

APPENDIX 35 2024 SOCIO-ECONOMIC PAMPHLET

2024 KIVALLIQ PROJECTS SOCIO-ECONOMIC AND ENVIRONMENT HIGHLIGHTS

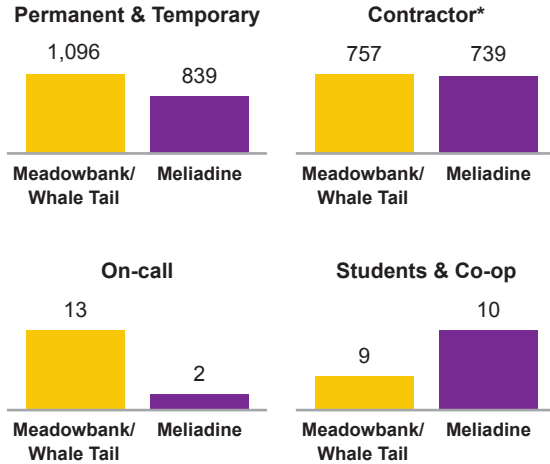


OUR APPROACH AND COMMITMENT

We are committed to not only meeting, but going beyond, regulatory requirements for health, safety, environmental, social and governance matters. With the expertise of the Agnico Eagle team, and our strong regional focus in some of the most politically stable jurisdictions in the world, we firmly believe we will continue to demonstrate clear leadership not only in sustainability, but in all aspects of our business.

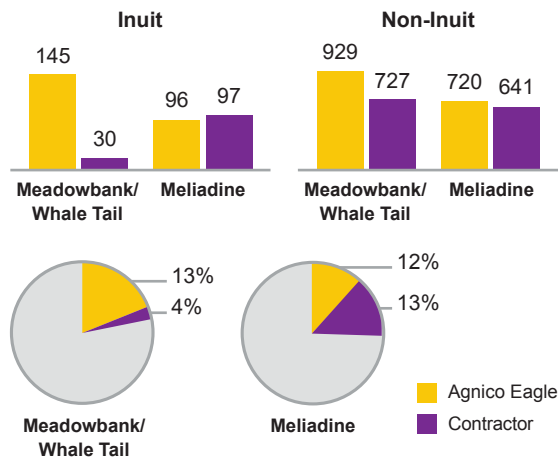
EMPLOYMENT

Total employment by Agnico Eagle and contractors at both project: **Decreased by 0.9%** from 2023, to **3,464** in 2024.

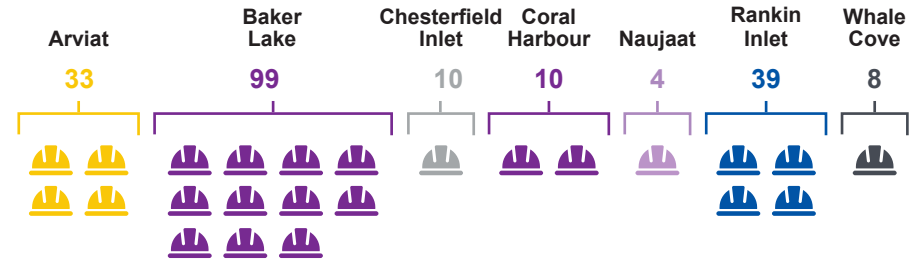


Inuit employment **reached 175 FTEs (10%)** for Meadowbank/Whale Tail and **195 FTEs (13%)** for Meliadine.

