



Hope Bay Project

Socio-economic Monitoring Program Plan Update

June 2023

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ACRONYMS AND ABBREVIATIONS

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

the Belt	Hope Bay Greenstone Belt
Agnico Eagle	Agnico Eagle Mines Ltd.
Care and Maintenance	Project activities consisting of regular site and infrastructure maintenance, and ongoing environmental monitoring to ensure a safe and stable condition, whilst Project development and operation activities are suspended.
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CPI	Consumer Price Index
Doris	Doris Mine
EFAP	Employee and Family Assistance Program
ERM	ERM Consultants Canada Ltd.
ESG	Environmental, Social and Governance
FEIS	Final Environmental Impact Statement
FTE	Full-time Equivalent
GN	Government of Nunavut
IIBA	Inuit Impact and Benefit Agreement
Inuit	Aboriginal peoples of northern Canada and Greenland. In the context of Nunavut, those enrolled under the Nunavut Agreement.
IOL	Inuit Owned Land
IQ	<i>Inuit Qaujimajatuqangit</i> – the traditional, current and evolving body of Inuit values, beliefs, experience, perceptions and knowledge regarding the environment, including land, water, wildlife and people, to the extent that people are part of the environment (QIA 2009 in NIRB 2012a).
KIA	Kitikmeot Inuit Association
KQB	Kitikmeot Qualified Business
KitSEMC	Kitikmeot Socio-economic Monitoring Committee
MEA	Mineral Exploration Agreement
NAC	Nunavut Arctic College
NBS	Nunavut Bureau of Statistics
NGMP	Nunavut General Monitoring Plan

NHC	Nunavut Housing Corporation
NIRB	Nunavut Impact Review Board
NTI	Nunavut Tunngavik Incorporated
Nunavummiut	Residents of Nunavut
NWB	Nunavut Water Board
Phase 2 Project	Phase 2 represents the next stage of continued mining operations within the Hope Bay Greenstone Belt, including mining at Madrid North, Madrid South and Boston sites, supported by continued operations at Doris and Roberts Bay.
RCMP	Royal Canadian Mounted Police
SAC	Stakeholder Advisory Committee
SEMC	Socio-economic Monitoring Committee
SEMP	Socio-economic Monitoring Program
the Project	Hope Bay Project
TMAC	TMAC Resources Inc.
TSM	Towards Sustainable Mining
TOR	Terms of Reference
UN	United Nations
VPs	Voluntary Principles
VSEC	Valued Socio-economic Component
The Working Group or SEMWG	Socio-economic Monitoring Working Group
WGC	World Gold Council

1. INTRODUCTION

1.1 The Hope Bay Project

Overview

Agnico Eagle Mines Limited (Agnico Eagle) holds mineral claims, leases and one Inuit Mineral Exploration Agreement that comprise an approximately 20 × 80 km property (Figure 1-1) in the Kitikmeot Region of Nunavut. These mineral holdings comprise the Hope Bay Belt (the Belt), on which the primary gold deposits Doris, Madrid North, Madrid South, and Boston are located.

The Hope Bay Project (“the Project”) includes the Doris Mine, the proposed Madrid-Boston Project, and other mineral exploration and development within the Belt.

In March of 2013, the Project was acquired by TMAC Resources Inc (TMAC) that owned and operated the Project until January 2021. On February 2, 2021, TMAC was purchased by Agnico Eagle Mines Limited (Agnico Eagle).

Doris Mine

The Nunavut Impact Review Board (NIRB) originally issued the Project Certificate for the Doris North Gold Project (NIRB Project Certificate No. 003) on September 15, 2006. The Project Certificate was renewed on April 11, 2013. In 2016, the Nunavut Impact Review Board (NIRB) and Nunavut Water Board (NWB) granted an amendment to the Doris North Project Certificate (NIRB Project Certificate 003, dated September 23, 2016) and Doris Type A Water Licence (NWB Type A Water Licence 2AM-DOH1323), respectively, to expand mine operations to six years and mine the full Doris deposit. Mining and milling rates were amended to a nominal 1,000 tonnes per day (tpd) to 2,000 tpd.

Madrid-Boston Project

The Madrid-Boston (Phase 2) Project Final Environmental Impact Statement (FEIS) was submitted to NIRB in December 2017, the FEIS final hearing was held in May 2018, and Project Certificate No. 009 was awarded on November 9, 2018. The FEIS covered the construction and operation of commercial mining at the Madrid (North and South) and Boston sites, and the continued operation of Roberts Bay and the Doris site to support mining at Madrid and Boston. Water use in 2019 was conducted in accordance with Type A Water Licence 2AM-DOH1323, the Type B Water Licences 2BB-BOS1727 for Boston, the Type B Water Licences 2BB-MAE1727 for Advanced Exploration at Madrid, and the Type B Water Licence 2BE-HOP1222 for regional exploration. Construction of Madrid-Boston began in 2019.

Ongoing Exploration and Development

Other activities within the Belt include the Hope Bay Regional Exploration Project (NWB Type B Water Licence 2BE-HOP1222), the Boston Advanced Exploration Project (NWB Type B Water Licence 2BB-BOS1217), and the Madrid Advanced Exploration Project (NWB Type B Water Licence 2BB-MAE1727).

Recent Developments

Following the purchase of the Hope Bay Project by Agnico Eagle in February of 2021, Agnico Eagle began to integrate Hope Bay and TMAC staff and operations into the company, maintain cash neutral gold production at Doris Mine, examine future development scenarios, and focus on gold exploration at Hope Bay.

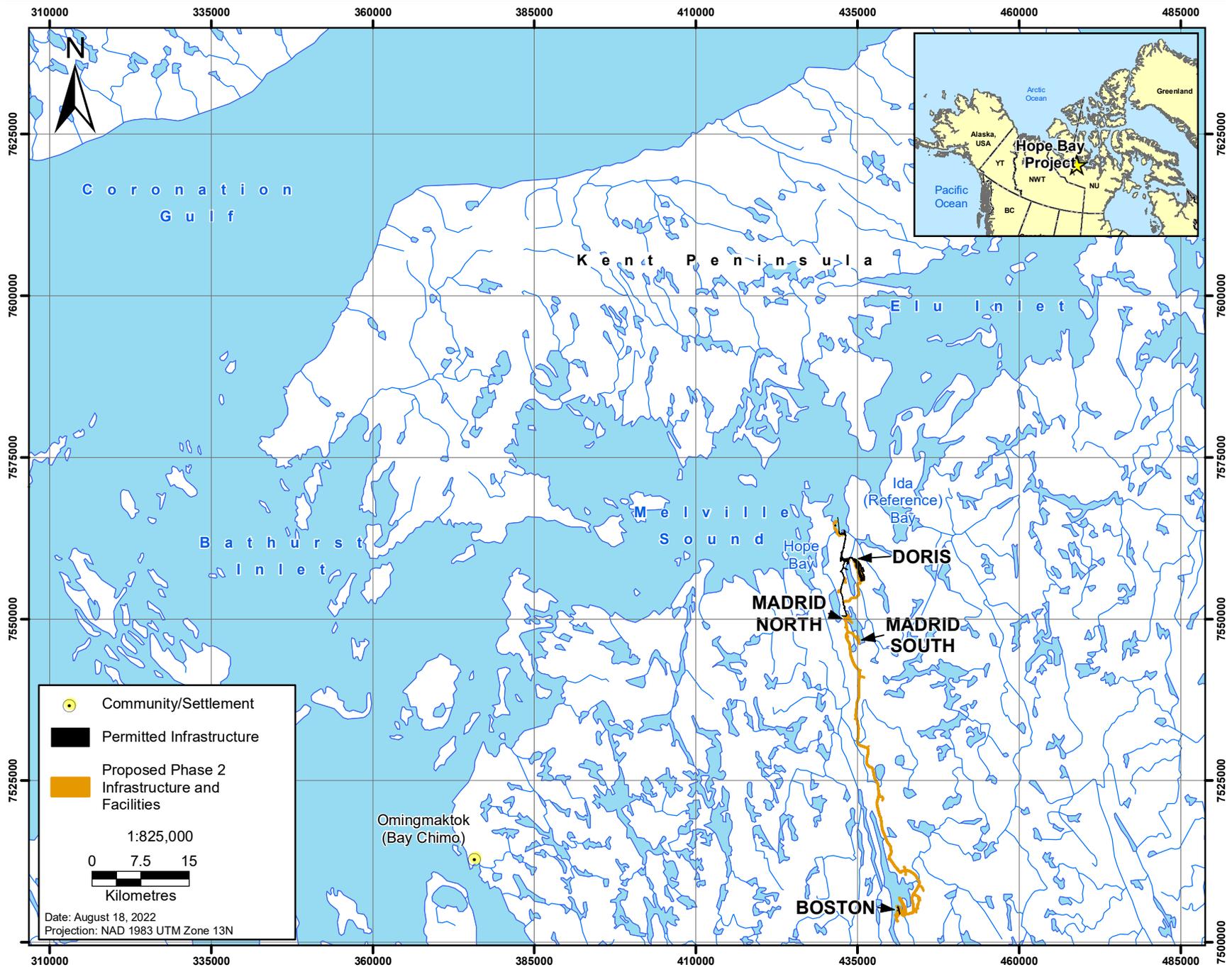


Figure 1-1: Hope Bay Project Location

On February 18, 2022, Agnico Eagle announced its decision to place the Doris Mill into Care and Maintenance and suspend production of the Project. On March 30, 2022, Agnico Eagle provided the NWB with a formal written notice of Care and Maintenance for the Doris-Madrid operations under Part J, Item 4 of the Water License. Care and Maintenance at Doris and Madrid includes the temporary suspension of ore extraction at Doris and Madrid and milling operation at the Doris Mine. Agnico Eagle intends to continue exploration activities (site activities) as well as management and modification of facilities to remain in regulatory compliance with various permits, licenses, and approvals for the Project.

Agnico Eagle has scheduled Care and Maintenance activities to the end of 2024.

1.2 Socio-economic Monitoring Program

1.2.1 History and Scope

The Doris North Socio-economic Monitoring Program (SEMP) was designed in 2007 based on the findings of the FEIS for the Doris North Project. The SEMP was developed to meet the requirements of Condition No. 28 of the Doris North Project Certificate (NIRB Project Certificate No. 003, issued on September 15, 2006). This condition required a Socio-economic Monitoring Committee¹ (SEMC) to be established for the Belt, with the goal of collecting, tracking, and sharing socio-economic data and trends. The condition also required the development of a SEMP. In August 2007 the SEMC Terms of Reference and SEMP Plan for the Doris North Gold Project was filed with NIRB².

1.2.2 Compliance Requirements

The SEMP has been developed to be compliant with the Nunavut Agreement, NIRB Amendment No. 2 of Project Certificate No. 003 (issued for the Doris North Project, dated September 23, 2016), NIRB Project Certificate No. 009 (issued for the Phase 2 Project), and the revised Terms of Reference for the Hope Bay Socio-economic Monitoring Working Group (SEMWG). This section describes the specific requirements related to socio-economic monitoring, which provides the basis for this updated Hope Bay SEMP Plan.

Nunavut Agreement

Article 12 Part 7 of the Nunavut Agreement provides for the establishment of a project-specific monitoring program as part of the terms and conditions contained in a NIRB Project Certificate. Subsection 12.7.2 describes the purpose of such a monitoring program as follows:

- To measure the relevant effects of projects on the ecosystemic and socio-economic environments of the Nunavut Settlement Area;
- To determine whether and to what extent the land or resource use in question is carried out within the predetermined terms and conditions; and
- To assess the accuracy of the predictions contained in the project impact statements.

These provisions apply to NIRB Amendment No. 2 of Project Certificate No. 003 and NIRB Project Certificate No. 009.

¹ SEMCs were established in 2007 as a regional approach to creating a discussion forum and information sharing hub that supports impacted communities and interested stakeholders to take part in monitoring efforts (Nunavut SEMC 2017).

² *Socio-economic Monitoring Program for the Doris North Gold Project*. Prepared for Miramar Mining Corporation by AMEC Earth & Environmental Ltd. (a division of AMEC Americas Ltd.). August 1, 2007.

NIRB Project Certificates Terms and Conditions

NIRB Amendment No. 2 of Project Certificate No. 003 (dated September 23, 2016) and Project Certificate No. 009 (dated November 9, 2018) include several conditions related to socio-economic monitoring (Table 1-1). All conditions apply to all project activities and phases³ and will be reported through the Proponent's annual reporting to the NIRB. The high-level objective of the conditions is to monitor socio-economic changes observed in the affected communities and compare to the predicted socio-economic impacts.

Table 1-1: Socio-economic Monitoring Terms and Conditions

Objective	Description	Responsibility
Term and Condition No. 28		
<p>To assess the socio-economic impact of the Project on affected communities of Nunavut and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.</p>	<ul style="list-style-type: none"> ■ The Hope Bay Belt SEMC is continued and renamed as the Hope Bay SEMWG. The invited members of the Hope Bay SEMWG shall include the Proponent, the Government of Nunavut (GN), Indigenous and Northern Affairs Canada [now Crown-Indigenous Relations and Northern Affairs Canada, CIRNAC], and the Kitikmeot Inuit Association (KIA) and any other invitees the members of the Working Group may, from time to time, invite to participate. ■ The central focus of the Hope Bay SEMWG shall be on collaborating to ensure that the Hope Bay Socio-economic Monitoring Plan provides for appropriate Project-specific socio-economic effects monitoring as required throughout the life of the Project. The Hope Bay Socio-economic Monitoring Plan shall apply to the Project as described in both the 2005 FEIS and the 2015 Amendment Application. ■ The Proponent, reflecting the input of the Hope Bay SEMWG, shall produce an annual Hope Bay Socio-economic Monitoring Plan report. 	<ul style="list-style-type: none"> ■ Proponent ■ GN ■ CIRNAC ■ KIA
Term and Condition No. 40		
<p>To monitor the socio-economic effects of the Project on affected communities of Nunavut and compare these effects to the impact predictions in the 2005 FEIS and the 2015 Amendment Application.</p>	<ul style="list-style-type: none"> ■ Within one (1) year of the issuance by the NIRB of an amended Project Certificate, the Proponent will submit an updated Doris North Socio-economic Monitoring Plan for the Hope Bay SEMWG review and comment that identifies any updates, changes and amended Terms of Reference for the Hope Bay SEMWG required to reflect the amendments to the Project as outlined in the 2015 Amendment Application. Any changes as agreed to by the Hope Bay SEMWG shall be submitted to the Nunavut Impact Review Board. 	<ul style="list-style-type: none"> ■ Proponent ■ Hope Bay SEMWG

³ Project phases include pre-construction (exploration and development), construction, operations, temporary closure/care and maintenance, closure and post-closure.

Objective	Description	Responsibility
Term and Condition No. 34		
<p>To assess the socio-economic impact of the Project on affected communities in Nunavut.</p>	<ul style="list-style-type: none"> ■ The Proponent shall continue to be an active member in the Hope Bay SEMWG. Invited members of this Working Group shall include the Proponent, the Government of Nunavut, Indigenous and Northern Affairs Canada [now Crown-Indigenous Relations and Northern Affairs Canada, CIRNAC], and the KIA. Working Group members may invite new participants on an as needed basis. ■ The central focus of the Hope Bay SEMWG shall be on collaborating to ensure that the Hope Bay Socio-economic Monitoring Plan provides for appropriate Project-specific socio-economic effects monitoring as required throughout the life of the Project. The Hope Bay Socio-economic Monitoring Plan shall apply to the Project as described in the FEIS for the Project. ■ The Proponent shall submit an updated Hope Bay Socio-economic Monitoring Plan to the Hope Bay SEMWG for review within one (1) year of the issuance of a Project Certificate. 	<ul style="list-style-type: none"> ■ Proponent ■ GN ■ CIRNAC ■ KIA
Term and Condition No. 35		
<p>To prepare for, monitor and mitigate the potential socio-economic effects of temporary or permanent mine closure on the affected communities of Nunavut.</p>	<ul style="list-style-type: none"> ■ Within six (6) months following an unanticipated temporary or final closure, and at least two (2) years prior to the planned Final Closure of the Project, the Proponent shall, in collaboration with the Hope Bay Socio-economic Working Group submit an updated Hope Bay Socio-economic Monitoring Plan to the Kitikmeot SEMC (referred to as KitSEMC) that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of the Project's temporary or permanent closure. 	<ul style="list-style-type: none"> ■ The Proponent ■ Hope Bay SEMWG ■ KitSEMC
Term and Condition No. 37		
<p>To monitor the extent to which businesses shift their businesses to become dependent on exclusively providing goods and services to the Proponent, resulting in existing customers losing access to necessary goods and services.</p>	<ul style="list-style-type: none"> ■ The Proponent shall track and report on project procurement of local and regional businesses and competition for access to local and regional businesses by existing customers. Specific indicator(s) to assess the potential for these effects shall be chosen and developed as agreed to by the Hope Bay SEMWG. Activities related to monitoring and development of mitigation, including use and disclosure of information and data, will adhere to the SEMWG Terms of Reference. 	<ul style="list-style-type: none"> ■ Proponent ■ Hope Bay SEMWG

Objective	Description	Responsibility
Term and Condition No. 39		
To monitor the socio-economic effects of the Project, including employment, on affected communities of Nunavut and compare these effects to the impact predictions made for the Project.	<ul style="list-style-type: none"> ■ The Proponent, reflecting input from the Hope Bay SEMWG and the KitSEMC, should include in its annual Hope Bay Socio-economic Monitoring Plan report levels of Inuit employment at the Project as well as barriers and opportunities to achieving the high levels of employment described on page 3-137 of the Madrid Boston Project Final Environmental Impact Statement. 	<ul style="list-style-type: none"> ■ Proponent ■ Hope Bay SEMWG
Term and Condition No. 41		
To ensure that the local, regional, and territorial training opportunities associated with the Project maximize opportunities for the regional workforce to obtain transferable skills and certifications.	<ul style="list-style-type: none"> ■ The Proponent is encouraged to work with training organizations and/or government departments offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for residents and employees to gain meaningful and transferable skills and certifications. The Proponent shall maintain an easily referenced listing of formal certificates and licences that may be acquired via on-site training or training during project employment. The listing should indicate which of these certifications and licences would be transferable to a similar job site within Nunavut. 	<ul style="list-style-type: none"> ■ Proponent ■ GN
Term and Condition No. 42		
To monitor demographic changes affecting the Kitikmeot communities and the territory as a whole to understand and evaluate the Proponent's predictions with regards to population demographics and whether any trends are identified which may be correlated with the Project.	<ul style="list-style-type: none"> ■ Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the KIA and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Cambridge Bay, Kugluktuk, Gjoa Haven, Taloyoak, Kugaaruk). The details of this process will be captured in the terms of reference for the project specific Phase 2 Hope Bay Belt SEMC. 	<ul style="list-style-type: none"> ■ Proponent
Term and Condition No. 43		
To demonstrate the incorporation of Inuit Qaujimaningit through monitoring plans developed for the Project.	<ul style="list-style-type: none"> ■ The Proponent should ensure that the development of all project monitoring plans, associated reporting and updates are undertaken with active engagement of Kitikmeot communities, land users, and harvesters. The Proponent should work with the KIA, the local Hunters and Trappers Organizations and the KitSEMC to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs for the Project. 	<ul style="list-style-type: none"> ■ Proponent ■ Hope Bay SEMWG ■ KitSEMC

Working Group Terms of Reference

The 2007 Terms of Reference (TOR) for the Doris North Project SEMC defined a methodology and set of indicators by which to monitor the socio-economic effects of the Doris Mine. These indicators were evaluated and reported on annually as part of the ongoing Doris North SEMP. In 2016, Amendment No. 2 of Project Certificate No. 003 renamed the monitoring committee as the Hope Bay SEMWG.

