, one at Oil Heating Systems Technician Level 3, and one Electrician.

The Apprenticeship Program remains a vital pathway for Inuit employees to gain industry-recognized certifications and hands-on technical experience, contributing to both individual career growth and the long-term development of a skilled Inuit workforce across Agnico Eagle's operations.

12.4.5 Trainee Programs

Training Programs in 2025: Building on Progress Across Sites

Agnico Eagle continued to invest in targeted training programs in 2025, equipping Inuit employees with the skills and certifications needed to advance into operational roles across its Nunavut operations. Building on the training efforts of 2024, several programs saw structural improvements, expanded offerings, and stronger alignment with operational needs.

A notable improvement across multiple programs at Meliadine in 2025 was the implementation of fixed training schedules by the Training Department, aligning cohort timing with operational requirements and equipment availability. This resulted in more efficient planning and a more consistent training experience for participants.

Underground Trainee Program: At Meliadine, the Underground Trainee Program saw strong activity in 2025, with four cohorts of two trainees each, totaling eight participants. Five of the eight trainees successfully completed the program, demonstrating continued momentum in developing underground mining capacity at the site.

Surface Operations Trainee Program: In 2025, the former Energy & Infrastructure (E&I) Trainee Program was rebranded as the Surface Operations Trainee Program to align with the department's name change. The program delivered four cohorts of two trainees each, with six of eight participants completing the program successfully, the strongest completion rate among Meliadine's trainee programs in 2025.

Process Plant Trainee Program: Two cohorts of one trainee each were enrolled in the Process Plant Trainee Program at Meliadine in 2025. Neither participant completed the program successfully.

Assay Lab Trainee Program: One trainee was enrolled in the Assay Lab Trainee Program at Meliadine in 2025 and completed the program successfully.

Agnico Eagle remains committed to strengthening its training programs as a key driver of Inuit employment and career advancement. The structural improvements made in 2025, from direct hiring of underground trainees to fixed scheduling and program extensions, reflect a continued focus on setting employees up for long-term success in skilled operational roles.

12.4.6 Adult Educator

Adult Educator Program in 2025: Rebuilding Momentum for Continued Growth

Agnico Eagle's Adult Educator program experienced a period of transition in 2025. A full-time Adult Educator was based at both the Meadowbank Complex and Meliadine from January through early June, continuing to provide academic support and guidance to Inuit employees pursuing career advancement. The position remained vacant from June through October, creating a temporary gap in programming.

In November, a new Adult Educator joined the team, bringing a strong foundation of relevant experience to the role, including a Bachelor of Education and extensive background in the trades, with prior work as a trade school instructor across multiple disciplines. His practical understanding of skilled trades education positions him well to support employees across Agnico Eagle's various training and apprenticeship streams. In December, he visited Northwestern Polytechnic in Grande Prairie, Alberta, where he connected with support staff and met with apprentices currently attending technical training, strengthening the relationship between Agnico Eagle's onsite support and the institution delivering trades education.

As the new Adult Educator settles into the role, 2026 will focus on building familiarity with the RISE program and actively promoting enrollment across all branches, ensuring that Inuit employees are aware of and supported in accessing the academic resources available to them. With a strong candidate now in place, Agnico Eagle is well positioned to restore full programming and build on the progress made in previous years.

12.4.7 Emergency Response Team (ERT) Training

Meliadine Emergency Response Team in 2025: Deepening Specialized Capabilities

Building on a strong foundation in 2024, which included an international first-place finish at the Mine Rescue Competition in Colombia, the Meliadine Mine Emergency Response Team (ERT) focused in 2025 on deepening the specialized skills of its members to ensure readiness across a broader range of emergency scenarios.

In addition to maintaining core Mine Rescue training throughout the year, Meliadine expanded its ERT training offering with four specialized sessions available to all team members. These included Rope Rescue training, designed to strengthen high-angle and confined space response capabilities, and an Advanced First Aid – Wilderness course, equipping responders with enhanced medical response skills suited to Nunavut's remote and challenging environments. Together, these initiatives ensured that ERT members are not only prepared for traditional mine emergency situations but also equipped to respond safely and effectively to the unique conditions of northern operations.

In total, the ERT logged 3,936 hours of training in 2025, comprising 134 hours from Inuit AEM employees, 3,507 hours from non-Inuit AEM employees, and 295 hours from contractors.