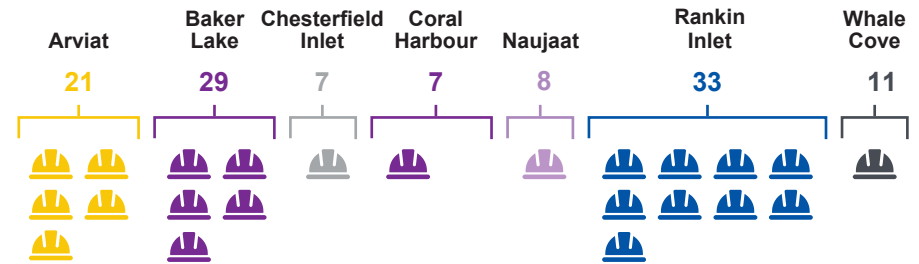
In 2024 :



Agnico Eagle's Kivalliq-based employment reached 203 employees in 2024, representing 10% of Agnico Eagle employment that year.



Contractors' Kivalliq-based employment reached 116 employees in 2024, representing 8% of contractor employment that year.



GENDER

The total number of female employees working directly for Agnico Eagle and contractors increased from **391** in 2023 to **414** in 2024. The female FTE rate across all sites was **12%**.

Agnico Employees



Contractors



Agnico Eagle has **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle Kivalliq Projects.

INCOME



Income paid to Inuit employees decreased at **Meadowbank/Whale Tail** from **\$20.8M** in 2023 to **\$18.2M** in 2024 and increased at **Meliadine** from **\$13.0M** in 2023 to **\$14.3M** in 2024, for a total of **\$32.5M paid in income in 2024**, representing a **4% decrease** since 2023.

A cumulative total of **\$338.3M** of employment income has been paid to Inuit employees since 2010.



In 2024, Inuit employees held most of the unskilled roles (90%) at Agnico Eagle's Kivalliq Projects and 19% of the semi-skilled roles.



Management & professional and skilled positions were mostly staffed by non-Inuit employees.

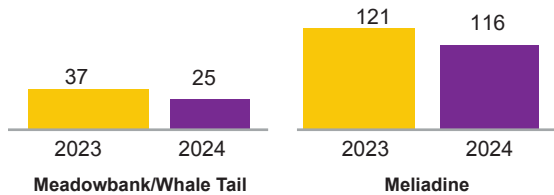


In 2024, Agnico Eagle made **\$548,300** in contributions to school-based initiatives, with investments since the beginning of operations totaling **over \$4.6M**.



EDUCATION & TRAINING

At Meadowbank / Whale Tail and Meliadine, the average number of hours of specific training decreased for Inuit employees in 2024. Specific training helps employees develop competencies related to a specific position.



Sanajiksanut Program, formerly known as the Labour Pool Process, is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees.

In 2024, the Sanajiksanut Program supported and implemented various community-based and on-site initiatives to facilitate access to employment for the Inuit workforce.

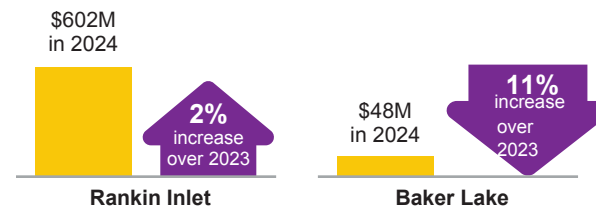


CONTRACTING & BUSINESS OPPORTUNITIES

Agnico Eagle spending with Inuit businesses in 2024 decreased by 3% compared to 2023, however as a proportion of total procurement, this increased from 65% in 2023 to 67% in 2024.

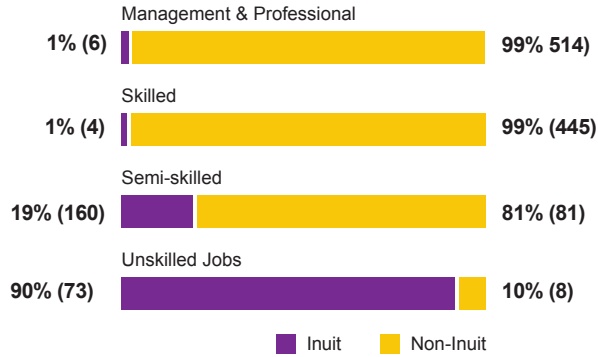


Agnico Eagle spending with Inuit businesses from Rankin Inlet and Baker Lake also increased in 2023:



Total contract expenditures in Nunavut in 2024 reached **\$886M**.