In March 2018, the Hope Bay SEMWG agreed on a revised Working Group TOR. The revised TOR defines the membership, roles and responsibilities, objectives, program framework, reporting and communications, and Working Group meeting requirements. The Working Group TOR (March 2018) is provided in Appendix A.

Socio-economic Monitoring Program Plan

To fulfil the requirements of Term and Condition No. 40 of NIRB Amendment No. 2 of Project Certificate No. 003, as well as Term and Condition No. 34 of NIRB Project Certificate No. 009, TMAC in collaboration with the Hope Bay SEMWG, updated and revised the scope, approach and methods (e.g., indicator selection, data sources, analysis, and evaluation) for the Hope Bay SEMP.

In February 2018 and January 2019, drafts of the updated SEMP Plan were provided to the Hope Bay SEMWG for review and comment. Comments received by the Working Group were considered and incorporated into the final SEMP Plan.

In September 2017, TMAC participated in a Territorial Socio-economic Monitoring Workshop with the Government of Nunavut (GN), Regional Inuit Associations, Nunavut Tunngavik Incorporated (NTI), and other project proponents (i.e., Agnico-Eagle Mines, Baffinland Iron Mines). The specific objectives of the workshop were to: 1) develop a consistent register of socio-economic indicators for project-specific socio-economic monitoring, where appropriate; 2) discuss methods for socio-economic analysis; 3) come to consensus on timing of socio-economic monitoring and reporting events; 4) discuss the design and delivery of voluntary surveys to address primary data collection requirements (including those required by Project Certificate Terms and Conditions), as necessary and agreed to; and 5) garner support for a common territorial reporting structure. Where appropriate, the results of this workshop were considered and incorporated into the Hope Bay SEMP Plan.

The placement of the Doris Mill into Care and Maintenance and the suspension of production of the Project, required Agnico Eagle to update the Hope Bay SEMP Plan in 2022. Term and Condition No. 35 of the Project Certificate states that *“Within six (6) months following an unanticipated temporary or final closure, and at least two (2) years prior to the planned Final Closure of the Project, the Proponent shall, in collaboration with the Hope Bay Socio-economic Working Group submit an updated Hope Bay Socio-economic Monitoring Plan to the Kitikmeot SEMC (referred to as KitSEMC) that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of the Project’s temporary or permanent closure.”* As such, this document was updated to monitor and mitigate the effects of the Project as related to care and maintenance implemented in March 2022, and to align the Plan with all phases of the Project (including temporary and final closure). This plan was provided for review and input to the SEMC / SEMWG. Additional feedback and direction on the preparation of this Plan was collected during the annual SEMC / SEMWG meeting held on December 13, 2022. The feedback, comments, and revisions received during the document review and the workshop were incorporated into the final version of this Plan presented in this document.

1.2.3 *Purpose of this Document*

This document provides the updated Hope Bay SEMP Plan. It has been developed:

- In fulfilment of Terms and Conditions for socio-economic monitoring and reporting, as applicable to the Doris Mine (Amendment No. 2 of Project Certificate No. 003) and the Phase 2 Project (Project Certificate No. 009); and
- To align it for socio-economic monitoring during all phases of the Hope Bay Project⁴ including the ongoing care and maintenance of the Project.

⁴ Project phases include pre-construction (exploration and development), construction, operations, temporary closure/care and maintenance, closure and post-closure.

2. SOCIO-ECONOMIC MONITORING PROGRAM FRAMEWORK

2.1 Scope

Hope Bay Project

This SEMP Plan applies to all Agnico Eagle current, planned and future activities within the Belt, including:

- Ongoing activities at the Doris site as described in NIRB Amendment No. 2 of Project Certificate No. 003 (dated September 23, 2016);
- Activities at the Doris, Madrid (North and South) and Boston sites, as described in NIRB Project Certificate No. 009 (dated November 9, 2018);
- Ongoing mineral exploration activities within the Belt; and
- Any future amendments or additional development activities within the Belt, in accordance with any associated Terms and Conditions that may be issued for the related Project Certificate(s).

Project Phases

For the above components and activities, this SEMP Plan applies to the full life-of-mine including exploration, development, construction, operation, temporary closure / care and maintenance, and closure and reclamation. Definitions for closure phases, as defined in the *Hope Bay Project Boston Conceptual Closure and Reclamation Plan (2017)*, are summarized below:

- **Permanent closure and reclamation:** referred to as ‘final closure’ or ‘permanent closure’ within this SEMP, “*permanent closure is the final closure of a mine site with no foreseeable intent by the existing proponent to return to either active exploration or mining*” (MVLWB and AANDC, 2013). This indicates that once closure activities on the site are complete, the site is anticipated to have no activity except post-closure monitoring and maintenance. Based on the current schedule, closure activities are expected to take less than three years.
- **Temporary closure:** “*When an advanced mineral exploration or mining operation ceases with the intent of resuming activities in the near future*” (MVLWB and AANDC, 2013). The duration of temporary closure will be proposed by Agnico Eagle based on the requirements of the operation, and temporary closure could last weeks or years depending on the factors contributing to the temporary closure.

Calendar year of 2022 (January 1 to December 31) will provide the first year of monitoring and reporting under this updated SEMP Plan. During the post-closure period, a significant amount of Project-related data would no longer be available. The decision to conclude Project-specific socio-economic monitoring led by Agnico Eagle would be made in agreement with the SEMWG, with the understanding that Project-specific monitoring should not be duplicative of regional or territorial socio-economic monitoring undertaken by the GN.

Throughout this SEMP, references to the Project include all activities and phases identified above.

Study Area

The study area for the monitoring program includes the communities of the Kitikmeot Region including Kugluktuk, Cambridge Bay, Gjoa Haven, Taloyoak, and Kugaaruk (Figure 2-1).

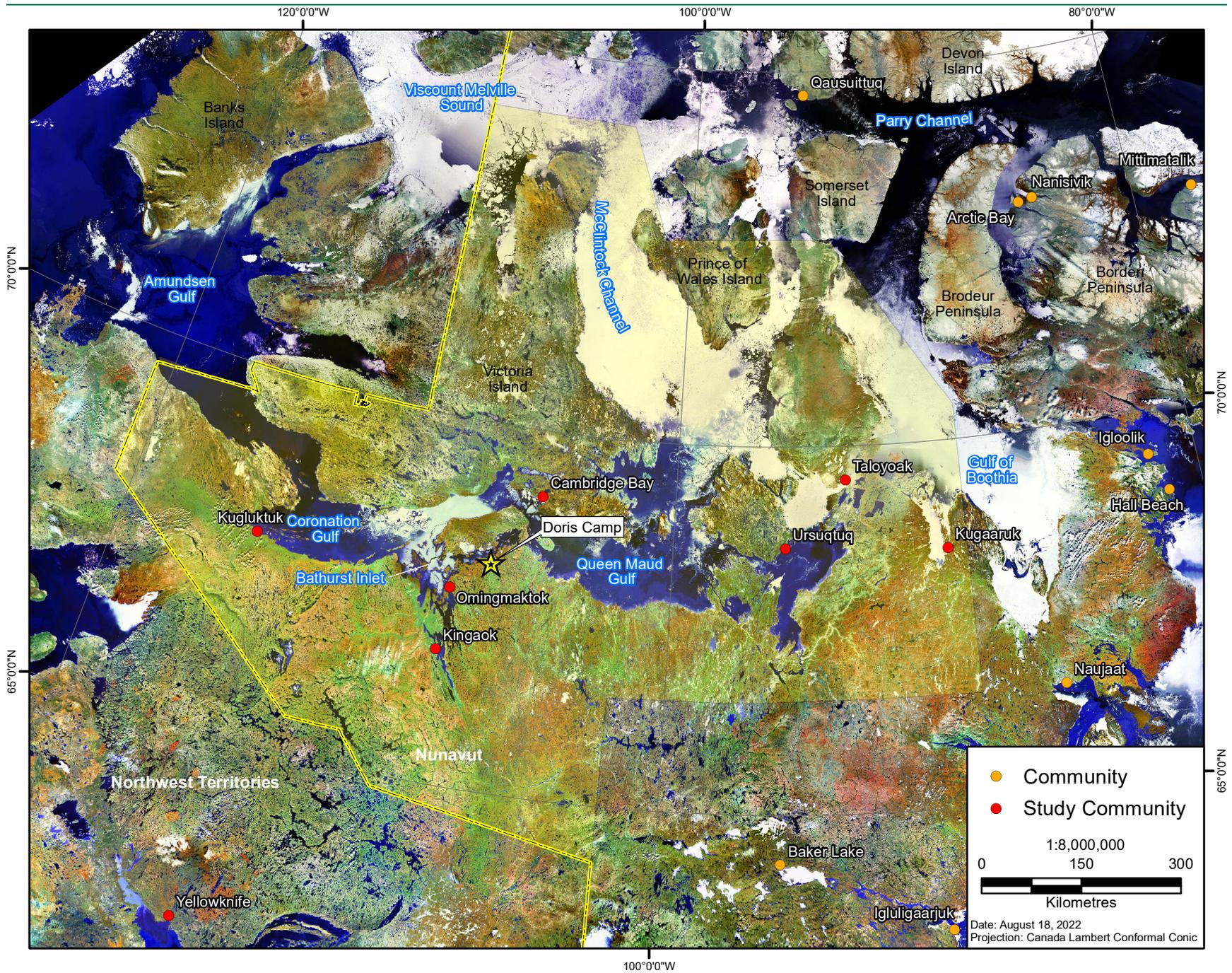


Figure 2-1: Socio-Economic Monitoring Program Study Area

2.2 Objectives

The Hope Bay SEMP is designed to support compliance with the requirements listed in Section 1.2.2. The SEMP also supports Agnico's commitments to fulfil best practices for social responsibility, and to provide relevant and timely information to support community development and management of socio-economic effects.

Specific objectives of the Hope Bay SEMP are to:

- Verify the accuracy of the socio-economic impact predictions made in the Doris North Project FEIS (2006), the 2015 Amendment Application for the Doris North Project, and the Madrid-Boston (Phase 2) FEIS (2017), as well as any subsequent impact assessments for other Hope Bay Project components that may be developed within the Belt;
- Review the findings of the SEMP in collaboration with other members of the Hope Bay SEMWG, to identify socio-economic changes in the Kitikmeot communities and consider the potential influence of the Project on these changes;
- Determine the effectiveness of mitigation measures, and add or adjust mitigation measures if measures are shown to be ineffective (adaptive management);
- Identify any unanticipated effects, and adaptively mitigate as appropriate;
- Consider and incorporate *Inuit Qaujimajatuqangit* (IQ) into the SEMP, ensuring that, wherever possible, the monitoring program design and methodologies are culturally appropriate;
- Provide an annual report to NIRB that will meet the reporting requirements as set out in Amendment No. 2 of Project Certificate No. 003, Project Certificate No. 009, and the Hope Bay SEMWG TOR (Appendix A); and
- Review and modify the SEMP Plan to improve its effectiveness, if considered necessary by Hope Bay SEMWG members or as triggered by Project phases changes.

2.3 Management Context

2.3.1 Socio-economic Working Group

The Hope Bay SEMWG supports the implementation of the Hope Bay SEMP. The Working Group members are:

- Agnico Eagle
- KIA
- GN
- CIRNAC

The activities of the SEMWG are formalized by the SEMWG TOR (Appendix A), developed in collaboration between TMAC, the KIA, the GN, and CIRNAC, and confirmed in March 2018; since February 2021, Agnico Eagle has been responsible for compliance with the Working Group TOR (Appendix A).

The SEMWG supports the regional monitoring activities of the Kitikmeot SEMC (KitSEMC, described below) through the implementation of the Hope Bay SEMP. In addition, the SEMWG will fulfil other

socio-economic Terms and Conditions of NIRB Amendment No. 2 of Project Certificate No. 003 and of Project Certificate No. 009, as applicable.

The SEMWG TOR acknowledges that each member has access to different data sets that can inform the Hope Bay SEMP. Agnico Eagle is best positioned to provide data regarding the Project's workforce, employment, procurement, and training, as well as other Project-specific data; the governments of Nunavut and Canada can report on public statistics for health and wellbeing, food security, demographics, and other community-level socio-economic indicators; and the KIA can provide information related to Inuit land use, culture and other interests.

2.3.2 Kitikmeot Socio-economic Monitoring Committee

In addition to the Project-specific Working Group and SEMP, the Nunavut Agreement also provides for regional socio-economic monitoring committees (regional SEMCs), which are intended to complement and support the work of the project-specific monitoring programs within a Nunavut region.

The regional SEMC relevant to the Project is the KitSEMC. The objectives of the KitSEMC are:

- To ensure that major development projects comply with their permits by meeting their socio-economic monitoring requirements during the environmental assessment, approval, and monitoring processes as required by NIRB and the Nunavut Agreement;
- To bring together communities, governments and their agencies, Regional Inuit Associations, and project proponents in a unique forum that encourages discussion and information-sharing among all parties;
- To collect baseline data that is validated by local and traditional knowledge;
- To provide a consistent participation forum for stakeholders; and
- To support the project-specific Socio-economic Monitoring Working Groups by collecting and disseminating information, facilitating meetings, and reporting to NIRB.

In this regard, the Hope Bay SEMP relies on the work of the KitSEMC, especially with respect to data and information for the community-level socio-economic indicators defined for the monitoring program (Section 3).

The relationship between the Project-specific Working Group and the regional KitSEMC is illustrated in Figure 2-2. Roles and responsibilities of KitSEMC, Agnico Eagle, and the Working Group are described in Section 5.

2.3.3 Project Socio-economic Impact Mitigation and Management

The Project has instituted a number of operational plans, procedures, and standards to better manage and mitigate adverse Project-related socio-economic effects, and to enhance positive effects. These measures stem from both internal corporate requirements and from potential adverse effects identified during the environmental approval process. Key management plans are described below, followed by an outline of specific mitigation measures intended to address particular socio-economic impacts.

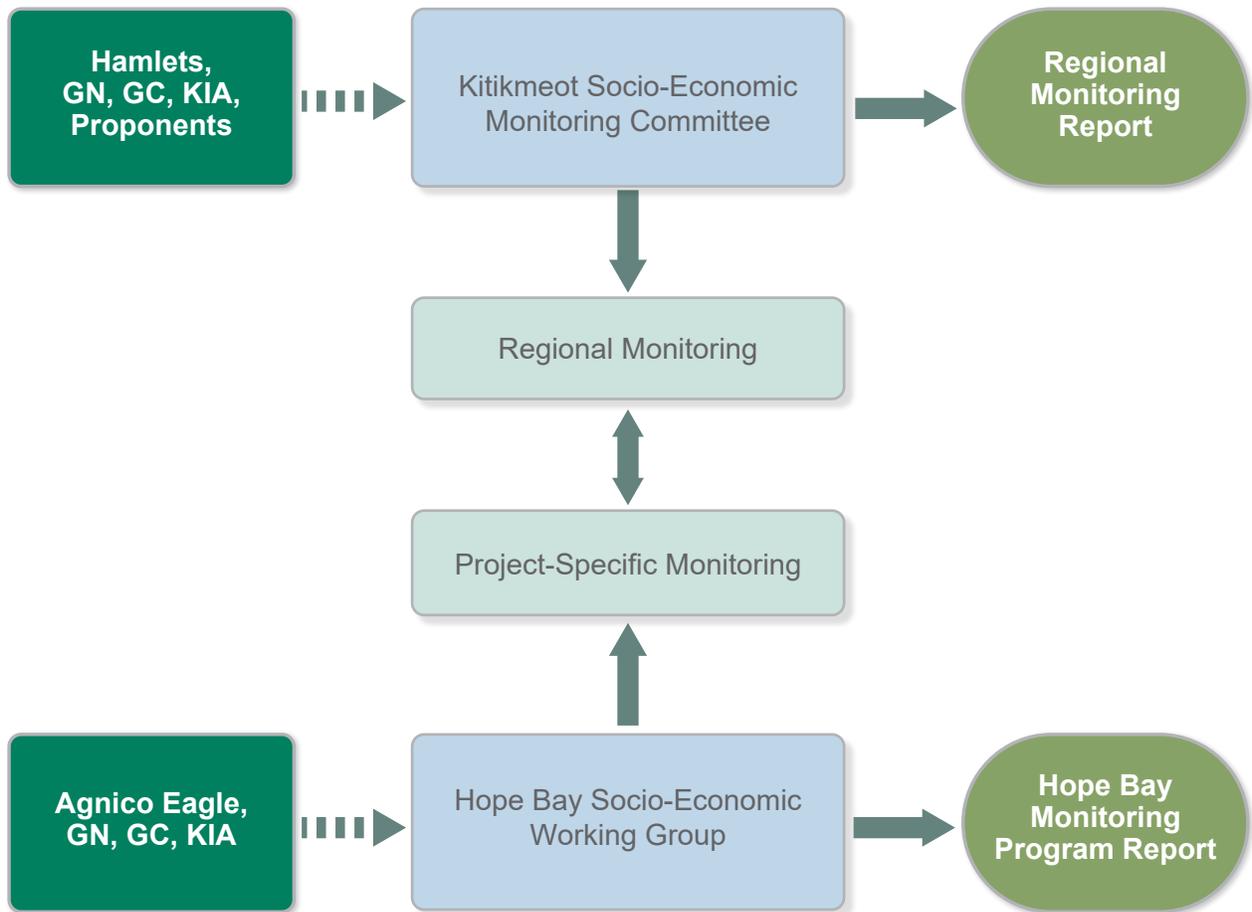


Figure 2-2: Relationship between Project-Specific and Regional Monitoring Programs

Mitigation and Management Framework

Table 2-1 summarizes key socio-economic mitigation and management measures related to the Project, and as described in the Doris Amendment Application and the Madrid-Boston (Phase 2) FEIS.⁵ Agnico Eagle is also committed to establishing and maintaining the following plans to support the implementation and monitoring of mitigation measures for the Project:

- The **Community Involvement** Plan describes how Agnico Eagle identifies and engages with community stakeholders, and how Agnico provides information, solicits feedback, and reports on engagement activities and outcomes. The Plan outlines commitments to workplace conduct, community complaints procedure, workforce communications, local procurement, and other related programs. The Plan provides for community meetings and career awareness sessions in the Kitikmeot, as well as for participation in regional events organized by third parties.
- The **Human Resources Plan** provides a framework for human resources management including education and training (on-the-job, and through collaboration with regional agencies and institutions), recruitment, hiring, orientation, and compensation. The plan also includes human resource provisions for temporary or final closure.
- The Human Resource Plan also addresses the development of a **Workforce Transition Strategy** upon temporary or final closure. The strategy addresses measures designed to mitigate negative effects of closure on communities in the event of temporary or final closure.
- The **Employee and Family Assistance Program (EFAP)** provides support to Inuit workers and their families including support related to family matters, mental health concerns, and addictions.