The Meliadine ERT continues to maintain a well-equipped response fleet, including the Sherp all-terrain vehicle for search and rescue operations in extreme terrain, the MRV 9000 for sustained support during prolonged underground emergencies, as well as a firetruck and ambulance. These assets, combined with the team's expanding skill set, reinforce Agnico Eagle's commitment to maintaining a highly capable and responsive emergency preparedness program at Meliadine.

12.5 GENERAL SOCIO-ECONOMIC PROVISIONS

12.5.1 Housing and Home Ownership

As required by NIRB Project Certificate No.006 Condition 112: *The Proponent is encouraged to investigate measures and programs designed to assist Project employees with pursuing home ownership or accessing affordable housing options.*

And

As required by NIRB Project Certificate No.006 Condition 114: *The Proponent is encouraged to collaborate with the Government of Nunavut – Nunavut Housing Corporation prior to the development and inception of its programs relating to financial literacy and planning to ensure that relevant and accurate information about housing and home ownership is available and considered for inclusion.*

Agnico Eagle recognizes that housing accessibility is a key factor in supporting the long-term stability and well-being of its workforce in Nunavut. In alignment with Project Certificate Requirement 61, the company has engaged in collaborative discussions with the Government of Nunavut and the Nunavut Housing Corporation to explore measures that support home ownership and access to affordable housing for employees in the Kivalliq region.

In 2025, Agnico Eagle formalized a partnership with the Nunavut Housing Corporation, which included supporting the "Nunavut 3000" initiative and completing the shipping of 20 home units, 10 to Rankin Inlet and 10 to Baker Lake. Discussions are ongoing to extend this partnership for future years.

Agnico Eagle is also in preliminary discussions on the potential impact of housing accessibility on workforce retention. These early conversations aim to assess housing-related factors that may influence long-term employment stability for Inuit workers, while considering broader regional workforce dynamics.

To help employees navigate financial planning and home ownership, Ilitaqsiniq's pre-employment curriculum includes training in financial literacy, personal budgeting, and financial planning. This program equips new hires with fundamental financial skills that contribute to long-term economic stability and housing readiness.

While challenges related to housing availability, affordability, and funding structures remain, Agnico Eagle continues to collaborate with the Government of Nunavut, the Nunavut Housing Corporation, and other stakeholders to explore practical solutions that align with both community needs and project goals.

12.5.2 Labour Force

Agnico Eagle submitted the latest staff schedule on May 27, 2019. The 2021 Kivalliq Labour Market Analysis Report was presented in Appendix 39 of the 2021 Annual Report and Appendix 39 of the 2022 Annual Report.

Kivalliq Labour Market Analysis (KLMA)

In 2023, the Employment and Culture Committee (ECC), comprising representatives from KivIA and Agnico Eagle, signed a Memorandum of Understanding (MOU) on updates to the Kivalliq Labour Market Analysis

(KLMA) as part of IIBA obligations. Recognizing the need for a more effective timeline, the ECC recommended to the Implementation Committee (IC) that the KLMA cycle be adjusted to a three-year schedule. This change would allow sufficient time for comprehensive analysis, stakeholder collaboration, and the development of actionable workforce strategies.

In early 2023, the IC approved the ECC's recommendation, aligning the KLMA timeline with the IIBA's three-year review process. As a result, the KLMA was completed in 2024, ensuring that workforce projections and planning efforts remain aligned with broader regional economic and labour force trends.

The KLMA serves as a strategic tool to:

- Assess the regional workforce composition and trends
- Forecast future labour market shifts and influencing factors
- Develop collaborative workforce strategies between Agnico Eagle and KivIA to strengthen Inuit participation in mining opportunities

The executive summary of the KLMA findings is provided in Appendix 41 of the 2024 Annual Report, outlining key insights and recommendations for workforce development in the Kivalliq region.

12.5.3 Training and Development

Agnico Eagle works with training organizations and government departments regularly through the KvSEMC, through the IIBA with the KivIA, through the Memorandum of Understanding with the GN, and through one-on-one partnerships and collaboration with organizations such as the Hamlet of Arviat, the Illitaqsiniq (Nunavut Literacy Council), NAC, Aglu Consulting, and more.

The listing of formal certificates and licenses was sent to NIRB on November 7, 2018. There have not been any updates since the last submission.

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**APPENDIX 1 2025 MELIADINE GOLD MINE ANNUAL REPORT
APPENDIX SUMMARY TABLE**

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