- ▶ **\$468M** at Meadowbank / Whale Tail
- ▶ **\$388M** at Meliadine



Regarding contractor employment, Meadowbank / Whale Tail had 6.4 FTEs and Meliadine had (7.6 FTEs) worked by Inuit employees living outside Nunavut in 2024.

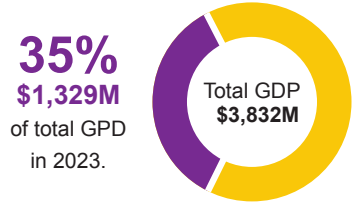
The change in population in Kivalliq communities between 2022 and 2023 has varied by community:



There was an overall population **increase of 1%** in the Kivalliq region (based on population estimates).

NUNAVUT ECONOMY

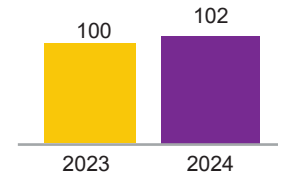
In 2024, Agnico Eagle payments from taxes and royalties, and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), **increased by 19%** to **\$208.5M** for a total to-date impact of **\$1.2B** from all sources.



Mining continues to contribute substantially to territorial gross domestic product (GDP), accounting for approximately.

COMMUNITY INFRASTRUCTURE

In 2024, 102 employees were referred to community health care centres, representing an increase in referrals over the previous year. Since 2018, **72%** of referrals to community health care centres have been for non-work-related conditions.

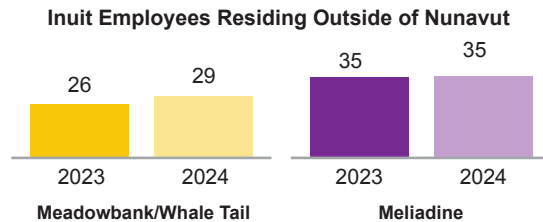


6 Incidents at Meadowbank / Whale Tail required the use of GN health services in 2023, an **decrease from 16** reported in 2023.

POPULATION DEMOGRAPHICS

The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

In 2024, the number of Inuit employees residing outside Nunavut slightly increased at Meadowbank / Whale Tail and Meliadine from the previous year. To date, there is no indication of people moving into Kivalliq communities because of mining.