The **Inuit Impact and Benefit Agreement (IIBA)** between Agnico Eagle and the KIA also provides for the implementation of many of the socio-economic mitigation measures identified in Table 2-1; further information about the IIBA is provided in Section 2.3.4. In particular, the IIBA provides particular provisions for Inuit employment, business development and procurement, training, and socio-economic impact monitoring.

In addition to mitigation measures described in the Doris Amendment Application or the Madrid-Boston (Phase 2) FEIS (Table 2-1), and not representing specific commitments, Table 2-2 proposes measures that could be implemented to reduce, remove, or mitigate Project's socio-economic effects related to temporary or final closure. Note that some of the temporary closure mitigation measures apply to current and recent employees of Agnico Eagle; this wording was included to recognize the special circumstances created by the COVID-19 pandemic which prevented Nunavut-based employees from working on-site in 2020 and 2021, immediately prior to the decision to move into care and maintenance in early 2022.

The above measures will work to prepare workforce in the Kitikmeot Region to find and transition to alternative employment, thereby reducing the potential regional unemployment rate resulting from temporary and / or final closure. Additionally, hiring local and regional workers and businesses during Project temporary or final closure will help to keep a portion of the spending in the region.

While temporary closure is harder to predict and prepare for, some of the proposed measures can be initiated during temporary closure. For planned final closure, there will be time to define, assess, and implement the above measures. Mitigation measures implemented to reduce the loss of employment and business opportunities will have mitigating impacts on other VSECs (e.g., community wellbeing).

⁵ The Madrid Advanced Exploration Program Type B Application did not recommend additional mitigation or management measures.

Table 2-1: Summary of Mitigation and Enhancement Measures

Topic	Madrid-Boston (Phase 2) FEIS	Doris Amendment Application ¹
Economic Development	<p>Construction and Operation:</p> <ul style="list-style-type: none"> ■ Maximize business and employment opportunities ■ Capacity building ■ Monetary contributions to Inuit associations (as defined by IIBA) <p>Preparing for Temporary / Final Closure:</p> <ul style="list-style-type: none"> ■ Communication of project schedule to allow governments, businesses, and other organizations to prepare for change 	<ul style="list-style-type: none"> ■ Provide annual business forecasts ■ Promote awareness of employment and procurement opportunities within Kitikmeot communities
Contracting and Business Expenditures	<p>Construction and Operation:</p> <ul style="list-style-type: none"> ■ Promote awareness of procurement opportunities within the Kitikmeot Region ■ Provide annual business opportunities forecast ■ Provide assistance, feedback, information and lead time to Kitikmeot contractors to support local procurement ■ Require local content plans on major bids ■ Waive bond provisions at tender for Inuit owned businesses ■ Communicate the Project's schedule ■ Bid preparation training program for Inuit ■ Offering contracts open only to Kitikmeot Qualified Businesses <p>Preparing for Temporary / Final Closure:</p> <ul style="list-style-type: none"> ■ Communicate the Project's activities and schedules ■ Identify Kitikmeot Qualified Businesses as well as other Inuit and non-Inuit businesses in the Kitikmeot region that can support Care and Maintenance and Closure activities to continue to provide some contracting opportunities ■ Promote awareness of procurement opportunities and contracting forecast related to Care and Maintenance and Closure activities 	<ul style="list-style-type: none"> ■ Provide assistance, feedback, information and lead time to Kitikmeot contractors to support local procurement ■ Require local content plans on major bids ■ Waive bond provisions at tender for Inuit owned businesses

Topic	Madrid-Boston (Phase 2) FEIS	Doris Amendment Application ¹
Employment	<p>Construction and Operation:</p> <ul style="list-style-type: none"> ■ Give Inuit first opportunity for employment and develop Career Development Plans for Inuit employees ■ Develop and implement a Recruitment Strategy ■ Develop Human Resource Strategy that addresses training and education <p>■ Collaborate and partner with relevant agencies and contractors to ensure skill requirements are being met (see Education and Training)</p> <ul style="list-style-type: none"> ■ Build cultural awareness and enforce harassment policies to support employee retention ■ Offer Community Information and Career Awareness Sessions in the Kitikmeot communities <p>Preparing for Temporary / Final Closure:</p> <ul style="list-style-type: none"> ■ Workforce Transition Strategy ■ Support training and career development opportunities prior to closure ■ Assist employees to identify opportunities for career succession planning and employment ■ Identify skills acquired during employment with the Project and match the identified skills to similar positions available at Reclamation and Closure / Temporary Closure ■ Assist Kitikmeot employees in identifying ongoing employment and training opportunities that require existing or complementary skills, including assisting workers in identifying available external resources 	<ul style="list-style-type: none"> ■ Employ Inuit workers, including preferential hiring where possible ■ Build cultural awareness within workforce, and adhere to principles of IQ as much as possible ■ Collaborate with training institutions ■ Develop and implement a Recruitment Strategy <hr/> <ul style="list-style-type: none"> ■ Host a summer program for students to get exposure to trades and technology ■ Provide detailed staff schedule to the GN and KIA annually, including title and number of positions required, by department and work area
Education and Training	<p>Construction and Operation:</p> <ul style="list-style-type: none"> ■ Collaborate with education and training providers (including Nunavut Arctic College and Department of Education) and the KIA to develop training programs and initiatives, including those geared toward the employment of women and youth ■ Set annual and long-term Inuit Training Targets 	<ul style="list-style-type: none"> ■ Active involvement in Cambridge Bay Community Readiness Committee, KIA ASETS Program Working Group, and Nunavut Mine Training Roundtable ■ Joint venture with drilling contractor at Kitikmeot Corporation to train Inuit drillers

Topic	Madrid-Boston (Phase 2) FEIS	Doris Amendment Application ¹
Education and Training <i>(cont'd)</i>	<ul style="list-style-type: none"> ■ Create, maintain, and annually update a list of relevant education and training opportunities for Inuit workers ■ Annually evaluate and report on the Inuit Training Target achievements, training and recruitment plans, improving compliance with Inuit Training Targets and funded activities ■ Establish talent management initiatives for training, career planning, and advancement 	<ul style="list-style-type: none"> ■ Work with education and training providers to develop training programs geared toward long-term employment of women in non-traditional occupations ■ Communication with Department of Education on planned initiatives relating to youth employment
Migration, Community Infrastructure, and Public Services	<ul style="list-style-type: none"> ■ Accommodate Project workers at site in camps, rather than in local communities ■ Provide air transportation to and from the point of hire and the Project site for residents of the Kitikmeot communities ■ Maintain communication with community service providers to monitor and address issues ■ Assist in the development of collaborative adaptive management measures 	<ul style="list-style-type: none"> ■ Maximize local participation in employment and contracting to minimize need for outside workers
Individual and Community Health and Wellness	<ul style="list-style-type: none"> ■ Offer an Employee and Family Assistance Program (EFAP) to provide services to assist workers with personal challenges, family matters, mental health concerns, and alcohol, drug and gambling dependencies, etc. ■ Where available, serve country foods on site, commensurate with the level of demand and nutritional needs of Inuit employees ■ Provide country food kitchens (for self-service country foods preparation) and cultural activities on site ■ Maintain a drug and alcohol policy which includes “zero tolerance” at the Project ■ Provide on-site access to communication facilities to allow communication between Inuit employees and their spouses and families ■ Ongoing consultation with Inuit employees to identify their needs, issues and concerns 	<ul style="list-style-type: none"> ■ Provide qualified medical personnel and pre-employment medical exams ■ Develop emergency response and contingency plans ■ Enforcement of zero-tolerance alcohol and drug policy, and provide related education and support ■ Collaborate with regional health services and local protective services ■ Orientation and workplace fairness programs ■ Facilitate workshops for family financial management ■ Formal processes for issue resolution ■ Keep family/community groups of workers together for peer support ■ Free and confidential access to EFAP ■ Conduct pre-employment criminal record checks ■ Provide on-site access to communications facilities to enable communication between employees and their families

¹ Includes the Amendment Application (ERM 2015) and responses to final written submissions (TMAC 2016).

Table 2-2: Proposed Mitigation Measures for Temporary and/or Final Closure

Proposed Mitigation Measure	Associated Topic / Valued Socio-Economic Component (VSEC)
<p>Introduction of Agnico Eagle Redeployment Plan (which acts as the Workforce Transition Strategy) that involves identifying and offering alternative jobs whenever possible at other Agnico Eagle sites for affected production workers. Through this plan, Agnico Eagle remained committed to finding alternate working options for its employees. The introduction of this plan since the suspension of production at the Doris Mine, and ongoing Care and Maintenance phase (in progress to 2024), resulted in 73% of affected Hope Bay Project workers being retained by Agnico Eagle to work on other sites. Note that most of the retained employees were from Southern communities as COVID-19 restrictions prevented Nunavut-based employees from working on-site; several of these redeployed workers were Nunavummut living in southern Canada.</p>	<ul style="list-style-type: none"> ■ Employment
<p>Establish a multi-party working group to define community goals for the post-mining future, and partner in the planning and implementation of socio-economic transition during closure.</p>	<ul style="list-style-type: none"> ■ Economic Development ■ Contracting and Business Expenditures ■ Employment
<p>Assess the development of a strategy to help transition employment and procurement from opportunities available during operations, to those available during advanced exploration, care and maintenance, or decommissioning and reclamation.</p>	<ul style="list-style-type: none"> ■ Economic Development ■ Contracting and Business Expenditures ■ Employment
<p>Work with other regional industries and organizations (e.g., through the regional Labour Demand Analysis) to gain an understanding of what skills and qualifications are lacking and identify opportunities for Project employees (current and recent e.g., those employed by Agnico Eagle between 2019 to 2022) to attain those skills and qualifications to facilitate employee transition to other industries. Provide information on local and regional resources for impacted workers to access re-training and other supports.</p>	<ul style="list-style-type: none"> ■ Employment ■ Education and Training
<p>In collaboration with community organizations, develop a program to help employees (current and recent e.g., those employed by Agnico Eagle between 2019 to 2022) identify and secure new employment with other mining projects or with businesses available in the Kitikmeot Region.</p>	<ul style="list-style-type: none"> ■ Employment ■ Education and Training
<p>Agnico Eagle, with support from community organizations, to provide one-on-one support to employees (current and recent e.g., those employed by Agnico Eagle between 2019 to 2022) to develop resumes and skills profiles to allow for an easier job transition.</p>	<ul style="list-style-type: none"> ■ Employment ■ Education and Training ■ Individual and Community Health and Wellness
<p>Explore support for training and education programs beyond mining industry to be delivered in Kitikmeot communities, for example in information technology or renewable energy industries, to support skill development of regional workforce to help workforce transition to other industries and support development of regional business base.</p>	<ul style="list-style-type: none"> ■ Employment ■ Education and Training ■ Individual and Community Health and Wellness
<p>Support, in collaboration with local economic development organizations, delivery of entrepreneur start-up workshops in Kitikmeot communities.</p>	<ul style="list-style-type: none"> ■ Education and Training ■ Contracting and Business Expenditures

Proposed Mitigation Measure	Associated Topic / Valued Socio-Economic Component (VSEC)
Engage with Kitikmeot communities (e.g. through open houses) to discuss Project schedules and activities and community expectations, and collaboratively strategize for future activities.	<ul style="list-style-type: none"> ■ Migration, Community Infrastructure, and Public Services ■ Individual and Community Health and Wellness
Develop and implement a closure social investment strategy, aligned with community and government planning, to support sustained community well-being during transition and beyond closure.	<ul style="list-style-type: none"> ■ Individual and Community Health and Wellness
Coordinate with community and family services to provide family supports, such as an extension of employee and family assistance programming, financial management training, and assist employees to apply for EI and other benefits.	<ul style="list-style-type: none"> ■ Individual and Community Health and Wellness

2.3.4 IIBA Implementation Committee

In accordance with Article 26 of the Nunavut Agreement, an IIBA for the Doris North Project was negotiated between the KIA and Miramar Hope Bay Ltd. (then-owners of the Project) and signed in 2006. A key feature of this agreement was the establishment of an Implementation Committee made from representatives of both the KIA and the Project proponent. From 2007, this committee met frequently and regularly to consider Inuit employment, contracting, training, and other Project related matters. Kitikmeot Inuit are rightsholders in the region, and as such, the Implementation Committee has been instrumental in addressing a number of real and potential Project impacts to the satisfaction of Agnico Eagle and the KIA.

The IIBA was revised for the Project in March 2015 and it replaces the former Doris North IIBA, being applicable to future phases of the project over the 20-year term of the agreement. The Implementation Committee established for the IIBA ensures that the provisions of the IIBA are met. The Hope Bay IIBA Implementation Committee continues to meet at least once a year.

2.3.5 Agnico Eagle Relevant Policies

Agnico Eagle’s guiding principles relevant to socio-economic monitoring include:

- Open and transparent communications;
- Safe production;
- Highest standards of honesty, responsibility and performance;
- Highest levels of employee engagement;
- Sharing and developing employees’ skills and expertise;
- Encouraging respectful open debates and healthy discussions;
- Recognizing success resulting from both exceptional contributions and teamwork;
- Clarity on people’s roles and contributions; and
- Diversity and inclusion.

Agnico Eagle is guided by:

- Business Sustainability;

- Sustainable Development;
- Business Conduct and Ethics;
- Anti-corruption;
- Security and Human Rights;
- Public Policy Initiatives; and
- Stakeholder Advisory Committee.

Business Sustainability

To build a business that generates superior long-term returns for Agnico's shareholders, creates a great place to work for employees and contributes positively to the communities in which Agnico operates.

Sustainable Development

Agnico Eagle's Sustainable Development Policy is based on its commitment to create value for shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families, the communities and respecting human rights, cultures, customs and values of those impacted by our activities. Through this policy, Agnico is committed to, amongst others, assess potential impacts and risks associated with our activities throughout the lifecycle of our projects or operations, design and operate our facilities to ensure that effective controls and technologies are in place to minimize and mitigate identified risks, regularly measure and verify our performance, and build a relationship with our stakeholders and rights-holders based on trust through open and transparent communication.

Business Conduct and Ethics

Agnico Eagle's Code of Business Conduct and Ethics outlines the standards of ethical behavior Agnico expects from its employees and those working on Agnico's behalf around the world. The Code applies to all directors, officers, employees, and agents and commits them to conducting business in accordance with all applicable laws, rules, and regulations and to the highest ethical standards. Agnico also adopted a Code of Business Ethics for consultants and contractors and a Supplier Code of Conduct. The Audit Committee is responsible for monitoring compliance with the adopted codes. Agnico's a toll-free "whistleblower" ethics hotline is available for anonymous reporting of any suspected violations of the Code of Business Conduct and Ethics, including concerns regarding accounting, internal accounting controls or other auditing matters, Code of Conduct violations, ethical conflicts, environmental issues, harassment, or discrimination.

Anti-corruption

Agnico Eagle aims to conduct business in accordance with all applicable laws, rules and regulations and the highest ethical standards. Agnico does not tolerate bribery or corruption and is committed to acting professionally, honorably and with integrity in all business dealings and relationships. Operations and business activities are assessed on a periodic basis to ensure that the requirements of Agnico's Anti-corruption and Anti-bribery Policy and applicable procedures and guidelines are met.

Security and Human Rights

Agnico Eagle conducts business in regions where human rights laws are respected and promoted and is committed to upholding fundamental human rights as defined in the United Nations Universal Declaration of Human Rights. This includes providing assurance that Agnico's operations will not support, benefit, or

contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law. Agnico reports on overall implementation of these matters through MAC's Towards Sustainable Mining (TSM) annual progress report, the Voluntary Principles on Security and Human Rights (VPs) annual report and the World Gold Council Conflict-Free Gold Assurance Report.

Public Policy Initiatives

Agnico Eagle is focused on partnering with local stakeholders and industry to engage on public policy initiatives that support the sustainability of the mining industry and the communities in which Agnico operates. Agnico's priorities include initiatives related to infrastructure development in remote areas, training support, streamlining the permitting process, land use management and wildlife protection.

Stakeholder Advisory Committee

Agnico Eagle Mines' Stakeholder Advisory Committee (SAC) is comprised of independent stakeholders with expertise in Environmental, Social and Governance (ESG), community development, Indigenous affairs, mining, disclosure, and governance matters. The group was established in 2011 and meets annually to provide constructive feedback and guidance in areas of focus for Agnico Eagle. The SAC is aligned with United Nations (UN) Sustainable Development Goals, World Gold Council (WGC) Responsible Gold Mining Principles, and the Global Reporting Initiative.

3. APPROACH AND METHODS

3.1 Approach to Monitoring

The monitoring program described herein is based on the outcomes of the socio-economic impact assessment presented in the FEIS for the Madrid-Boston (Phase 2) Project. It has been constructed with reference to the previous monitoring program established for Doris (2007), to broader socio-economic monitoring activities in the Kitikmeot and across Nunavut, and to the results of the Territorial Socio-economic Monitoring Workshop hosted by the GN in September 2017 (GN Department of Economic Development and Transportation 2018).

The monitoring program is designed to support ongoing mitigation and adaptive management to ensure that adverse effects are avoided or minimized, socio-economic benefits are enhanced, and that the Project's real impacts are measured and reported. The basic principles of the monitoring program are founded on a process of predicting impacts, monitoring changes, interpreting the Project's influence, and adjusting management measures accordingly (Figure 3-1).

Aligning with Predicted Impacts

The impact assessment process has identified the potential socio-economic effects of the Project, including both adverse and beneficial effects. The socio-economic monitoring program is designed to monitor key indicators of these effects in local communities, and within the Project's workforce, to ensure that the predictions of the impact assessment are aligned with the reality of the Project over its construction, operation, temporary closure, and reclamation and closure. The indicators support both the early detection of potentially adverse effects, and the measurement of the Project's impact and benefit objectives.

The program's focus on the predicted impacts of the Project is practical, as monitoring changes in other socio-economic parameters would not help to determine the influence of the Project on socio-economic characteristic or conditions in local communities. The program must also focus on data that is available and reliable; for community-based indicators, this generally requires data collection by community or regional institutions on at least an annual basis. Further specifications of indicators are provided in Section 3.3.

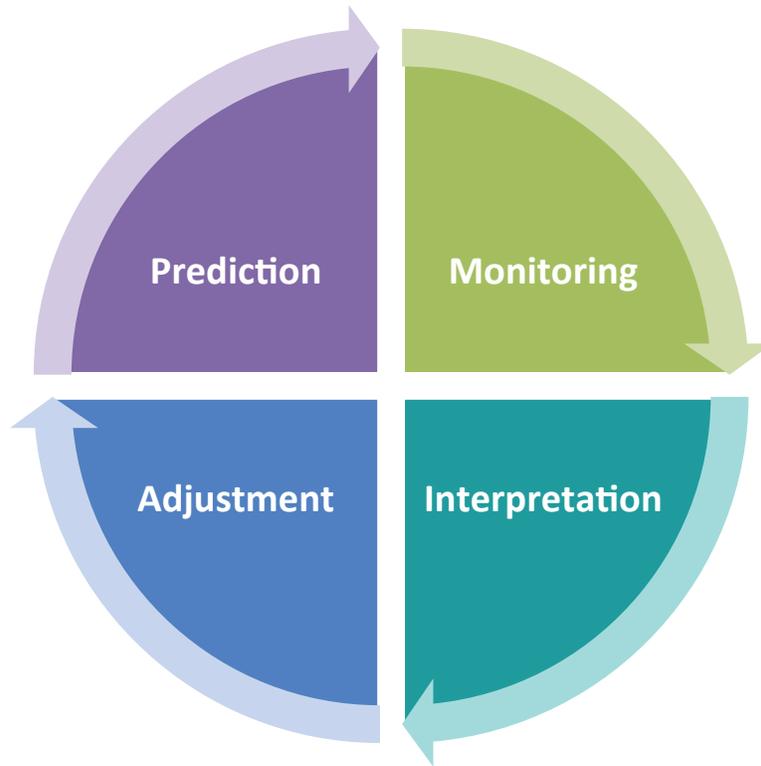
Aligning with Regional and Nunavut Monitoring Programs

Data collection and reporting under the Hope Bay SEMP will provide information for socio-economic monitoring programs for the Kitikmeot Region (i.e., KitSEMC), which will be evaluated alongside other regional SEMCs in Nunavut. Thus, the monitoring design and indicator selection for the Hope Bay SEMP is, by necessity, aligned with the regional and territorial monitoring activities so that data from various projects can be consistently compiled, reported, and compared, where practical. In particular, the Hope Bay SEMP was aligned to be consistent with recent recommendations of the GN for the use of a common set of Valued Socio-economic Components (VSECs) and core indicators for project-specific SEMPs in Nunavut (GN Department of Economic Development and Transportation 2018).