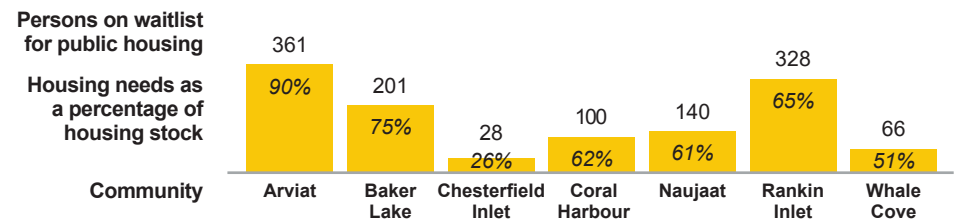


INDIVIDUAL & COMMUNITY WELLNESS

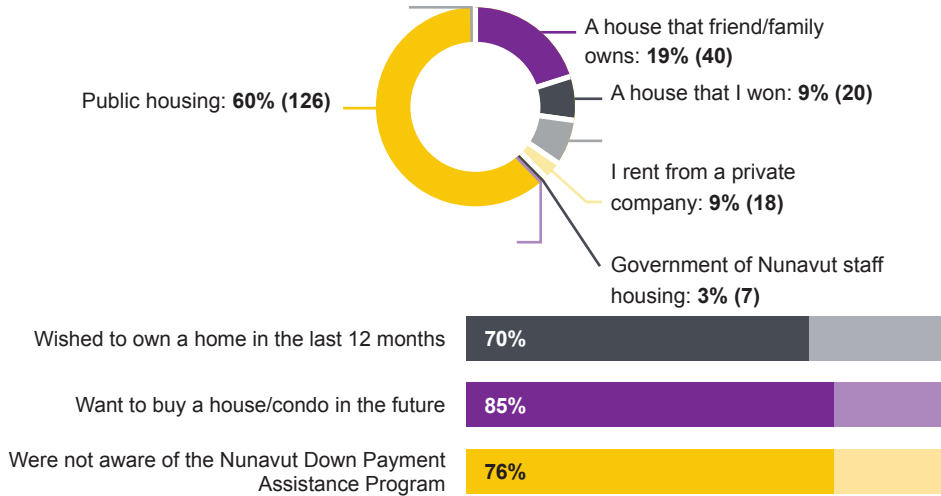


In 2024, there was a **5% increase** in the demand for public housing, with 1,224 people on the waitlist in the Kivalliq region. Only the community of Chesterfield Inlet had a slight decrease in the number of persons on housing waitlists compared to 2023.

Inuit and Nunavummiut employees who responded to the employment survey live in:

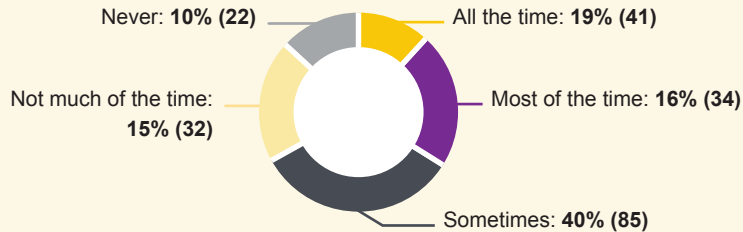


Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:

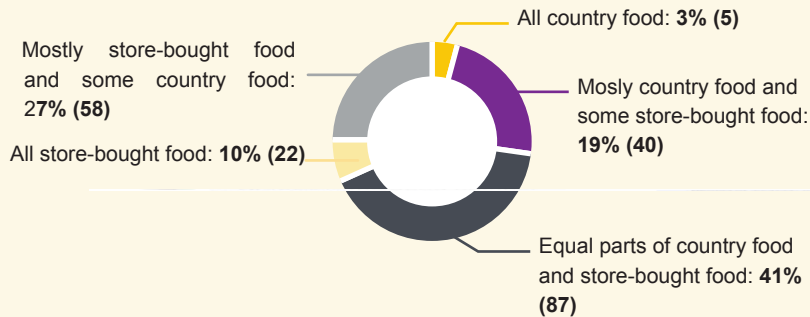


Food security remains an important issue for employees.

When Inuit and Nunavummiut employees were asked about whether they worry about food:



When asked about diet:



CULTURE & TRADITIONAL LIFESTYLE

In total, in 2024, Agnico Eagle made monetary contributions of **\$47,100** to support community traditional activities. Some of the Cultural and traditional activities supported by Agnico Eagle included:



- Family Day
- Nunavut Day
- Arts and Crafts
- Visit to Rankin Inlet Nickel Mine

The **use of the All-Weather Access Road (AWAR)** for traditional activities increased at both sites.

Meadowbank/Whale Tail



Meliadine



In 2024, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day, held various activities to support Inuit Arts and Crafts, and hosted country food nights.

In total, in 2024, Agnico Eagle made monetary contributions of **\$47,100** to support traditional activities.

CARIBOU MIGRATION

Meadowbank Complex

In 2023, surveys were conducted throughout the entire year to monitor migration near the Meadowbank mine. Road surveys, carried out in collaboration with HTO and KivIA, helped facilitate mitigation decisions along the AWAR and WTHR.