Adaptive Management

If monitoring results show unanticipated adverse effects, the accompanying analysis will seek to determine why the effects have occurred, the role of Agnico Eagle or the Project in the change, and whether adaptations of management and mitigation measures could better address the effects. Similarly, if measured benefits, such as employment, are below anticipated levels, the monitoring program will also seek to identify why, and to find corrective measures.

The SEMP itself will also be subject to regular review, and data collection methods, sources, indicators, or other factors may be adapted to ensure that the SEMP continues to be relevant, appropriate, and effective.



Prediction	Monitoring	Interpretation	Adjustment
What did we think would happen?	What <u>did</u> happen?	How are we performing?	How can we adjust to improve performance?
Based on: <ul style="list-style-type: none"> Impact Assessment Agnico Eagle goals and targets 	Based on: <ul style="list-style-type: none"> Hope Bay Project data Community-level data collected by government 	Under-performing: <ul style="list-style-type: none"> Why? What can we do to improve? On target: <ul style="list-style-type: none"> How can we improve performance even more? Over-performing: <ul style="list-style-type: none"> What's working well? Can we use it in other ways? 	May include new or adapted management measures such as: <ul style="list-style-type: none"> Policies and procedures Training programs Community engagement Communications Human resources initiatives
Aim to minimize adverse effects and enhance local benefits	Find out what the data shows	Compare predictions to monitoring data	Use adaptive management to further support benefits and reduce adverse effects

Figure 3-1: Hope Bay Socio-economic Monitoring Process

3.2 Background

The SEMP was originally based on the predicted impacts and mitigation measures as described in the FEIS for the Doris North Project (MMC 2005). This was the basis of the indicators included in the SEMP Plan as originally developed in 2007. Annual monitoring reports based on the 2007 Doris SEMP Plan have been produced since the beginning of construction at Doris, with the first annual report issued in 2012. In general, the same set of indicators (defined in the 2007 SEMP) has been utilized throughout this period. However, in 2015 and 2016, select indicators were subject to modification, substitution, or removal based on the availability of data and relevance to the Project.

In 2019, the SEMP Plan was updated to consider the 2007 SEMP and the experience of annual reporting to date, including the availability and usefulness of data and indicators. The updated monitoring program also incorporated information from the 2015 Amendment Application for the Doris Project (ERM 2015), and the FEIS for the Madrid-Boston (Phase 2) Project (NIRB 2012b; TMAC 2017).

This version of the SEMP Plan (2022) additionally incorporates the consideration of potential Project effects and relevant mitigation / enhancement measures as related to the temporary and final closure of the Project. This updated Plan thus provides monitoring guidelines and requirements for all phases of the Project: construction, operation, temporary closure / care and maintenance, and final closure.

Valued Socio-economic Components and Anticipated Effects

The socio-economic effects assessment of Phase 2 provides the basis for the SEMP indicator framework. Phase 2 components and activities are representative of all Project component and activities that may have socio-economic effects. Indicators have been selected in order to provide information related to the identified potential effects of the Project, so that the monitoring program can determine whether effects occur—and are managed—as predicted.

Table 3-1 summarizes the VSECs for the SEMP, and the potential socio-economic effects associated with each VSEC. Both beneficial and potentially adverse effects are considered and included in the SEMP. As the nature of effects may vary between phases, Table 3-1 identifies these differences where applicable.

Table 3-1: Valued Socio-economic Components (VSECs) and Predicted FEIS Effects

VSEC and Rationale	Predicted Potential Effects	
	Construction and Operation	Closure (Temporary or Final)
<p>Economic Development Project-related employment and procurement will be a driver for economic growth and increased government and Inuit organization revenues</p>	<ul style="list-style-type: none"> ■ Increased economic growth 	<ul style="list-style-type: none"> ■ Reduced economic growth
<p>Contracting and Business Expenditures Project-related procurement of goods and services will create business opportunities and increased income and employment</p>	<ul style="list-style-type: none"> ■ Opportunities for local businesses 	<ul style="list-style-type: none"> ■ Reduced business opportunities
<p>Employment The Project will create jobs through direct and spin-off employment, resulting in greater labour force capacity and potential competition for labour among employers</p>	<ul style="list-style-type: none"> ■ Increased employment and income opportunities ■ Increased labour force capacity (education, skills, experience) ■ Increased competition for labour 	<ul style="list-style-type: none"> ■ Reduced employment and income opportunities

VSEC and Rationale	Predicted Potential Effects	
	Construction and Operation	Closure (Temporary or Final)
<p>Education and Training The Project will increase local demand for education and training, and have a positive influence on youths' outlook on education and future opportunities</p>	<ul style="list-style-type: none"> ■ Increased demand for education and training programs ■ Improved perceptions of education and employment benefits 	<ul style="list-style-type: none"> ■ Decreased demand for education and training (Final Closure only)
<p>Population Demographics Related to employment opportunities, the Project may result in population migration</p>	<ul style="list-style-type: none"> ■ Increased in-migration to Kitikmeot communities 	
<p>Community Infrastructure and Public Services Related to employment opportunities, increasing demand for local housing, infrastructure, and services</p>	<ul style="list-style-type: none"> ■ Increased demand for housing ■ Increased demand for local services 	
<p>Individual and Community Health and Wellness Factors associated with Project employment may affect well-being, including changes to family relationships due to rotational work schedule, changes in spending due to increased income, and changes to traditional harvesting activities and food costs</p>	<ul style="list-style-type: none"> ■ Changes to family stability (positive and adverse effects) ■ Changes to family spending (positive and adverse effects) ■ Changes to food security and cost of living (positive and adverse effects) 	<ul style="list-style-type: none"> ■ Changes to family stability (positive and adverse effects; Final Closure only)

The VSECs for the Hope Bay SEMP (Table 3-1) are comparable in content to the VSECs identified in the Madrid-Boston (Phase 2) FEIS (2017), and the Doris North Project FEIS (2006) and 2007 SEMP Plan, although the phrasing and grouping differs. The Phase 2 FEIS VSECs form the core structure of the monitoring program, with adjustments made to be more consistent with the GN's territorial monitoring initiatives. Indicators for each VSEC are provided in Section 3.3.

3.3 Indicators

Table 3-2 lists the set of socio-economic indicators identified for the Hope Bay SEMP. These indicators have been selected as they are one or more of the following:

- Indicators identified in the IIBA (dated March 2015), including requirements for annual reporting to the IIBA Implementation Committee;
- Indicators related to the potential socio-economic effects of the Project, as identified in the Phase 2 FEIS (2017);
- Core indicators as recently recommended by the GN for project-specific SEMP in Nunavut (GN Department of Economic Development and Transportation 2018);
- Indicators that provide useful context or otherwise inform the interpretation of the impacts of the Project, including indicators identified by the Working Group as important to measure; and /or
- Additional metrics to improve the tracking of Project impacts during temporary and final Project closure.

Table 3-2: Draft Socio-economic Indicators

Predicted Effect	Objective	Indicators	Metrics for Construction and Operation of the Project	Revisions to Metrics or Additional Metrics Specific to Temporary and / or Final Closure of the Project	Sources
Economic Development					
Economic growth	Revenues to Inuit organizations	<ul style="list-style-type: none"> ■ Agnico Eagle payments to KIA and Nunavut Tunngavik Incorporated (NTI) 	<ul style="list-style-type: none"> ■ Value (\$) (Financial payments and royalties) 	No change	Agnico Eagle
	Revenues to the GN	<ul style="list-style-type: none"> ■ Direct territorial tax payments 	<ul style="list-style-type: none"> ■ Value (\$) of direct tax payments (Fuel Tax, Payroll Tax, and Property Tax) 	No change	Agnico Eagle
	Mining industry expenditures	<ul style="list-style-type: none"> ■ Project expenditures 	<ul style="list-style-type: none"> ■ Value (\$) of Capital Expenditures (CAPEX) and Operating Expenditures (OPEX) 	Change to metrics: <ul style="list-style-type: none"> ■ Value (\$) of Project expenditures related to Care and Maintenance or Closure and Reclamation activities ■ Nunavut GDP, total and for mining industry 	Agnico Eagle
Contracting and Business Expenditures					
Opportunities for local businesses	Procurement expenditures	<ul style="list-style-type: none"> ■ Annual spending on goods and services 	<ul style="list-style-type: none"> ■ Value (\$) ■ Value by procurement category 	No change	Agnico Eagle
	Procurement from Nunavut businesses	<ul style="list-style-type: none"> ■ Contracts awarded to Nunavut Businesses 	<ul style="list-style-type: none"> ■ Number of contracts ■ Total value of contracts ■ Average and median value of contracts ■ Percent of total value of contracts 	No change	Agnico Eagle
	Procurement from Kitikmeot businesses	<ul style="list-style-type: none"> ■ Contracts awarded to Kitikmeot Qualified Businesses (KQB) ■ Contracts awarded to other Kitikmeot-based businesses (non-KQB) 	<ul style="list-style-type: none"> ■ Number of contracts ■ Total value of contracts ■ Average and median value of contracts ■ Percent of total value of contracts 	No change	Agnico Eagle
	Procurement from Inuit Firms	<ul style="list-style-type: none"> ■ Contracts awarded to all Inuit Firms (including KQB and non-KQB) 	<ul style="list-style-type: none"> ■ Number of contracts ■ Total value of contracts ■ Average and median value of contracts ■ Percent of total value of contracts 	No change	Agnico Eagle
	Business development	<ul style="list-style-type: none"> ■ Number of Kitikmeot Qualified Businesses ■ Number of registered Inuit firms in the Kitikmeot region 	<ul style="list-style-type: none"> ■ Total number ■ Number of new businesses in past year 	Additional metrics: <ul style="list-style-type: none"> ■ Number of KQBs that provided business services to the Project during operation and continue to provide business services during temporary of final closure ■ Number of KQBs that provide business services to other Agnico Eagle projects / sites 	Agnico Eagle, NTI

Predicted Effect	Objective	Indicators	Metrics for Construction and Operation of the Project	Revisions to Metrics or Additional Metrics Specific to Temporary and / or Final Closure of the Project	Sources
Employment					
Increased employment and income opportunities	Overall employment	<ul style="list-style-type: none"> Workforce size 	<ul style="list-style-type: none"> Total number of workers on site (Agnico Eagle employees and contractors) Annual average number of workers on site 	No change	Agnico Eagle
		<ul style="list-style-type: none"> Workforce effort 	<ul style="list-style-type: none"> Total annual hours worked Average hours per worker 	No change	Agnico Eagle
	Inuit and Kitikmeot employment	<ul style="list-style-type: none"> Kitikmeot Inuit workforce size (resident of Kitikmeot region) Kitikmeot Inuit workforce effort 	<ul style="list-style-type: none"> Total number of Kitikmeot-based and on-site workers (Agnico Eagle employees and contractors) Annual average number of Kitikmeot-based and on-site workers (Agnico Eagle employees and contractors) Total annual hours worked Average hours per worker Employment rate (hours worked by Inuit and Kitikmeot worker as share of total hours worked) 	Additional metrics: <ul style="list-style-type: none"> Number of workers who move from operation-specific positions to care and maintenance / closure roles Number of workers redeployed to other Agnico Eagle projects / sites 	Agnico Eagle
		<ul style="list-style-type: none"> Other Inuit workforce size (not resident of Kitikmeot region) Other Inuit workforce effort 			Agnico Eagle
		<ul style="list-style-type: none"> Other regional workforce size (non-Inuit Kitikmeot residents) Other regional workforce effort 			Agnico Eagle
		<ul style="list-style-type: none"> Kitikmeot workers by community 			<ul style="list-style-type: none"> Number of workers from each Kitikmeot community (point of hire) Percent of total Kitikmeot workers
	Gender equity	<ul style="list-style-type: none"> Workforce effort by women 	<ul style="list-style-type: none"> Total hours worked in year Employment rate (hours worked by women as share of total hours worked) 	No change	Agnico Eagle
		<ul style="list-style-type: none"> Workforce effort by Inuit women 	<ul style="list-style-type: none"> Total hours worked in year Employment rate (hours worked by Inuit women as share of total hours worked by Inuit) 	Additional metrics: <ul style="list-style-type: none"> Number of terminations / new female hires 	Agnico Eagle
	Employment income	<ul style="list-style-type: none"> Payroll Payroll for Inuit workers 	<ul style="list-style-type: none"> Total value (\$) Average value per worker (total value by worker as a share of total hours worked) 	No change	Agnico Eagle
		<ul style="list-style-type: none"> Payroll by Kitikmeot community 	<ul style="list-style-type: none"> Total value (\$) 	No change	Agnico Eagle
	Employee retention	<ul style="list-style-type: none"> Employee turnover rate 	<ul style="list-style-type: none"> Non-Inuit employee turnover rate, as represented by total number of non-Inuit departures as share of total number of non-Inuit employees $[(\text{period starting} + \text{ending number of employees})/2]$ Inuit employee turnover rate as represented by total number of Inuit departures as share of total number of Inuit employees Inuit employee turnover by reason (e.g. dismissal, resignation or voluntary termination, end of contact) 	No change	Agnico Eagle
	Worker health and safety	<ul style="list-style-type: none"> Lost time incidents 	<ul style="list-style-type: none"> Number of lost time incidents Lost workday incident rate $([\text{lost workday cases}]/[200,000])/[\text{hours worked}]$ 	No change	Agnico Eagle
		<ul style="list-style-type: none"> Utilization of site medic 	<ul style="list-style-type: none"> Per capita visits to site medic 	No change	Agnico Eagle

Predicted Effect	Objective	Indicators	Metrics for Construction and Operation of the Project	Revisions to Metrics or Additional Metrics Specific to Temporary and / or Final Closure of the Project	Sources
Employment (cont'd)					
Increased labour force capacity (education, skills, experience)	On-the-job training	<ul style="list-style-type: none"> On-the-job training courses 	<ul style="list-style-type: none"> Number of courses and course sessions Number of training hours, by basic category (general, health and safety, specific) 	<ul style="list-style-type: none"> Training type and number dedicated to / provided to redeployed employees 	Agnico Eagle
		<ul style="list-style-type: none"> Inuit participation in on-the-job training 	<ul style="list-style-type: none"> Number of training hours for Inuit workers, by basic category (general, health and safety, specific) Number of training hours for Inuit workers as share (%) of number of training hours for all employees, by basic category 	No change	Agnico Eagle
	Apprenticeships	<ul style="list-style-type: none"> Apprenticeships with the Project 	<ul style="list-style-type: none"> Number of apprenticeships 	No change	Agnico Eagle
		<ul style="list-style-type: none"> Inuit apprentices 	<ul style="list-style-type: none"> Number of apprenticeships, as share (%) of total 	No change	
	Skill levels	<ul style="list-style-type: none"> Inuit employees, by job category (skill level) 	<ul style="list-style-type: none"> Number of Inuit employees by job category (e.g., management, professionals, skilled trades, skilled technicians, semi-skilled, unskilled) Inuit share (%) of total number of employees by job category 	<ul style="list-style-type: none"> Skill level / department of retained employees moving from Operations to Care/Maintenance Skill level / department of employees being redeployed 	Agnico Eagle
		<ul style="list-style-type: none"> Inuit employees, by department 	<ul style="list-style-type: none"> Number of Inuit employees by department (e.g., environment, mining, site operations, site services) Inuit share (%) of total number of employees by department 	No change	Agnico Eagle
Increased competition for labour	Retention of skilled workers in community roles	<ul style="list-style-type: none"> Number of skilled workers leaving employment in community for employment at mine 	<ul style="list-style-type: none"> Number of workers employed in local roles immediately prior to accepting employment with Project 	Additional metric: <ul style="list-style-type: none"> Number of workers leaving employment at the Project for employment in the community (to be captured during exit interviews if performed) 	Agnico Eagle
Education and Training					
Increased demand for education and training programs	Availability of post-secondary education	<ul style="list-style-type: none"> Courses related to employment in mining industry 	<ul style="list-style-type: none"> Number of mining programs/courses offered by Nunavut Arctic College (NAC) in the Kitikmeot region Number of mining support service programs/ courses offered by NAC in the Kitikmeot region 	Revisions to metrics: <ul style="list-style-type: none"> Number of closure and reclamation programs/courses offered by NAC in the Kitikmeot region Number of post-closure monitoring programs/courses offered by NAC in the Kitikmeot region 	NAC
	Participation in post-secondary education	<ul style="list-style-type: none"> Enrolment of Kitikmeot students in post-secondary education 	<ul style="list-style-type: none"> Number of students enrolled in past year (NAC and other institutions), total, and by home community Enrollment by NAC program type 	No change	KIA, GN, NAC
	Investment in education	<ul style="list-style-type: none"> Investments in school-based initiatives 	<ul style="list-style-type: none"> Total value (\$), including financial, material and in-kind support 	No change	Agnico Eagle
Improved perceptions of education and employment benefits	Understanding of employment opportunities	<ul style="list-style-type: none"> Community and student outreach events 	<ul style="list-style-type: none"> Number of community information sessions and/or career awareness sessions Number of high school information and/or career awareness sessions Number of sponsored student competitions Number of sponsored student achievement awards 	No change	Agnico Eagle
	High school participation	<ul style="list-style-type: none"> Public school enrollment, by community 	<ul style="list-style-type: none"> Number enrolled 	No change	GN
		<ul style="list-style-type: none"> Public school attendance (truancy) rate 	<ul style="list-style-type: none"> Days attended as percent of total school days 	No change	GN
	High school completion	<ul style="list-style-type: none"> High school completion, by community 	<ul style="list-style-type: none"> Total number of graduates 	No change	GN

Predicted Effect	Objective	Indicators	Metrics for Construction and Operation of the Project	Revisions to Metrics or Additional Metrics Specific to Temporary and / or Final Closure of the Project	Sources
Population Demographics					
Increased in-migration to Kitikmeot region	Population stability	<ul style="list-style-type: none"> Population of Kitikmeot communities 	<ul style="list-style-type: none"> Total population, by year Annual change in population 	No change	GN
		<ul style="list-style-type: none"> Migration of employees to/from Kitikmeot communities 	<ul style="list-style-type: none"> Number of direct employees who have relocated to or from a Kitikmeot community in past year (including community of origin/destination) Net migration of direct employees to LSA communities (Cambridge Bay and Kugluktuk) Number of direct employees who have relocated to or from the Kitikmeot region in the past year (including community of origin/destination) 	<ul style="list-style-type: none"> Number of Kitikmeot workers hired by other Agnico Eagle projects and / or transported to site from home community 	Agnico Eagle
Community Infrastructure and Public Services					
Increased demand for housing	Housing availability	<ul style="list-style-type: none"> Housing need, by community 	<ul style="list-style-type: none"> Public housing waitlist as percentage of available public housing stock 	No change	NHC
		<ul style="list-style-type: none"> Approved home ownership assistance applications, by community 	<ul style="list-style-type: none"> Number of approved Nunavut Down Payment Assistance Program (NDAP) applications 	No change	NHC
	Housing status	<ul style="list-style-type: none"> Housing status of project employees 	<ul style="list-style-type: none"> Per housing survey 	No change	NHC; GN
Increased demand for local services	Project use of emergency services	<ul style="list-style-type: none"> Use of GN emergency services by the Project 	<ul style="list-style-type: none"> Number of times emergency health services utilized 	No change	Agnico Eagle
	Demand for health and social services	<ul style="list-style-type: none"> Visits to health centres, by community 	<ul style="list-style-type: none"> Number of annual visits Number of annual visits per capita 	No change	GN
		<ul style="list-style-type: none"> Social assistance caseload, by community 	<ul style="list-style-type: none"> Total social assistance average monthly caseload Per capita social assistance average monthly caseload per capita 	No change	GN; DFS Agnico Eagle
	Demand for police services	<ul style="list-style-type: none"> Police calls for service, by community 	<ul style="list-style-type: none"> Total number of calls annually Annual calls per capita 	No change	RCMP
		<ul style="list-style-type: none"> Criminal violations, by region and community 	<ul style="list-style-type: none"> Total number Rate per capita 	No change	Statistics Canada
Individual and Community Health and Wellness					
Changes to family stability	Work-life balance	<ul style="list-style-type: none"> Ability of Inuit workers to balance employment and family and/or traditional lifestyle 	<ul style="list-style-type: none"> Inuit employee turnover rate (refer to Employment VSEC) 	No change	Agnico Eagle
			<ul style="list-style-type: none"> Inuit workers who report resignation due to homesickness, family commitments, incompatibility with traditional lifestyle, and/or emotional stress factors 	No change	Agnico Eagle
		<ul style="list-style-type: none"> Utilization of Employee and Family Assistance Program (EFAP) 	<ul style="list-style-type: none"> Number of instances EFAP utilized 	No change	Agnico Eagle

Predicted Effect	Objective	Indicators	Metrics for Construction and Operation of the Project	Revisions to Metrics or Additional Metrics Specific to Temporary and / or Final Closure of the Project	Sources
Individual and Community Health and Wellness (cont'd)					
Changes to family spending	Household financial management	<ul style="list-style-type: none"> Financial management training for workers 	<ul style="list-style-type: none"> Number of workers who attended financial management training Number of Inuit workers who attended financial management training 	No change	Agnico Eagle
	Spending decisions and lifestyle choices	<ul style="list-style-type: none"> Sale of alcoholic beverages, by community 	<ul style="list-style-type: none"> Annual dollar value spent on alcoholic beverages 	No change	Statistics Canada, Nunavut Liquor Commission
		<ul style="list-style-type: none"> Types of criminal violations, by region and community 	<ul style="list-style-type: none"> Total number of impaired driving violations, and rate per capita Total number of drug-related violations, and rate per capita Total number of assault violations, and rate per capita 	No change	Statistics Canada
Changes to food security and cost of living	Country foods consumption	<ul style="list-style-type: none"> Consumption of country foods at Agnico Eagle camp 	<ul style="list-style-type: none"> Number of workers who use the Country Food Kitchen at site Number of days that Agnico Eagle canteen offered country foods 	No change	Agnico Eagle
	Food security	<ul style="list-style-type: none"> Food costs, by community 	<ul style="list-style-type: none"> Cost of Nunavut Food Price Survey (NFPS) food basket (\$) Inflation rate (cost of basket compared to previous year) Comparison of Kitikmeot region to Nunavut 	No change	GN, GoC
	Household economic self-sufficiency	<ul style="list-style-type: none"> Low-income households (families and non-family persons), by community 	<ul style="list-style-type: none"> Nunavut tax filers with low income 	No change	GN
		<ul style="list-style-type: none"> Project employment income 	<ul style="list-style-type: none"> Refer to payroll statistics provided under Employment VSEC. 	No change	Agnico Eagle

The indicators in Table 3-2 are organized based on the predicted socio-economic effects of the Project and the specific objective(s) in relation to each effect. Measurable indicator(s) are identified for each objective, along with the data source. In addition, metrics listed in Table 3-2 are identified as those tracked for construction and operation, and additional metrics to track impacts related to temporary and final closure.

The SEMP examines changes in indicator values compared to predicted impacts. The impact predictions or potential changes to indicator values that correspond to each SEMP indicator (Table 3-2) are detailed in Appendix B. The changes that are expected to be associated with each effect are as identified in the 2015 Amendment Application for the Doris Project (ERM 2015) and the FEIS for the Madrid-Boston (Phase 2) Project (NIRB 2012b; TMAC 2017).

Some SEMP indicators (Table 3-2) also address specific terms and conditions as specified in NIRB Amendment No. 2 of Project Certificate No. 003 (dated September 23, 2016) for the Doris Project, and NIRB Project Certificate No. 009 (dated November 9, 2018) for the Madrid-Boston (Phase 2) Project. The correspondence between SEMP indicators and specific terms and conditions as specified in the Project Certificates is provided in Appendix C.

The list of indicators in Table 3-2 was expanded to reflect the revisions to this Plan to ensure its applicability to all Project phases. No indicators were removed. It should also be noted that many SEMP indicators do not directly align with specific Project Certificate terms and conditions because the approach to the SEMP, as described in Section 3.1, is to first and foremost align indicators with predicted impacts, and with regional and Nunavut monitoring programs, in support of adaptive management.

The Project Certificate terms and conditions generally do not specify, to this level of detail, the SEMP indicator monitoring requirements. In identifying appropriate and measurable indicators, a number of additional criteria were considered:

- The link between the measurable indicator and the objective;
Is the indicator measuring what we want to measure?
- The sensitivity of the indicator to changes in socio-economic conditions;
Will changes be detected?
- The ability of the indicator to be measured accurately;
Can we rely on the data?
- The feasibility of data collection;
Can we get the data?
- The adequacy of spatial coverage;
Is the data at the Project or community level?
- The adequacy of temporal coverage; and
Are data updates available frequently - at least annually?
- The ease of interpretation of the results.
Will we be able to tell why changes occur?

Considering the potential socio-economic effects of the Project (Table 3-1) and the list of criteria above, some potential indicators were considered but ultimately not included in the monitoring program.

This included indicators for which data is not available, either because it is not collected or not publicly reported; examples include levels of country foods consumption, or rates of substance abuse. It also includes indicators which are only collected on a longer timeframe, such as the five-year Census of

Canada; examples include classifications of occupations and skill levels in Kitikmeot communities. While these statistics may provide useful insight into the study communities, the lack of reliable annual (or more frequent) data makes it difficult to interpret the influence of the Project and, ultimately, would not be useful for monitoring.

The selected indicators are used to identify changes in socio-economic conditions that may be of concern, not to fully characterize those changes or explain the reasons behind the observed changes. Changes in monitored elements of the community may be directly or indirectly as a result of Project activities, or may ultimately be unrelated to the Project. As is the purpose of a monitoring system, the indicators are used to identify areas of potential concern for further investigation.

Altogether, there are 36 objectives comprising 60 indicators identified for the seven VSECs. This includes both Project indicators (i.e., data to be collected by Agnico Eagle) and community indicators (i.e., data to be gathered from community, regional, territorial, and other public sources). To the extent feasible, data pertaining to the indicators listed in Table 3-2 will be collected, analyzed, interpreted, and reported on each year in a consistent manner that allows for comparison between years.

3.4 Data Sources

The monitoring program is informed by Project data collected by Agnico Eagle, as well as community-level data collected by the KIA, and public agencies including the GN, the Government of Canada.. The expected source of data for each indicator is identified in Table 3-2.

3.4.1 Project Data

Annual Project data will be presented based on calendar years (i.e., a 12-month period from January through December). Project information provided by Agnico Eagle will include data related to:

- The Project workforce, including number of workers, labour effort, and demographic composition;
- The use of Project programs including hours spent on orientation, training and skills development, number of people accessing the EFAP, number of people using the country foods kitchen, etc.;
- Project procurement, including awarding of contracts for goods and services, and involvement of Kitikmeot and Inuit businesses; and
- Financial contributions, including payments to individuals, designated Inuit organizations or governments.

Agnico Eagle will apply appropriate measures to protect the privacy of individuals and businesses. Standard practices in reporting statistical information will be followed. In general, data will be suppressed if there are fewer than 10 individual entities (persons or businesses) that contribute to the data point. Each of the members of the SEMWG is expected to comply with any rules governing the collection, use, and disclosure of personal or commercial information, applicable to each member respectively, in accordance with the provisions of legislation or any applicable legal agreements between members of the SEMWG and third parties.

Where appropriate, the discussion of Project data will also describe success factors, challenges, and adaptive management measures.

3.4.2 Community Data

Indicators dependent on external sources of data include those related to socio-economic conditions and characteristics at the community and/or regional level. Sources include the Government of Canada, the GN, Nunavut Housing Corporation (NHC), NAC, KIA and NTI. These data are typically reported according

to the calendar year. Privacy and access to information processes, practices and procedures that apply to government-owned data in Nunavut will be respected and followed.

Community Data Challenges

Communities in Nunavut are small and there are inherent data collection and interpretation challenges. This impacts the extent to which community-level data can be meaningfully provided and interpreted. Some of the main challenges include the following:

- Labour force surveys and other regular publications by Statistics Canada typically only include larger cities and metropolitan areas. Iqaluit is typically the only community in Nunavut to be represented in these reports. Therefore, there are generally less socio-economic data (annual or more frequently) compared to larger communities in Canada.
- The Kitikmeot communities are small, ranging from approximately 934 in Taloyoak to 1,760 in Cambridge Bay in 2021. Due to confidentiality concerns, statistics are regularly masked (i.e., not disclosed) to protect the identity of individuals within small sub-groups. Agnico Eagle's data about the workforce is similarly protected where confidentiality concerns are identified.
- Some of the previously available GN data is no longer being updated, or updated with a several-year lag. The lack of current data for a number of community-level indicators is limiting the ability of the Hope Bay SEMP to provide meaningful monitoring of Project impacts and recommendations for course-correct actions.
- Also reflecting their small size, community-level data (where it is available) is often subject to challenges in determining statistically significant changes. Some datasets from previous years show marked fluctuations in terms of percent- or per capita change, although real numbers may be small.
- Because the number of individuals involved in providing community-based services is also small, challenges can exist from the disproportionate effects of staff turnover, staff vacancies and individual staff choice in fulfilling roles and responsibilities (such as data collection) that can affect tracking community trends. Whether detected change is real can be more a question of whether there are personnel in the positions, how a public or community service was delivered (i.e., compliance effort), or variations in data collection effort.

3.4.3 *Inuit Qaujimagatuqangit*

Inuit Qaujimagatuqangit (IQ) is also used to improve understanding of baseline socio-economic conditions and assist in the evaluation and interpretation of quantitative and qualitative data and trends. This may include feedback and information from community engagement, Community Liaison Committees, and the SEMWG and KitSEMC. Primary data collection methods described in Section 3.4.4 will provide an additional opportunity to collect IQ context for impacted communities from Hamlet Mayor and Council.

Use of IQ within the SEMP is guided by the SEMWG and KitSEMC to ensure that appropriate ethical standards, including interpretation and confidentiality, are respected.

3.4.4 *Primary Data Collection*

Each year upon commencement of works on the annual SEMP Report (see Section 4), Agnico Eagle will develop a brief questionnaire of approximately ten questions delivered to Hamlet offices in Kitikmeot communities. The questionnaire will aim to collect information on key Project effects in Kitikmeot communities, community concerns, aspirations, and activities. The questionnaire will also provide an opportunity for Hamlet Mayor and Council to provide general IQ context, feedback, comments, or ask questions. Each Hamlet office will be asked to complete and return the questionnaire within one month (30 days). This feedback, where possible, will be incorporated into the annual SEMP Report.

3.5 Analysis and Interpretation

3.5.1 Quantitative Data

Where available, quantitative data will be reported and analyzed to investigate changes in socio-economic characteristics over a given time period. Where relevant, this data will also be used to identify potential or probable links with the Project.

Trend Analysis

Data will be statistically evaluated to identify trends. Specific analyses will be considered based on each particular data set, with the goal of removing the influence of outliers and focusing on meaningful trends and patterns. Analysis may include moving average smoothing, moving median smoothing, and other methods.

Where trends or specific changes are identified, they will be considered in the context of the Project to determine the potential for a cause-and-effect relationship. This will include a review of the Project's employment numbers, procurement expenditures, training records, and other activities which could directly or indirectly alter the affected VSEC. Agnico Eagle expects that correlation and causation may not always be clear. However, the company is committed to identifying potential interactions for discussion with the Working Group and KitSEMC, and to implementing further study or mitigative actions if warranted.

Community statistics may be influenced by a variety of factors unrelated to the Project, including changes in local resources (e.g., increasing/decreasing social services, healthcare, education, or policing staff), policy directions (e.g., heightened commitment to enforce alcohol regulations), program outcomes (e.g., promoting use of health clinic), and other initiatives. Notable changes, trends, or outliers will be explained where possible.

Industry Averages

Where available, Project data will be compared to relevant industry averages. Comparative analysis will make note of potential disparities in data sources, collection, reliability, or other factors.

3.5.2 Qualitative Information

The indicators presented in Section 3.3 are quantitative by definition, and include numbers (counts), values, and rates. No qualitative indicators are included in the SEMP at this time. However, qualitative information will be used to evaluate and interpret quantitative data and trends. This may include reports and observations from Agnico Eagle, the KIA, the GN, hamlets, and local service providers regarding activities and events in the study communities. This also includes feedback and observations from members of the KitSEMC.

Agnico Eagle may also incorporate qualitative information in the absence of quantitative data—for example, if annual data for the above indicators is discontinued⁶ or delayed—in an attempt to fill the data gap.

3.5.3 Charts, Graphs, and Infographics

To aid the interpretation and analysis of monitoring data, SEMP reports will provide visual representations including charts, graphs, and infographics. Agnico Eagle realizes that monitoring reports often include dense tables of statistics; such tables do not easily show trends and may be overwhelming to many readers. Visuals will be used to highlight key trends and features, and to compare and contrast changes

⁶ If an indicator is discontinued or unreliable, it may be adjusted in accordance with the SEMP evaluation process described in Section 6.

over time. Additionally, graphs will use vertical timeline markers / lines to show important changes to activities at the Project (e.g. start of Doris Mine operation, start and end of the COVID-19 pandemic, start of Care and Maintenance, etc.) to allow for visual interpretation of data in consideration of specific Project activities. A plain language summary of key results with the use of graphics and culturally appropriate materials in Inuktitut/Inuinnaqtun will be also included in the SEMP report.

4. REPORTING

4.1 Annual Socio-economic Monitoring Program Report

4.1.1 Purpose

The annual SEMP report will provide a comprehensive review of the SEMP data for the calendar year, for discussion with the SEMWG and KitSEMC. The SEMP report will compile the relevant data from Agnico Eagle, the GN and other sources, and provide analysis and interpretation in the context of the Project.

4.1.2 Report Presentation

The SEMP report will provide information based on the VSECs and objectives defined in Table 3-2, as illustrated in Table 4-1. Chapters 3 through 8 will each provide content related to a specific VSEC, with subsections related to specific objectives. Indicators will be discussed under the pertinent subsection.

For each objective and its associated indicators, Chapters 3 through 8 of the report will present:

- The change predicted and the Project activities expected to be associated with the effect (see Appendix B);
- A summary of relevant mitigation and enhancement measures implemented by Agnico Eagle to minimize any adverse effects and enhance the benefits of the Project;
- Monitoring data showing the actual (observed) socio-economic change, including current and previous years' data;
- An interpretation of the data, including statistical and qualitative analysis, as appropriate, and determination of the potential influence of the Project; and
- A discussion of recommended changes (if any) to the existing mitigation, enhancement, management, and/or monitoring measures, including adaptive management, in response to Project-related changes.

Levels of confidence and uncertainty will be highlighted where relevant. A basic table of contents for the annual SEMP Report is outlined in Table 4-1. Reports will make use of charts, tables, and infographics to display quantitative data and trends. Lengthy data tables may be provided in an annex.

4.2 Schedule and Distribution

SEMP reports will be prepared annually, reporting on data for the previous calendar year (January to December) or the most current data that may otherwise be available. A draft report will be first distributed to the Working Group for review and comment, and draft results will be presented and discussed during the Working Group's annual meeting. During this meeting, draft conclusions and interpretations of the socio-economic indicators included in the SEMP report will be validated amongst SEMWG members. Comments provided will be considered in the preparation of the final report. The final annual SEMP report will then be filed with NIRB by April 30 of each year.

Table 4-1: SEMP Report Table of Contents

Contents	Content Notes
Executive Summary	<ul style="list-style-type: none"> ■ Summary of key results, in plain language and incorporating infographics to clearly communicate the results
Chapter 1: Introduction	
1.1 Hope Bay Project Overview 1.2 Description of Socio-economic Monitoring Program 1.3 Purpose of this Report 1.4 Structure of this Report	
Chapter 2: Methods	
2.1 Indicators 2.2 Data Analysis and Interpretation	<ul style="list-style-type: none"> ■ Includes data sources for each indicator, and a discussion of changes from previous year(s), if applicable
Chapter 3: Economic Development	
3.1 Economic Growth	<ul style="list-style-type: none"> ■ Growth of revenues to Inuit organizations ■ Growth of revenues to the Government of Nunavut
Chapter 4: Contracting and Business Expenditures	
4.1 Opportunities for local businesses	<ul style="list-style-type: none"> ■ Procurement expenditures ■ Procurement from Nunavut businesses ■ Procurement from Kitikmeot businesses ■ Procurement from Inuit Firms ■ Business development
Chapter 5: Employment	
5.1 Employment and Income Opportunities	<ul style="list-style-type: none"> ■ Employment ■ Inuit and Kitikmeot employment ■ Gender equity ■ Employment income ■ Employee retention ■ Worker health and safety
5.2 Labour Force Capacity	<ul style="list-style-type: none"> ■ On-the-job training ■ Apprenticeships ■ Skill levels ■ Work experience
5.3 Competition for Labour	<ul style="list-style-type: none"> ■ Retention of skilled workers in community roles
Chapter 6: Education and Training	
6.1 Demand for education and training programs	<ul style="list-style-type: none"> ■ Availability of post-secondary education ■ Participation in post-secondary education ■ Investment in education
6.2 Perceptions of education and employment benefits	<ul style="list-style-type: none"> ■ Understanding of employment opportunities ■ High school participation ■ High school completion

Chapter 7: Population Demographics	
7.1 Migration	<ul style="list-style-type: none"> ■ Population stability
Chapter 8: Community Infrastructure and Public Services	
8.1 Housing	<ul style="list-style-type: none"> ■ Housing availability ■ Housing status of employees
8.2 Local services	<ul style="list-style-type: none"> ■ Project use of emergency services ■ Demand for health and social services ■ Demand for police services
Chapter 9: Individual and Community Health and Wellness	
9.1 Family Stability	<ul style="list-style-type: none"> ■ Work-life balance
9.2 Family Spending	<ul style="list-style-type: none"> ■ Household financial management ■ Spending decisions and lifestyle choices
9.3 Food Security and Cost-of-Living	<ul style="list-style-type: none"> ■ Country foods consumption ■ Cost of living ■ Household economic self-sufficiency
Chapter 10: Conclusions	
10.1 Summary of Results 10.2 Management Response	<ul style="list-style-type: none"> ■ Overall summary of monitoring results, and response from Agnico Eagle including recommended adjustments (if any) to the SEMP for the following year

5. ROLES AND RESPONSIBILITIES

5.1 Agnico Eagle

The role of Agnico Eagle, including responsibilities identified in the SEMWG TOR, is to:

- Develop and implement the SEMP, and prepare annual reports;
- Identify indicators and share Project-specific data that contribute to the SEMP;
- Work with external agencies, including SEMWG members, to compile community- and regional-level data;
- Participate in the analysis of data arising from collaborative monitoring;
- Review the effectiveness of socio-economic mitigation measures; and
- Participate and prepare presentations of project-related monitoring results for the KitSEMC.