Caribou Migration Management at Meadowbank Complex

1 Collared Caribou



50 km

LEVEL 1

- On-going monitoring and road surveys every 2 days
- Site Notifications that Caribou are approaching

Group Size Threshold



4 km

LEVEL 2

- On-going monitoring and road surveys every day
- Agnico Eagle notifies KivIA, BLHTO, GN

Group Size Threshold



1.5 km

LEVEL 3

- Close road during sensitive season
- Agnico Eagle notifies daily KivIA, BLHTO, GN



PROJECT ROADS

- Caribou have Right-of-Way

AWAR and WTHR road closures due to caribou migration and wildlife observations (including caribou and muskox at the Meadowbank Complex):

All-Weather Access Road (AWAR)



Closed for 24 hours
80 days



Closed for less than 24 hours
26 days



Speed restrictions
16 days

Whale Tail Haul Road (WTHR)



Closed for 24 hours
33 days



Closed for less than 24 hours
24 days



Speed restrictions
60 days



Meliadine Mine

In 2023, surveys to monitor migration of the Qamanirjuaq herd near the Meliadine mine were performed from May 30th through July 25th. Road surveys, in collaboration with HTO and KiVia, helped facilitate mitigation decisions along the AWAR. Caribou were detected during surveys from May 30th to July 21st, and closure of the Site and/or AWAR was triggered between June 11th to July 11th.



AWAR road closures due to caribou migration at Meliadine:

All-Weather Access Road (AWAR)



Closed for 24 hours
7 days



Closed for less than 24 hours
17 days

Caribou Migration Management at Meliadine



LEVEL 1

- On-going monitoring throughout the year using collaring program data
- **Trigger:** 50+ caribou within 10km of Meliadine
- **Monitoring:** Ground survey every 2 days and review of satellite collar information 2x/week
- **Mitigation:** Daily site-wide warnings (including KIA, HTO, GN)
- **Duration:** 5 days or until Level 2 is reached (caribou within 5km of Meliadine)

LEVEL 2

- **Trigger:** Less than 50 caribou are within 5km of Meliadine

LEVEL 3

- **Trigger:** 50+ caribou within 5km of Meliadine
- **Monitoring:** ground survey 3x/day and review of satellite collar information min. 2x/week
- **Mitigation:** daily site-wide warnings (3x/day) about caribou. Work suspension protocol begins

MARINE MAMMAL AND SEABIRD OBSERVATION (MMSO)

Monitoring surveys were conducted along the shipping route between Helicopter Island and Baker Lake in 2023 by a local area marine wildlife monitor.



Vessels are required to transit south of Coats Island whenever the weather is safe to do so. The majority (18/23) of vessels servicing the Meadowbank and Meliadine projects in 2023 travelled south of Coats Island, with the exception of five occasions. They occurred in June (1), July (3) and October (1), due to unsafe conditions along the shipping route in Hudson Bay.



No incidents with marine mammals or seabird were reported for the 2023 shipping season for Meadowbank Complex and Meliadine.

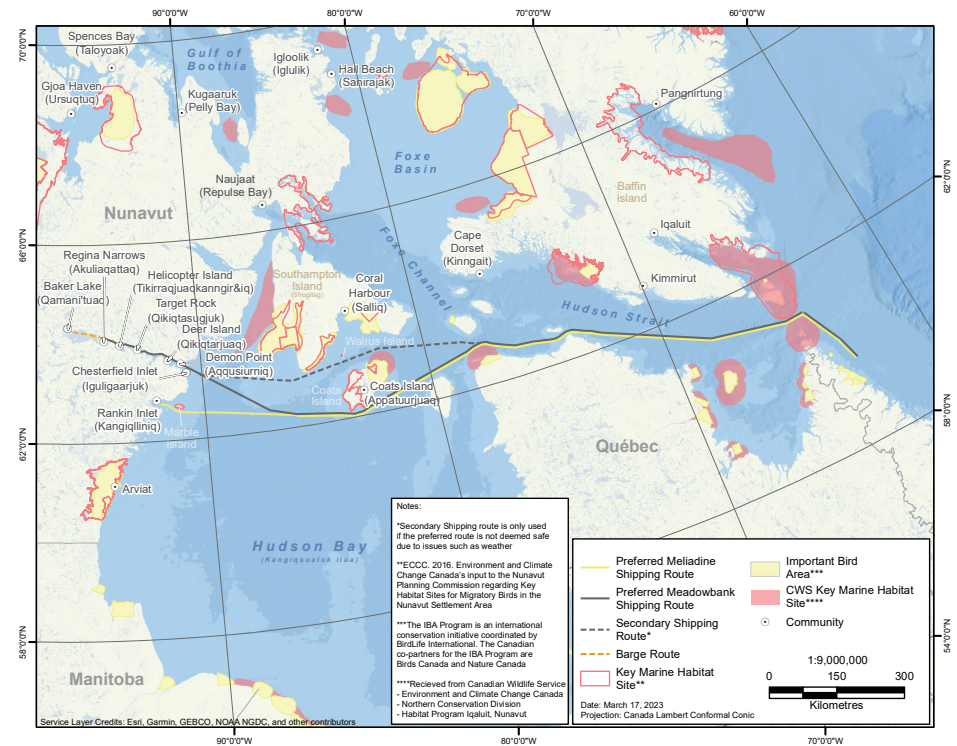


Figure 1.1-2: Marine Mammal and Seabird Observer Program Study Area along Shipping Route to Meliadine and Meadowbank Mines

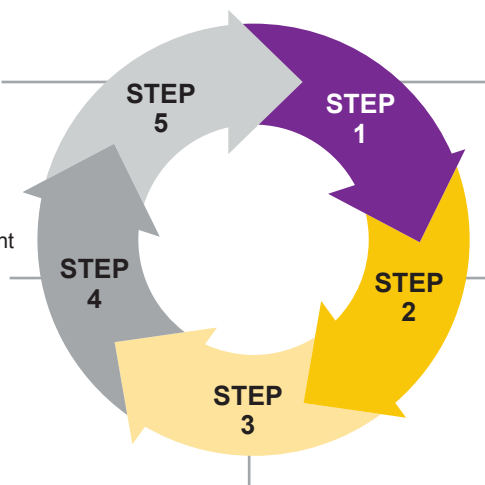
AQUATIC EFFECTS MONITORING PROGRAM (AEMP) / CORE RECEIVING ENVIRONMENT MONITORING PROGRAM (CREMP)

The Core Receiving Environment Monitoring Program (CREMP) at Meadowbank Complex and Aquatic Effects Monitoring Program (AEMP) at Meliadine Mine are the monitoring programs used to detect potential short term and long-term impacts to the receiving water environment related to mining activities. It is used to detect changes in water quality, sediment chemistry, or biological communities.



Based on the results, the following year's program is defined.

The external consultant writes a report, which is submitted to the NIRB/NWB with the Annual Report.



Sampling at specific locations in Lakes, following the CREMP and AEMP monitoring plans.

Samples are sent to an external laboratory for analysis.

An external consultant examines the results, which are compared with baseline studies and predictions to assess the impact of the mine on water bodies.

2023 Results:

Meadowbank and Whale Tail

Results of the 2023 monitoring indicated that changes observed in 2023 would not be expected to result in adverse effects to aquatic life.

Baker Lake

There was no evidence of any barge related impacts at impacted areas in Baker Lake.

Meliadine

Results of the 2023 monitoring in Meliadine Lake indicate that changes observed in 2023 are not expected to result in adverse effects to aquatic life as concentration for all parameters of interest remain below guidelines for protection of aquatic life.

The long-term water quality monitoring program in Meliadine Lake indicates some parameters have increased in the East Basin compared to baseline/reference conditions. However, the concentrations for all parameters of interest remain below guidelines for protection of aquatic life and the guidelines for drinking water quality.