5.2 Hope Bay Socio-economic Working Group

This SEMWG aims to support the KitSEMC's regional monitoring initiatives through the development of the Hope Bay SEMP. SEMWG members will contribute to the work of the KitSEMC through identification of areas of mutual interest and socio-economic monitoring priorities related to the Project, communities, and the Kitikmeot region as a whole.

The SEMWG aims to fulfill the Terms and Conditions of the Doris North Gold Mine Amendment No. 2 of Project Certificate No. 003 (September 23, 2016) and of the Phase 2 Project Certificate No. 009 (November 9, 2018) that relate to socio-economic monitoring. Responsibilities include application and adaptation of the SEMP, as necessary, with respect to other approved and permitted exploration and mine development activities of Agnico Eagle within the Belt, including any associated Terms and Conditions applicable to the Project that may be issued by the NIRB as part of any Project Certificate for subsequent mine development activities within the Belt.

The KIA, GN and Government of Canada are standing members of the SEMWG, and each has a responsibility to actively participate in the SEMP. All members are responsible for participating in the analysis of data arising from collaborative monitoring, and analysis of the effectiveness of socio-economic mitigation measures (see Terms of Reference in Appendix A). These responsibilities are further outlined below.

5.2.1 *Kitikmeot Inuit Association*

The role of the KIA is to:

- Identify indicators and share available data that contribute to the SEMP;
- Participate in the analysis of data arising from collaborative monitoring; and
- Participate in the analysis of effectiveness of socio-economic mitigation measures.

5.2.2 *Government of Nunavut*

The role of the GN is to:

- Identify indicators and share data that contribute to the SEMP, including that from the Nunavut Bureau of Statistics, and which contribute to priorities identified by the KitSEMC, where appropriate;
- Participate in the analysis of data arising from collaborative monitoring; and
- Participate in the analysis of effectiveness of socio-economic mitigation measures.

5.2.3 *Government of Canada*

The role of the Government of Canada is to:

- Work with the SEMWG to align indicators and share relevant data from the Nunavut General Monitoring Plan (NGMP);
- Participate in the analysis of data arising from collaborative monitoring; and
- Participate in the analysis of effectiveness of socio-economic mitigation measures.

5.3 **Kitikmeot Socio-economic Monitoring Committee**

The KitSEMC is one of three regional SEMCs in Nunavut. The KitSEMC meets to discuss the current socio-economic conditions and changes with respect to VSECs such as demographic, health and well-being, food security, education, housing, crime, municipal infrastructure, economic activity, employment, and traditional activities and skills, among others.

The KitSEMC works with proponents, including Agnico Eagle, to provide a regional forum for information sharing and discussion of project-specific monitoring programs (KitSEMC 2017). The KitSEMC also involves collaboration with the Government of Canada, the KIA, and hamlets. The KitSEMC meets annually to review monitoring data from proponents, government, and hamlets.

Agnico Eagle will actively participate in the KitSEMC. This includes reporting on the results of the Hope Bay SEMP annually to ensure that monitoring efforts are consistently documented and that relevant regional priorities are incorporated. The KitSEMC also provides an opportunity for Agnico Eagle to communicate with regional stakeholders on Project-specific monitoring/mitigation activities.

6. PROGRAM EVALUATION

The SEMP will undergo periodic review by the SEMWG to help ensure the selected indicators effectively measure Project impacts of concern and socio-economic conditions in the Kitikmeot communities.

The availability, relevance, and usefulness of each indicator will be considered annually in the preparation of the SEMP report. Agnico Eagle may recommend changes to indicators to accommodate the available data or to better verify effects of the Project, and any changes will be subject to agreement by the SEMWG.

Discussions will focus on the indicators that should be used, data sources and data collection methods, and ways to analyze and present the information. If, under the advice of the SEMWG, the indicator data is considered not sufficient to verify impact predictions, the SEMWG will provide advice to Agnico Eagle and Government, as applicable, with respect to additional data collection and analysis.

7. REFERENCES

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**APPENDIX A AGNICO EAGLE MINES LIMITED (AGNICO EAGLE) PROJECTS
SOCIO-ECONOMIC MONITORING WORKING GROUP
TERMS OF REFERENCE**

Appendix A: Agnico Eagle Mines Limited (Agnico Eagle) Projects Socio-economic Monitoring Working Group Terms of Reference

1. Purpose

1.1 This document sets out the terms of reference (“Terms of Reference”) for the Socio-economic Monitoring Working Group (the “Working Group”) in its activities in relation to the Socio-economic Monitoring Program (the “Program”) for Agnico Eagle projects within the Hope Bay Belt of the Kitikmeot region. This Working Group aims to support the Kitikmeot Socio-economic Monitoring Committee (the “KitSEMC”) in its regional monitoring initiatives, and to support the Program. The Working Group will identify areas of mutual interest to the Parties and socio-economic monitoring priorities of the KitSEMC related to Agnico’s projects in the Kitikmeot region.

1.2 The purpose of the Program, from a socio-economic point of view, is described in Article 12, Part 7 of the Nunavut Land Claims Agreement (the “NLCA”), the relevant provisions of which provide as follows:

NLCA section 12.7.2

(a) to measure the relevant effects of projects on the ... socio-economic environments of the Nunavut Settlement Area;

(d) to assess the accuracy of the predictions contained in the project impacts statements.

1.3 The establishment of the Working Group is to satisfy and to fulfill parts of the terms and conditions of the Doris North Gold Mine Project Certificate 003, Amendment 002 (September 23, 2016) issued by the Nunavut Impact Review Board (the “NIRB”) in respect of the Agnico’s Doris North Gold Mine Project (the “Project”) within the Kitikmeot region to the extent that the Project certificate addresses socio-economic monitoring.

1.4 The Program shall also apply and be adapted, as necessary, to other approved and permitted mine development projects of Agnico Eagle within the Hope Bay Belt (“Agnico Eagle Hope Bay Projects”), including any associated terms and conditions applicable to the Program that may be issued by the NIRB as part of a project certificate(s) for subsequent Agnico Eagle projects within the Hope Bay Belt of the Kitikmeot region.

2. KitSEMC and Regional Monitoring Background

2.1 The KitSEMC is a forum for stakeholders to meet annually and present data, and consider socio-economic impacts and benefits of mining projects on the Kitikmeot region.

2.2 The KitSEMC reviews the Program results annually, including the consideration of areas of mutual interest and socio-economic monitoring priorities as identified by the Working Group.

2.3 The KitSEMC supports a collaborative monitoring framework by providing data to support socio-economic impacts monitoring, recommending the prioritization of identified areas for monitoring and mitigation, and providing recommendations for areas of monitoring and mitigation that have yet to be identified.

3. Working Group Membership and Member Roles and Responsibilities

- 3.1 The Working Group consists of:
- a. At least one Agnico Eagle representative (who is chair of a meeting if it relates to Project monitoring);
 - b. At least one Government of Nunavut representative (who is chair of a meeting if it relates to territorial monitoring);
 - c. At least one Government of Canada representative; and
 - d. At least one Kitikmeot Inuit Association (“KIA”) representative.¹
- 3.2 Each member is responsible for the costs they incur to participate in activities of the Working Group.
- 3.3 Agnico Eagle will, consistent with parts of the terms and conditions of the Doris North Gold Mine Project Certificate 003, Amendment 002 (September 23, 2016) issued by the NIRB, to the extent that the Project certificate addresses socio-economic monitoring:
- a. Identify indicators and share Project-specific data that relates to the Program and which contribute to priorities of the KitSEMC;
 - b. Participate in the collaborative analysis and interpretation of data for reporting purposes;
 - c. Present for review the effectiveness of Agnico’s socio-economic mitigation measures; and
 - d. Prepare and provide presentations summarizing annual Program report findings and conclusions for the KitSEMC.
- 3.4 The Government of Nunavut will:
- a. Identify indicators and share government socio-economic data that relates to the Program and other KitSEMC reporting requirements;
 - b. Participate in the collaborative analysis and interpretation of data for reporting purposes; and
 - c. Review the effectiveness of Agnico’s socio-economic mitigation measures.
- 3.5 The Government of Canada will:
- a. Identify indicators and share applicable socio-economic data from the Nunavut General Monitoring Plan;
 - b. Participate in the collaborative analysis and interpretation of data for reporting purposes; and
 - c. Review the effectiveness of Agnico’s socio-economic mitigation measures.
- 3.6 The Kitikmeot Inuit Association will:¹
- a. Identify indicators and share KIA data that relate to the Program and which contribute to priorities of the KitSEMC;
 - b. Participate in the collaborative analysis and interpretation of data for reporting purposes; and
 - c. Review the effectiveness of Agnico’s socio-economic mitigation measures.
- 3.7 Collection, use and disclosure of information and data under these Terms of Reference, by each of the members of the Working Group, is subject to any rules governing the collection, use, and disclosure of personal and/or commercial information and data, applicable to each member respectively, in accordance with the provisions of legislation, corporate policies, or any applicable

¹ Participation has yet to be confirmed.

legal agreements between members of the Working Group and/or third parties. This obligation survives the dissolution of the Working Group and the existence of the Project and Agnico Eagle Hope Bay Projects.

- 3.8 The Parties acknowledge that:
- a. Agnico Eagle is best able to collect and provide data concerning workforce demographics, employment, training and procurement in relation to the Project and the Agnico Eagle Hope Bay Projects;
 - b. the Government of Nunavut and the Government of Canada are best able to collect and provide public statistics on general health and well-being, food security, demographics and other socio-economic indicators at the community and territorial level; and
 - c. the Kitikmeot Inuit Association² is best able to provide information and data relating to Inuit land use and culture at the community and regional level.

4. Working Group Mandate

- 4.1 The Working Group aims to support the development of the Program and to undertake collaborative monitoring in order to identify and access data in relation to the Program. This data will be useful in improving the socio-economic performance of the Project and the Agnico Eagle Hope Bay Projects. Collaborative monitoring will involve combining Project-specific and Agnico Eagle Hope Bay Projects-specific performance data with data generated or provided by other members of the Working Group in order to support adaptive management measures implemented by the Working Group members and to minimize adverse effects and maximize benefits from the Project and Agnico Eagle Hope Bay Projects.
- 4.2 The Working Group shall monitor the Program by analyzing the monitoring data in order to assess the accuracy of socio-economic impact predictions made in the final environmental impact statement of the Project and Agnico Eagle Hope Bay Projects; assess the effectiveness of current practices to mitigate adverse effects and enhance positive effects of the Project and Agnico Eagle Hope Bay Projects; strive to recognise early detection should mitigation measures or measures to enhance positive effects not be achieving their intended outcome; and provide timely detection of unanticipated outcomes.
- 4.3 The Working Group aims to improve understanding of prioritized socio-economic issues in order to increase confidence in socio-economic assessment predictions.
- 4.4 The Working Group will provide monitoring data and objective analysis in a manner that is focused, efficient and cost-effective.

5. Reporting and Communication

- 5.1 Agnico Eagle will prepare an annual socio-economic report for the Project and Agnico Eagle Hope Bay Projects (the "Program Report") and provide the Program Report to the Working Group for review, prior to its submission to the NIRB. Annual Program Reports are due for submission to NIRB on April 30 of each year, containing data with respect to the previous calendar year (January to December) or the most current data that may otherwise be available. The Program Report will further describe Agnico's participation on the KitSEMC, other collaborative monitoring processes and any activities related to understanding socio-economic processes.

² Participation has yet to be confirmed.

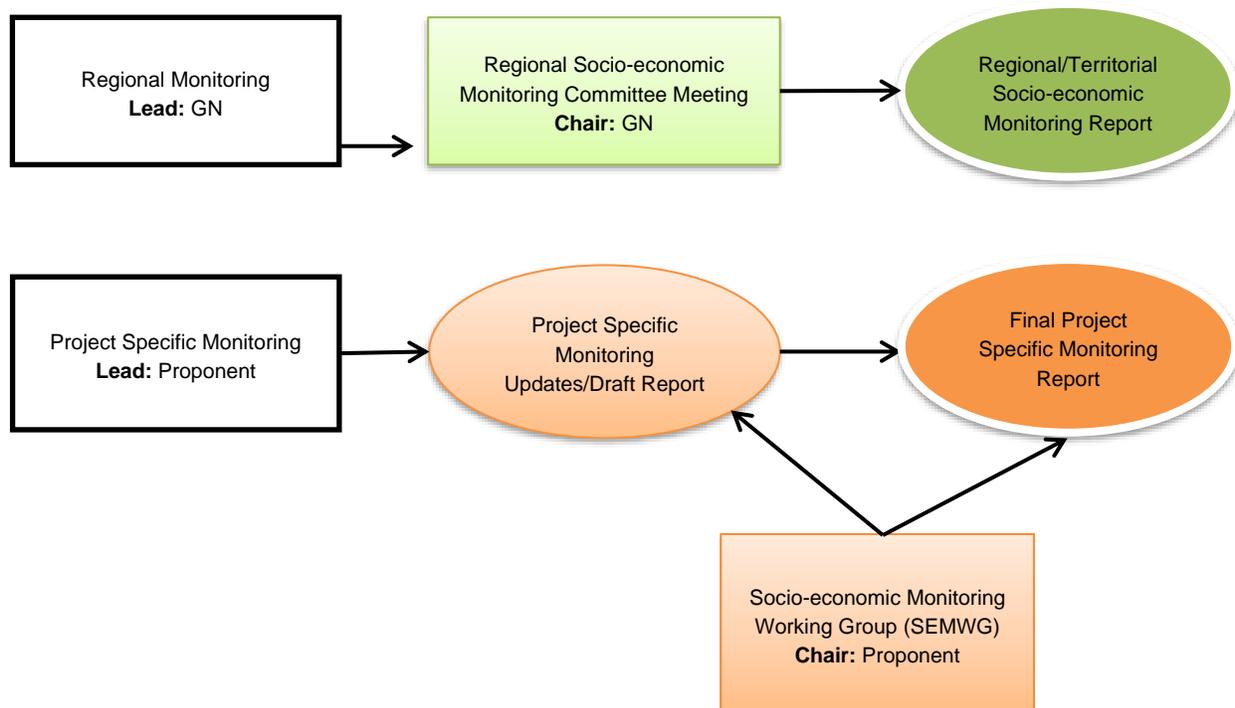
- 5.2 To the extent that such communications are consistent with and not limited by the Agnico’s obligations under the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA), Agnico Eagle shall share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs, with the Working Group and the KitSEMC.
- 5.3 Agnico Eagle will prepare and circulate a draft of the Program Report to the Working Group for review prior to the annual KitSEMC meeting. A draft executive summary of the Program Report will also be prepared and distributed to the KitSEMC prior to the annual meeting, and should be in plain language and translated for potential unilingual community representatives.

6. Meetings

- 6.1 The Working Group will continue to meet for as long as there remains at least one (1) Agnico Eagle project in the Kitikmeot region.
- 6.2 The Working Group will meet a minimum of once a year for the purposes of reviewing and providing direction on the development of the Program Report, and for its members to engage in the analysis and interpretation of data to support the SEMC Report.
- 6.3 The meeting schedule may be changed if agreed to in writing by all members of the Working Group.
- 6.4 The Working Group will endeavor to meet face to face whenever practical. However, recognizing Nunavut’s unique logistical challenges and the competing deadlines involved in reporting, teleconferences and email circulation will also satisfy meeting requirements if agreed to in writing by all members.

7. Relationship with Regional and Territorial Monitoring

- 7.1 The diagram outlines the relationship between Project-specific monitoring and regional/territorial monitoring, and its respective reporting requirements.



8. Project Closure

- 8.1 Two (2) years prior to the planned final closure of the Project or one of the Agnico Eagle Hope Bay Projects, Agnico Eagle shall, in collaboration with the Working Group submit an updated Program Plan to the KitSEMC that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of project closure.
- 8.2 Within six (6) months following an unanticipated temporary or final closure of a project Agnico Eagle shall, in collaboration with the Working Group submit an updated Program Plan to the KitSEMC that will also include detail regarding specific measures that may mitigate the potential for negative effects as a result of the Project's temporary or final closure.

9. Relation to IIBA Obligations

- 9.1 The parties recognize that this Terms of Reference is separate from any obligations and rights between Agnico Eagle and the Kitikmeot Inuit Association and the mandate of the Working Group shall not include the monitoring of the Hope Bay IIBA.
- 9.2 Any sharing of confidential or commercially sensitive information with the Working Group related to the IIBA will be solely by agreement of the Kitikmeot Inuit Association and Agnico Eagle.

10. Review of TORs

- 10.1 These Terms of Reference may be reviewed by Working Group members periodically for any required changes that may be applicable as the Project and the Agnico Eagle Hope Bay Projects evolve from construction, through operations and closure. Similarly, as any other mine development activities of Agnico Eagle are approved within the Kitikmeot region, these Terms of Reference shall be reviewed and amended as necessary to accommodate additional terms and conditions applicable to the project that may be issued by NIRB as part of the project certificate(s). Any changes to the Terms of Reference will be in writing.

APPENDIX B SOCIO-ECONOMIC INDICATORS AND PREDICTIONS

Appendix B: Socio-economic Indicators and Predictions

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Economic Development					
Economic growth	Revenues to Inuit organizations	■ Payments to KIA and NTI	<p>Construction/Operation: Agnico Eagle is expected to make payments to the KIA and the NTI including royalties, exploration and production lease rents, land tenure payment, water compensation, IIBA implementation payments and other payments.</p> <p>Reclamation and Closure: Contributions of the Project associated with production, including payments to the KIA and NTI, will come to an end once the Project ceases production.</p> <p>Temporary Closure: Royalties and other payments to the Inuit associations (i.e., KIA and NTI), including payments defined by the Framework Agreement and the IIBA, are expected to decrease close to pre-Project baseline levels as many are linked to expenditures, employment levels, and mine production amounts.</p>	<p>■ Hope Bay: No estimate.</p> <p>■ Madrid-Boston: No estimate.</p>	<p>■ Hope Bay: \$69.5 million in payments to the KIA and NTI.</p> <p>■ Madrid-Boston: \$144.3 million in payments to the KIA and NTI.</p>
	Revenues to the Government of Nunavut	■ Direct territorial tax payments	<p>Construction/Operation: Agnico Eagle will be required to make direct payments to the GN in the form of Payroll Tax, Petroleum Tax and Property Tax.</p> <p>Reclamation and Closure: There will be a general decrease in government tax revenue accrued to the federal and territorial governments. Government tax revenue will gradually decrease and eventually dissipate over the duration of the phase.</p> <p>Temporary Closure: There will be a decrease in expenditures resulting in a loss of Project contributions to tax revenues accruing to the federal and territorial governments.</p>	<p>■ Hope Bay: \$0.8 million in Territorial taxes.</p> <p>■ Madrid-Boston: \$2.6 million in Territorial taxes, \$6.1 million in Payroll Tax and \$3.1 million in Petroleum Tax. No specific prediction for the Property Tax.</p>	<p>■ Hope Bay: \$2.9 million in Territorial taxes.</p> <p>■ Madrid-Boston: \$9.1 million in Territorial taxes, \$28.1 million in Payroll Tax and \$11.2 million in Petroleum Tax. No specific prediction for the Property Tax.</p>
	Mining industry expenditures	■ Project expenditures	<p>Construction/Operation: Project expenditures during the Construction and Operation phases have the potential to contribute to the economic growth and development in the LSA and the RSA.</p> <p>Reclamation and Closure: The closure costs are estimated at \$42.7 million.</p> <p>Temporary Closure: There will be an overall reduction in Project expenditures.</p>	<p>■ Hope Bay: \$166.6 million in CAPEX and \$39.1 million in OPEX.</p> <p>■ Madrid-Boston: \$419.1 million in CAPEX and \$442.3 million OPEX.</p>	<p>■ Hope Bay: \$421.0 million in OPEX.</p> <p>■ Madrid-Boston: \$2,723.0 million in OPEX and \$368.6 million in CAPEX.</p>

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Contracting and Business Expenditures					
Opportunities for local businesses	Procurement expenditures	<ul style="list-style-type: none"> Annual spending on goods and services 	<p>Construction/Operation: The provision of business contracts will support economic prosperity and create new economic opportunities.</p> <p>Reclamation and Closure: While some contracting opportunities will continue, there will be an overall reduction in business opportunities at the Project as a result of production activities coming to an end. Procurement opportunities will cease at the end of the phase.</p> <p>Temporary Closure: While some contracting opportunities will continue, there will be an overall decrease in procurement opportunities because of the decrease in Project expenditures.</p>	<ul style="list-style-type: none"> Hope Bay: No estimate. Madrid-Boston: \$770.7 million (or an average of \$192.7 million per year) spent directly on suppliers within Canada. 	<ul style="list-style-type: none"> Hope Bay: No estimate. Madrid-Boston: \$2,797.0 million (or an average of \$279.7 million per year) spent directly on suppliers within Canada.
	Procurement from Nunavut businesses	<ul style="list-style-type: none"> Contracts awarded to Nunavut Businesses 	<p>Construction/Operation: The provision of business contracts will support economic prosperity and create new economic opportunities.</p> <p>Reclamation and Closure: It is expected that of the \$42.7 million in closure cost, a portion will be awarded to Kitikmeot Qualified Businesses and other Inuit Owned and Nunavut businesses. While some contracting opportunities will continue, there will be an overall reduction in business opportunities at the Project as a result of production activities coming to an end. Procurement opportunities will cease at the end of the phase.</p> <p>Temporary Closure: While some contracting opportunities will continue, there will be an overall decrease in procurement opportunities because of the decrease in Project expenditures.</p>	<ul style="list-style-type: none"> Doris North: No estimate. Hope Bay: No estimate. Madrid-Boston: \$70.8 million (or an average of \$17.7 million per year) spent directly on suppliers within Nunavut. 	<ul style="list-style-type: none"> Doris North: No estimate. Hope Bay: No estimate. Madrid-Boston: \$236.0 million (or an average of \$23.6 million per year) spent directly on suppliers within Nunavut.
	Procurement from Kitikmeot businesses	<ul style="list-style-type: none"> Contracts awarded to Kitikmeot Qualified Businesses (KQB) Contracts awarded to other Kitikmeot-based businesses (non-KQB) 	<p>Construction/Operation: The provision of business contracts to businesses in the LSA and the RSA, will support economic prosperity and create new economic opportunities. New businesses may be created to provide goods and services not presently available in the LSA or the RSA. Also, existing businesses may have the potential to expand or diversify as a result of local Project expenditures.</p> <p>Reclamation and Closure: While some contracting opportunities will continue, there will be an overall reduction in business opportunities at the Project as a result of production activities coming to an end. Procurement opportunities will cease at the end of the phase.</p> <p>Temporary Closure: While some contracting opportunities will continue, there will be an overall decrease in procurement opportunities because of the decrease in Project expenditures.</p>	<ul style="list-style-type: none"> Hope Bay: No estimate. Madrid-Boston: \$63.8 million (or an average of \$16.0 million per year spent directly on suppliers within Kitikmeot. No estimate of KQB versus non-KQB spending. 	<ul style="list-style-type: none"> Hope Bay: No estimate. Madrid-Boston: \$236.0 million (or an average of \$23.6 million per year) directly on suppliers within Kitikmeot (representing all direct spending in Nunavut). No estimate of KQB versus non-KQB spending.

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Opportunities for local businesses (cont'd)	Procurement from Inuit Firms	<ul style="list-style-type: none"> ■ Contracts awarded to all Inuit Firms (including KQB and non-KQB) 	<p>Construction/Operation: The Project is expected to provide contracting business opportunities to Inuit firms that will help existing businesses grow and expand in capacity. Also, new businesses may be created if there is demand for specific goods or services not already available in the LSA or the RSA.</p> <p>Reclamation and Closure: While some contracting opportunities will continue, there will be an overall reduction in business opportunities at the Project as a result of production activities coming to an end. Procurement opportunities will cease at the end of the phase.</p> <p>Temporary Closure: While some contracting opportunities will continue, there will be an overall decrease in procurement opportunities because of the decrease in Project expenditures.</p>	<ul style="list-style-type: none"> ■ Hope Bay: No estimate. ■ Madrid-Boston: No estimate. 	<ul style="list-style-type: none"> ■ Hope Bay: No estimate. ■ Madrid-Boston: No estimate.
	Business development	<ul style="list-style-type: none"> ■ Number of Kitikmeot Qualified Businesses ■ Number of registered Inuit firms in the Kitikmeot region 	<p>Construction/Operation: Project expenditures can support the creation of new businesses to provide goods and services not presently available in the LSA or the RSA.</p> <p>Reclamation and Closure: It is expected that businesses previously supplying the Project will have time to adjust their respective capacities or work with other mining developments and exploration companies in the region, although this will be dependent on the economic conditions at the time.</p> <p>Temporary Closure: All business opportunities will not cease, however, as ongoing maintenance activities will be required at site meaning a reduced level of ongoing employment and procurement of goods and services by the Madrid-Boston Project. The ability of LSA and RSA businesses to replace the lost business will be dependent on the economic conditions at the time and the market opportunities with other projects in the region.</p>	<ul style="list-style-type: none"> ■ Hope Bay: No estimate. ■ Madrid-Boston: No estimate. 	<ul style="list-style-type: none"> ■ Hope Bay: No estimate. ■ Madrid-Boston: No estimate.
Employment					
Increased employment and income opportunities	Overall employment	<ul style="list-style-type: none"> ■ Workforce size ■ Workforce Effort 	<p>Construction/Operation: The Project will provide direct employment opportunities for workers from across Canada, Nunavut and the Kitikmeot Region. This can increase the number of employed in the Kitikmeot region and decrease the unemployment rate.</p> <p>Reclamation and Closure: Although it is currently unknown how many person-years of employment will be created at the Project, it is expected that there will be a substantial drop in employment opportunities compared with Operation. Workers from Operation are expected to be retained for the Reclamation and Closure phase, as there will be a continued reliance on skills related to mining (e.g., heavy equipment operators), environment, and surface operations, among others.</p> <p>Temporary Closure: Employment at the Project will be substantially reduced but will not cease. Ongoing maintenance activities will be required at site meaning a reduced level of ongoing employment.</p>	<ul style="list-style-type: none"> ■ Hope Bay: 370 person-years of direct employment, including 56 person-years of employment for Nunavut workers. ■ Madrid-Boston: 1,162 person-years in CAPEX-related employment, plus an additional 1,114 person-years in OPEX employment for workers from across Canada including 321 person-years for residents of Nunavut. 	<ul style="list-style-type: none"> ■ Hope Bay: 1,415 person-years of direct employment, including 197 person-years for Nunavut workers. ■ Madrid-Boston: Up to 1,240 workers during peak production, for a total of 9,487 person-years of direct employment for workers from across Canada including 1,100 person-years for workers from Nunavut.

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Increased employment and income opportunities (cont'd)	Inuit and Kitikmeot employment	<ul style="list-style-type: none"> ■ Kitikmeot Inuit workforce size (resident of Kitikmeot region) ■ Kitikmeot Inuit workforce effort ■ Other regional workforce size (non Inuit Kitikmeot residents) ■ Other regional workforce effort 	<p>Construction/Operation: Agnico Eagle is committed to maximizing Inuit employment at the Project. Agnico Eagle is committed, under the IIBA, to maximizing employment benefits in the LSA and the RSA. IIBA highlights Inuit employment preference, which means that if there are two or more equally matched Inuit and non-Inuit candidates, Agnico Eagle will hire Inuit candidates.</p> <p>Reclamation and Closure: Although it is currently unknown how many person-years of employment will be created at the Project, it is expected that there will be a substantial drop in employment opportunities compared with Operation. There is potential for the unemployment rate and number of people receiving social assistance to increase; however, the extent to which this will occur is difficult to predict and will be determined by the number of other projects and employment opportunities available in the region at that time and the ability of individuals to transition to other employment. Contributions to building the labour force capacity in the region will cease. However, work-related experience and increased capacity gained throughout the Operation phase will help workers in the Kitikmeot region obtain new employment. Further, workers from Operation are expected to be retained for the Reclamation and Closure phase, as there will be a continued reliance on skills related to mining (e.g., heavy equipment operators), environment, and surface operations, among others.</p> <p>Temporary Closure: Employment at the Project will be substantially reduced but will not cease. Ongoing maintenance activities will be required at site, meaning a reduced level of ongoing employment. The ability of LSA and RSA workers to find alternative employment will be dependent on the economic conditions at the time and the employment opportunities with other projects in the region.</p>	<ul style="list-style-type: none"> ■ Hope Bay: 56 person-years of employment for Kitikmeot residents. ■ Madrid-Boston: The Project will provide 289 person-years of employment for workers from the Kitikmeot Region (23 person-years of employment in 2019, 69 person-years in 2020, 102 person-years in 2021, and 94 person-years in 2022). Averaging an estimated 72 jobs for workers from the Kitikmeot region. ■ Impact predictions did not estimate how many of those jobs will be held by Inuit. 	<ul style="list-style-type: none"> ■ Hope Bay: 197 person-years of employment for Kitikmeot residents. ■ Madrid-Boston: 1,100 person-years of direct employment in the Kitikmeot region (an average of 110 jobs per year). ■ Impact predictions did not estimate how many of those jobs will be held by Inuit. ■ Additional hiring scenarios developed for the Kitikmeot region as provided in the Madrid-Boston FEIS: ■ Madrid-Boston: All Kitikmeot workers, a low scenario of 128 jobs and a high scenario of 386 jobs; Kitikmeot Inuit workers, a low scenario of 115 jobs and a high scenario of 347 jobs.
		<ul style="list-style-type: none"> ■ Other Inuit workforce size (not resident of Kitikmeot region) ■ Other Inuit workforce effort 	<p>Construction/Operation: Agnico Eagle is committed to maximizing Inuit employment at the Project. IIBA requires Inuit employment preference, which means that if there are two or more equally matched Inuit and non-Inuit candidates, Agnico Eagle will hire Inuit candidates.</p> <p>Reclamation and Closure: Although it is currently unknown how many person-years of employment will be created at the Project, it is expected that there will be a substantial drop in employment opportunities compared with Operation. There is potential for the unemployment rate and number of people receiving social assistance to increase; however, the extent to which this will occur is difficult to predict and will be determined by the number of other projects and employment opportunities available in the region at that time and the ability of individuals to transition to other employment.</p> <p>Temporary Closure: Employment at the Project will be substantially reduced but will not cease. Ongoing maintenance activities will be required at site meaning a reduced level of ongoing employment. The ability of LSA and RSA workers to find alternative employment will be dependent on the economic conditions at the time and the employment opportunities with other projects in the region.</p>	<ul style="list-style-type: none"> ■ Hope Bay: Workers from Qikiqtaaluk and Kivalliq are not expected to work at the Project. ■ Madrid-Boston: The Project will provide 32 person-years of employment for workers from Qikiqtaaluk and/or Kivalliq). It is not predicted how many of those jobs will be held by Inuit. 	<ul style="list-style-type: none"> ■ Hope Bay: Workers from Qikiqtaaluk and Kivalliq are not expected to work at the Project. ■ Madrid-Boston: Workers from Qikiqtaaluk and Kivalliq are not expected to work at the Project.

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Increased employment and income opportunities (cont'd)	Inuit and Kitikmeot employment (cont'd)	<ul style="list-style-type: none"> ■ Kitikmeot workers by community 	<p>Construction/Operation: The Project will provide direct employment opportunities for workers from the Kitikmeot Region. This can increase the number of employed and decrease the unemployment rate in the Kitikmeot communities.</p> <p>Reclamation and Closure: Although it is currently unknown how many person-years of employment will be created at the Project, it is expected that there will be a substantial drop in employment opportunities compared with Operation.</p> <p>Temporary Closure: Employment at the Project will be substantially reduced but will not cease. Ongoing maintenance activities will be required at site meaning a reduced level of ongoing employment. The ability LSA and RSA workers to find alternative employment will be dependent on the economic conditions at the time and the employment opportunities with other projects in the region.</p>	<ul style="list-style-type: none"> ■ Hope Bay: 56 person-years of employment for Kitikmeot residents. No estimate by community. ■ Madrid-Boston: An average of 72 jobs for workers from the Kitikmeot region. No estimate by community. 	<ul style="list-style-type: none"> ■ Hope Bay: 197 person-years of employment for Kitikmeot residents. No estimate by community. ■ Madrid-Boston: An average of 110 jobs per year for workers from the Kitikmeot Region. No estimate by community.
	Gender equity	<ul style="list-style-type: none"> ■ Workforce effort by women ■ Workforce effort by Inuit women 	<p>Construction/Operation: Agnico Eagle is committed to employment equity and increasing the share of women in the workforce; however, in consideration of historical experience of the mining sector, most Project employees are predicted to be male.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>	<ul style="list-style-type: none"> ■ Hope Bay: No estimate. ■ Madrid-Boston: No estimate. 	<ul style="list-style-type: none"> ■ Hope Bay: No estimate. ■ Madrid-Boston: No estimate.
	Employment income	<ul style="list-style-type: none"> ■ Payroll ■ Payroll for Inuit workers 	<p>Construction/Operation: Through the provision of direct employment opportunities, the Project will increase the personal income of workers.</p> <p>Reclamation and Closure: There will be a reduction in income earned by workers resulting from the reduction in employment opportunities. Eventually, income benefits at the Project will cease.</p> <p>Temporary Closure: There will be a reduction in income earned by workers resulting from the reduction in employment opportunities.</p>	<ul style="list-style-type: none"> ■ Hope Bay: \$45.1 million in direct personal income for Canadian workers including \$6.8 for workers from Nunavut. No estimate specific to Inuit workers. ■ Madrid-Boston: \$304.2 million in direct personal income across Canada and \$42.6 million in Nunavut. No estimate specific to Inuit workers. 	<ul style="list-style-type: none"> ■ Hope Bay: \$170.9 million in direct personal income for Canadians, including \$23.7 million for Nunavut workers. No estimate specific to Inuit workers. ■ Madrid-Boston: \$1,403.7 million in direct personal income across Canada, including \$163.8 million in benefits to Nunavut. No estimate specific to Inuit workers.
		<ul style="list-style-type: none"> ■ Payroll by Kitikmeot community 	<p>Construction/Operation: Through the provision of direct employment opportunities, the Project will increase the personal income of workers in Kitikmeot communities.</p> <p>Reclamation and Closure: There will be a reduction in income earned by workers resulting from the reduction in employment opportunities. Eventually, income benefits at the Project will cease.</p> <p>Temporary Closure: There will be a reduction in income earned by workers resulting from the reduction in employment opportunities.</p>	<ul style="list-style-type: none"> ■ Hope Bay: \$6.8 million in direct personal income for the Kitikmeot Region. No estimate by community. ■ Madrid-Boston: \$34.1 million in direct personal income for the Kitikmeot Region. No estimate by community. 	<ul style="list-style-type: none"> ■ Hope Bay: \$23.7 million in direct personal income for the Kitikmeot Region. No estimate by community. ■ Madrid-Boston: \$163.8 million in direct personal income effect (and average of \$16.4 million per year or \$148,900 per job). No estimate by community.

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase:	Specific Quantitative Predictions for the Operation Phase:
				<ul style="list-style-type: none"> ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022 	<ul style="list-style-type: none"> ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Increased employment and income opportunities (cont'd)	Employee retention	<ul style="list-style-type: none"> ■ Employee turnover rate 	No FEIS-specific prediction.		
	Worker health and safety	<ul style="list-style-type: none"> ■ Lost time incidents 	No FEIS-specific prediction.		
		<ul style="list-style-type: none"> ■ Utilization of site medic 	<p>Construction/Operation: Agnico Eagle will provide first aid facilities and a trained first aid attendant or advanced medical care personnel (ACLS/ATLS), depending on camp loading¹. A record of all workplace first aid/medical treatments will be maintained.</p> <p>Reclamation and Closure: Agnico Eagle will provide first aid facilities and a trained first aid attendant or advanced medical care personnel (ACLS/ATLS), depending on camp loading². A record of all workplace first aid/medical treatments will be maintained.</p> <p>Temporary Closure: Agnico Eagle will provide first aid facilities and a trained first aid attendant or advanced medical care personnel (ACLS/ATLS), depending on camp loading³. A record of all workplace first aid/medical treatments will be maintained.</p>		
Increased labour force capacity (education, skills, experience)	On-the-job training	<ul style="list-style-type: none"> ■ On-the-job training courses 	<p>Construction/Operation: Through the provision of training and employment opportunities, the Project has the potential to improve the skills and experience of the territorial and regional labour force and contribute to building labour force capacity. Agnico Eagle will provide on-the-job technical training and skills development in a variety of areas.</p> <p>Reclamation and Closure: Project-specific training and contributions to building the labour force capacity in the region will cease. Many workers from Operation are expected to be retained for the Reclamation and Closure phase, as there will be a continued reliance on skills related to mining (e.g., heavy equipment operators), environment, and surface operations, among others.</p> <p>Temporary Closure: There will be an overall decrease in Project-specific training opportunities.</p>		
		<ul style="list-style-type: none"> ■ Inuit participation in on-the-job training 	<p>Construction/Operation: Through the provision of employment opportunities, the Project has the potential to change the skills and experience of the territorial and regional labour force and contribute to building labour force capacity. Agnico Eagle will support training opportunities for Inuit. The IIBA specifies that Agnico Eagle may include on-the-job technical training and skills development in a variety of areas including underground mining, surface operations, mill processing, geotechnical and environmental.</p> <p>Reclamation and Closure: Project-specific training and contributions to building the labour force capacity in the region will cease. However, work-related experience and increased capacity gained throughout the Operation phase will help workers in the Kitikmeot region obtain new employment. Also, many workers from Operation are expected to be retained for the Reclamation and Closure phase, as there will be a continued reliance on skills related to mining (e.g., heavy equipment operators), environment, and surface operations, among others. However, some job descriptions and required skill sets will differ to meet reclamation work needs. This is expected to result in a change in the types of education and training demanded. Some requirements will be met through on-the-job training by Agnico Eagle and, through its working relationships with the KIA and NAC, programming needs will be identified and developed to the extent possible to support the further development of the skills and experience of the regional workforce.</p> <p>Temporary Closure: There will be an overall decrease in Project-specific training opportunities.</p>		

¹ TMAC Recourses Inc. *Health and Safety Management Plan*, FEIS Appendix V8-4V (December 2017).