Changes in water quality occurred in the Peninsula Lakes (A8, B7) and coincide with the construction and operations of the Mine.

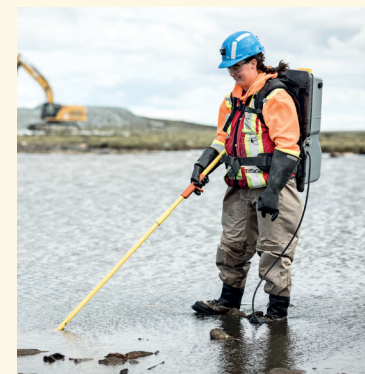
Agnico Eagle will continue to implement best practices as per the Dust Management Plan to mitigate the potential effects of the off-site migration of dust on the small lakes adjacent to the Mine.

Refer to the Meadowbank Complex and Meliadine Mine Annual Reports for more detailed information on the 2023 CREMP and AEMP monitoring program and results.



aemnunavut.ca/meadowbank-documents
aemnunavut.ca/meliadine-documents

Monitoring will continue in 2024.



DUSTFALL - ALL-WEATHER ACCESS ROAD (AWAR) / WHALE TAIL HAUL ROAD (WTHR)



The Meadowbank Complex has set up dustfall monitoring stations (transects) at different points along the AWAR and WTHR. There are a total of five (5) dustfall monitoring stations (2 on AWAR / 3 on WTHR).

These locations are set 25m, 100m, 300m and 1000m from the road on both sides.

Dustfall samples were collected three times during the summer season over a 30-day average period (throughout June to August) at each of the 5 transects (2 on AWAR / 3 on WTHR).

For Meadowbank and Whale Tail, 2023 average dustfall rates along the AWAR and WTHR road remained below the established dust management threshold. Dust management thresholds are established in the Meadowbank Complex Air Quality and Dustfall Management Plan, approved by the NIRB.

Dust Mitigation Measures (as per Air Quality and Dustfall Management Plan):

- Dust suppression (water or calcium chloride applied)
- Enforcing speed limits
- Grading of road surfaces
- Placement of new coarser material onto road surface
- Regular inspections of the road and undertaking of timely repairs

The Meliadine mine has set up dustfall monitoring stations (transects) at different points along the AWAR. There are a total of four (4) dustfall monitoring stations (3 on AWAR / 1 on Bypass Road).

These locations are set 25m, 100m, and 300m from the road on both sides. For the Bypass transect, the locations are set 60m, 120m, and 300m.

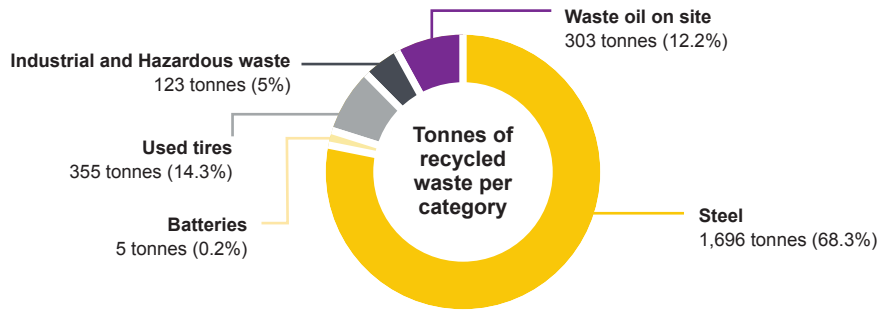
Dustfall samples are collected twice during the summer season over a 30-day average period (generally throughout July and August) at each of the 4 transects (3 on AWAR / 1 on Bypass Road).

For Meliadine, 2023 average dustfall rates along the AWAR and Bypass Road remained below the established dust management threshold. Dust management thresholds are established in the Meliadine Mine Air Quality Monitoring Plan, approved by the NIRB.



WASTE MANAGEMENT

In 2023, Agnico Eagle recycled **18% of the waste** generated at the Meadowbank Complex.

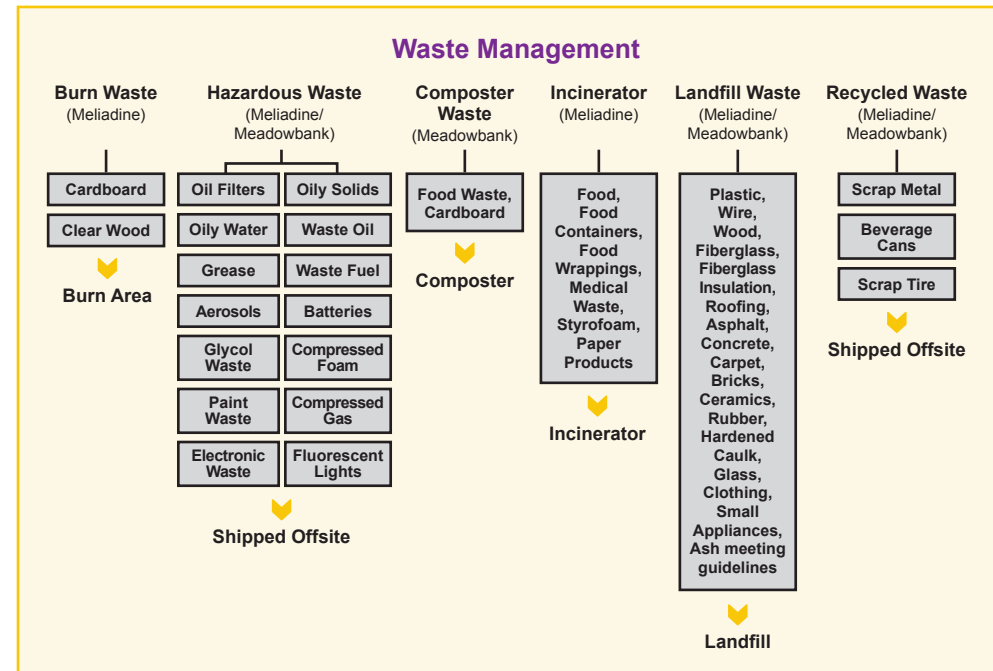
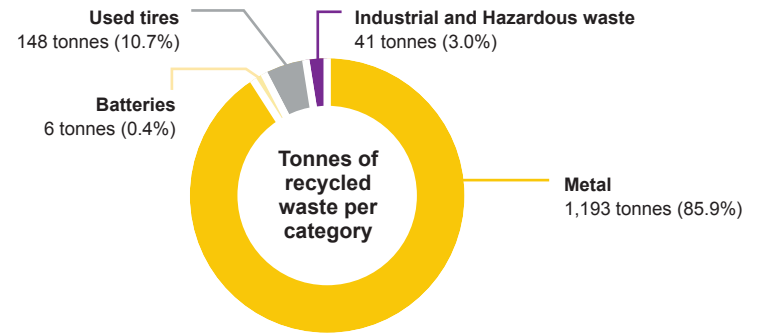


Composter

In 2023, **51,791 kg of cardboard** and **109,860 kg of food waste** was loaded into composter. A total of **163 totes** of compost was produced.



In 2022, Agnico Eagle recycled **21% of the waste** generated at the Meliadine mine.



GENERAL ENVIRONMENTAL INFORMATION

Other environmental monitoring programs are conducted every year at the Meadowbank Complex and Meliadine Mine. Detailed information can be found in the Annual Reports submitted to the NIRB, also available on the AEM Website:



aemnunavut.ca/meadowbank-documents/
aemnunavut.ca/meliadine-documents/





AGNICO EAGLE



AEMMeadowbankComplex | AEMMeliadine