² TMAC Recourses Inc. *Health and Safety Management Plan*, FEIS Appendix V8-4V (December 2017).

³ TMAC Recourses Inc. *Health and Safety Management Plan*, FEIS Appendix V8-4V (December 2017).

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Increased labour force capacity (education, skills, experience; <i>cont'd</i>)	Apprenticeships	<ul style="list-style-type: none"> ■ Apprenticeships with the Project ■ Inuit apprentices 	No FEIS-specific prediction.		
	Skill levels	<ul style="list-style-type: none"> ■ Inuit employees, by job category (skill level) ■ Inuit employees, by department 	No FEIS-specific prediction.		
Increased competition for labour	Retention of skilled workers in community roles	<ul style="list-style-type: none"> ■ Number of skilled workers leaving employment in community for employment at mine 	<p>Construction/Operation: Competition for local labour may result in the shortage of skilled workers, such as those at Skill Level A, B and C, and workers leaving their current jobs to find Project-related employment in hopes of earning higher wages. Competition for local labour could take place during the Construction phase and at the beginning of the Operation phase when hiring takes place to fill the remaining available positions. Project jobs could put strain on employers in the LSA and the RSA, as they would be competing with Project wages.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
Education and Training					
Increased demand for education and training programs	Availability of post-secondary education	<ul style="list-style-type: none"> ■ Courses related to employment in mining industry 	<p>Construction/Operation: Employment opportunities created by the Project are expected to increase the demand for education and training programs by Kitikmeot residents. Individuals in the labour force are expected to seek out local education and training so that they better qualify for direct employment opportunities with the Project. Increased demand will result in an increased utilization of the existing programming offered in the Kitikmeot region and elsewhere (e.g., trades schooling in Rankin Inlet) and support a demand-driven development of programs available to residents. The increased demand for education and training may result in a greater utilization, availability, and diversity of training programs and is not anticipated to affect education infrastructure or administration. Demand for education and training programs is expected to be greatest before and during the Construction phase as local residents prepare to obtain long-term employment during the Operation phase of the Project.</p> <p>Reclamation and Closure: There is expected to be a decrease in the demand for education and training associated with the Project within the Kitikmeot region corresponding to the decrease in employment opportunities compared to Operation. Some workers from Operation are expected to be retained for the Reclamation and Closure phase, as there will be a continued reliance on skills related to mining (e.g., heavy equipment operators), environment, and surface operations, among others. However, some job descriptions and required skill sets will differ to meet reclamation work needs. This is expected to result in a change in the types of education and training demanded. Some requirements will be met through on-the-job training by Agnico Eagle and through its working relationships with the KIA and NAC programming needs will be identified and developed to the extent possible to support the further development of the skills and experience of the regional workforce.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		

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				<ul style="list-style-type: none"> ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022 	<ul style="list-style-type: none"> ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Increased demand for education and training programs (cont'd)	Participation in post-secondary education	<ul style="list-style-type: none"> ■ Enrolment of Kitikmeot students in post-secondary education 	<p>Construction/Operation: Employment opportunities created by the Project are expected to increase the demand for education and training programs by Kitikmeot residents.</p> <p>Reclamation and Closure: There is expected to be a decrease in the demand for education and training associated with the Project within the Kitikmeot region corresponding to the decrease in employment opportunities compared to Operation. Some workers from Operation are expected to be retained for the Reclamation and Closure phase, as there will be a continued reliance on skills related to mining (e.g., heavy equipment operators), environment, and surface operations, among others. However, some job descriptions and required skill sets will differ to meet reclamation work needs. This is expected to result in a change in the types of education and training demanded. Some requirements will be met through on-the-job training by Agnico Eagle and through its working relationships with the KIA and NAC programming needs will be identified and developed to the extent possible to support the further development of the skills and experience of the regional workforce.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Investment in education	<ul style="list-style-type: none"> ■ Investments in school-based initiatives 	<p>Construction/Operation: The Project is expected to support an increase in funding resources available to the NAC and others in the longer term as governments work to enhance the capabilities of local educational institutions.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
Improved perceptions of education and employment benefits	Understanding of employment opportunities	<ul style="list-style-type: none"> ■ Community and student outreach events 	<p>Construction/Operation: Agnico Eagle will host a community information and career awareness session in all Kitikmeot communities at least annually to encourage Inuit to attain the skills and education qualifications necessary to take advantage of employment opportunities.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	High-school participation	<ul style="list-style-type: none"> ■ Public school enrollment, by community 	<p>Construction/Operation: With the increase in employment opportunities available to Kitikmeot residents, there is expected to be a further re-enforcement of the direct link between education and employment, and a positive change in school enrollment (an increase in school enrollment).</p> <p>Reclamation and Closure: By Reclamation and Closure, it is expected that the Madrid-Boston Project will have had long-term positive effects on the perceptions of the value of formal education in relation to employment. Although the number of jobs available during this phase will be substantially lower than during Operation, a positive perception is expected to persist as many workers continue to be employed by the Project and employment and training shifts focus to those skills required for Reclamation and Closure. Also, when laid off mine workers have the skills to transition to other employment, the perception that education and training coupled with work experience having long lasting positive effects will be enhanced.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Improved perceptions of education and employment benefits (<i>cont'd</i>)	High-school participation	<ul style="list-style-type: none"> ■ Public school attendance (truancy) rate 	<p>Construction/Operation: With the increase in employment opportunities available to Kitikmeot residents, there is expected to be a further re-enforcement of the direct link between education and employment, resulting in a reduction in the public school truancy rate.</p> <p>Reclamation and Closure: By Reclamation and Closure, it is expected that the Madrid-Boston Project will have had long-term positive effects on the perceptions of the value of formal education in relation to employment. Although the number of jobs available during this phase will be substantially lower than during Operation, a positive perception is expected to persist as many workers continue to be employed by the Project and employment and training shifts focus to those skills required for Reclamation and Closure. Also, when laid off mine workers have the skills to transition to other employment, the perception that education and training coupled with work experience having long lasting positive effects will be enhanced.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	High school completion	<ul style="list-style-type: none"> ■ High school completion, by community 	<p>Construction/Operation: With the increase in employment opportunities available to Kitikmeot residents, there is expected to be a further re-enforcement of the direct link between education and employment, and a positive change in school completion (increase in the number of high school graduates).</p> <p>Reclamation and Closure: By Reclamation and Closure, it is expected that the Madrid-Boston Project will have had long-term positive effects on the perceptions of the value of formal education in relation to employment. Although the number of jobs available during this phase will be substantially lower than during Operation, a positive perception is expected to persist as many workers continue to be employed by the Project and employment and training shifts focus to those skills required for Reclamation and Closure. Also, when laid off mine workers have the skills to transition to other employment, the perception that education and training coupled with work experience having long lasting positive effects will be enhanced.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
Population Demographics					
Increased in-migration to Kitikmeot region	Population stability	<ul style="list-style-type: none"> ■ Population of Kitikmeot communities 	<p>Construction/Operation: The population increase within the Kitikmeot region is expected to be driven by natural population increase (high birth rate).</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
		<ul style="list-style-type: none"> ■ Migration of employees to/from Kitikmeot communities 	<p>Construction/Operation: Due to the Project, there is expected to be a negligible or small increase of in-migration to the Kitikmeot region or between communities within the Kitikmeot primarily because of two factors:</p> <ul style="list-style-type: none"> ■ the agreement under the IIBA to maintain multiple points of hire across the Kitikmeot region and to transport workers from their home community (i.e., moving to a community closer to the Hope Bay Project like Cambridge Bay has no locational advantage); and ■ the fly-in/fly-out nature of the operation, meaning that non-Kitikmeot employees have no advantage by moving to the Kitikmeot region. <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase: ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022	Specific Quantitative Predictions for the Operation Phase: ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Community Infrastructure and Public Services					
Increased demand for housing	Housing availability	■ Housing need, by community	<p>Construction/Operation: There is a shortage of housing in the Kitikmeot communities due to a high natural population growth rate, limited available housing stock, and a backlog of new home development. Although it is not expected that the Kitikmeot communities will experience population influx-induced demand for housing, changes in income due to Project-related employment among Kitikmeot residents can impact housing rent costs for those living in public housing and, potentially, result in a change in demand for other housing types (e.g., those with employment income may opt for private rental homes). The impact is not expected to be negative as the NHC now has numerous policies in place to ensure there is a gradual transition for any public housing tenant who obtains employment. Housing demand will likely remain constant in the near term but may change slowly over time in step with career progression or advancement.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
		■ Approved home ownership assistance applications, by community	<p>Construction/Operation: No FEIS-specific prediction.</p>		
	Housing status	■ Housing status of project employees	<p>Construction/Operation: A change in employment status carries implications for income supports: those living in public housing will experience a gradual decrease in rental subsidy as their employment status changes and income level increases. This gradual transition is designed to support wealth accumulation and greater financial independence and will not exceed what is defined as the manageable cost of housing by CMHC (e.g., one-third of income). Kitikmeot residents who work at the Project will be able to accumulate wealth and seek alternative housing arrangements (i.e., leave public housing and rent private housing or purchase/build a house).</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
Increased demand for local services	Project use of emergency services	■ Use of GN emergency services by the Project	<p>Construction/Operation: Due to the fly-in/fly-out nature of the operation and the predicted negligible impact on in-migration to LSA and RSA communities, changes to demand for local services are expected to be minimal as any changes will be influenced primarily by existing Kitikmeot region residents in ways that are similar to continuing trends. Firefighting equipment will be provided and maintained for the Project site. Personnel will be trained in first aid and Fire Warden Duties⁴. Agnico Eagle will provide first aid facilities and a trained first aid attendant or advanced medical care personnel, depending on camp loading⁵.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		

⁴ TMAC Recourses Inc. *Health and Safety Management Plan*, FEIS Appendix V8-4V (December 2017).

⁵ TMAC Recourses Inc. *Health and Safety Management Plan*, FEIS Appendix V8-4V (December 2017).

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Increased demand for local services (cont'd)	Demand for health and social services	<ul style="list-style-type: none"> ■ Visits to health centres, by community 	<p>Construction/Operation: The Project is not expected to directly result in changes to health care demand, because:</p> <ul style="list-style-type: none"> ■ Project employees who are not Kitikmeot residents will continue to access health services in their home communities and will not interact with communities in the Kitikmeot region (i.e., will not be using health services in local Kitikmeot communities); and ■ Project employees who are Kitikmeot residents will have access to health care services while at site, potentially reducing the annual number of health care visits in the region. ■ Demand for health care services may be indirectly affected by the Project should additional support be required for those employees who choose to engage in high-risk behaviour (alcohol and drug use). <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
		<ul style="list-style-type: none"> ■ Social assistance caseload, by community 	<p>Construction/Operation: Through the provision of employment and income, the Project has the potential to modestly reduce the number of people who require social assistance. However, the need for social assistance is likely to fluctuate as Project employment levels and individual employment patterns fluctuate.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Demand for police services	<ul style="list-style-type: none"> ■ Police calls for service, by community 	<p>Construction/Operation: Changes in population, employment, access to alcohol and drugs, and other complex factors can contribute to the number of police calls received in each community on an annual basis. As employees and their families have access to income, there is potential for an increase in demand for police services related to alcohol and drugs (e.g., domestic violence) in Kitikmeot communities. However, it is expected that the majority of employees will experience positive benefits of increased income and not engage in high risk behaviours, unproductive spending, or potentially criminal activities.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Demand for police services (cont'd)	<ul style="list-style-type: none"> ■ Criminal violations, by region and community 	<p>Construction/Operation: In some cases, income earned through Project employment may be indirectly linked to substance consumption and abuse. As employees and their families have access to income, there is potential for an increase in demand for police services related to alcohol and drugs (e.g., domestic violence) in Kitikmeot communities. However, it is expected that the majority of employees will experience positive benefits of increased income and not engage in high-risk behaviours or potentially criminal activities.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		

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Individual and Community Health and Wellness					
Changes to family stability	Work-life balance	<ul style="list-style-type: none"> ■ Ability of Inuit workers to balance employment and family and/or traditional lifestyle 	<p>Construction/Operation: Due to the fly-in/fly-out nature of the Project and workers being away from home while on shift (typically a two-week on/ two-week off rotation), the Project has the potential to affect family stability among households with one or more employees. The potential for one or more household members to be away from the family for an extended period may be disruptive to family life, particularly as Inuit culture places high value on close relationships with extended family members. Also, as a result of the primarily male workforce, it is expected that Project employment will result in an increased burden on women in the household. This has implications for children and childcare, spousal relationships, and gender roles. It also has the potential to adversely affect the mental and physical health of individuals.</p> <p>Reclamation and Closure: Both positive and negative changes in family stability may occur during this transition. Potential negative implications include increased stress associated with decreased employment income and any associated negative behaviours that may arise. Potential positive implications include the ability to reconnect with family members and the ability to be more present and active in family life, as well as to leverage the experience at the mine for other opportunities. Madrid-Boston employees will have work experiences to share and will have modelled employment behaviours to their family members. Following Reclamation and Closure, employment experience is expected to transfer to other opportunities that continue to support family members.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Work-life balance (<i>cont'd</i>)	<ul style="list-style-type: none"> ■ Utilization of Employee and Family Assistance Program (EFAP) 	<p>Construction/Operation: Employee and Family Assistance Program (EFAP) will provide Inuit employees and their families with services to assist them with dealing with personal problems, family matters, mental health concerns, and alcohol, drug and gambling dependencies.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
Changes to family spending	Household financial management	<ul style="list-style-type: none"> ■ Financial management training for workers 	<p>Construction/Operation: Increased income has potential to increase the standard of living, and decrease challenges associated with providing financially for the family. Agnico Eagle will reach out to third-parties to deliver financial management programs such as financial literacy, financial planning and personal budgeting as identified in the Human Resources Plan.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Spending decisions and lifestyle choices	<ul style="list-style-type: none"> ■ Sale of alcoholic beverages, by community 	<p>Construction/Operation: Project employment and associated increase in personal income has the potential to result in a more frequent purchase of alcoholic beverages in the Kitikmeot communities. Agnico Eagle has a zero tolerance on their premises for the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs and/or possession of or use of alcohol⁶.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		

⁶ MAC Recourses Inc. *Health and Safety Management Plan*, FEIS Appendix V8-4V (December 2017).

Predicted Effect	Objective	Indicators	FEIS Phase-Specific Predictions	Specific Quantitative Predictions for the Construction Phase:	Specific Quantitative Predictions for the Operation Phase:
				<ul style="list-style-type: none"> ■ Doris North/Hope Bay 2015 and 2016 ■ Madrid-Boston 2019 to 2022 	<ul style="list-style-type: none"> ■ Doris North/Hope Bay 2017 to 2021 ■ Madrid Boston 2023 to 2032
Changes to family spending (<i>cont'd</i>)		<ul style="list-style-type: none"> ■ Types of criminal violations, by region and community 	<p>Construction/Operation: Increased income has the potential to increase criminal behaviour, impaired driving violations, drug violations, domestic violence, and gambling activity levels in Kitikmeot communities. Changes to family spending are typically expected to occur primarily during the period of transition to Project employment, followed by adjustment or stabilization as the new circumstances (employment and income) become the norm.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
Changes to food security and cost of living	Country foods consumption	<ul style="list-style-type: none"> ■ Consumption of country foods at Project camp 	<p>Construction/Operation: Agnico Eagle provides country foods to Inuit employees through camp kitchens; country foods are obtained from a licensed processing facility (e.g. Kitikmeot Foods). Agnico Eagle will continue to provide access to a Country Food Kitchen to allow personnel to store and consume personally harvested and owned country food. The Country Food Kitchen is available for workers to access while on site. The extent to which Agnico Eagle will serve country foods through its camp kitchens will depend on the level of demand and needs of Inuit employees, as well as the availability of supply.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Food security	<ul style="list-style-type: none"> ■ Food costs, by community 	<p>Construction/Operation: There could be a minor increase in the cost of living (the cost of food) in the communities as a result of the Project. However, the Project can also reduce food insecurity through increased employment and income. Employees who choose to use their income productively (e.g., spending on nutritious foods, purchasing equipment to support harvesting) have the potential to positively impact food security not only in their own households but also amongst their extended family network, due to the Inuit cultural practice of sharing food (and country foods in particular).</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
	Household economic self-sufficiency	<ul style="list-style-type: none"> ■ Low-income households (families and non-family persons), by community ■ Project employment income 	<p>Construction/Operation: Project-related employment will increase personal and family income for households in the Kitikmeot region. This, in turn, has the potential to improve households' economic self-sufficiency and to decrease the number of low-income households in the region.</p> <p>Reclamation and Closure: No FEIS-specific prediction.</p> <p>Temporary Closure: No FEIS-specific prediction.</p>		
			<p>Construction/Operation: Project-related employment will increase personal and family income for households in the Kitikmeot region. This, in turn, has the potential to improve households' economic self-sufficiency and to decrease the number of low-income households in the region.</p> <p>Reclamation and Closure: There will be a reduction in income earned by workers resulting from the reduction in employment opportunities. Eventually, income benefits at the Project will cease.</p> <p>Temporary Closure: There will be a reduction in income earned by workers resulting from the reduction in employment opportunities.</p>		

APPENDIX C CORRESPONDENCE BETWEEN SOCIO-ECONOMIC INDICATORS AND PROJECT CERTIFICATE TERMS AND CONDITIONS

Appendix C: Correspondence between Socio-economic Indicators and Project Certificate Terms and Conditions

Predicted Effect	Objective	Indicator	Term and Condition
Economic Development			
Economic growth	Growth of revenues to Inuit organizations	■ TMAC payments to KIA and NTI	NA
	Growth in revenues to the Government of Nunavut	■ Direct territorial tax payments	
	Growth in mining industry expenditures	■ Project expenditures	
Contracting and Business Expenditures			
Opportunities for local businesses	Procurement expenditures	■ Annual spending on goods and services	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent shall track and report on project procurement of local and regional businesses and competition for access to local and regional businesses by existing customers. (Term and Condition No. 37)</p> <p>TMAC shall collaborate with the Hope Bay Socio-Economic Working Group (SEWG) to ensure that the Hope Bay Socio-Economic Monitoring Program provides for appropriate Project-specific socio-economic effects monitoring of Project procurement of local regional businesses and competition for access to local and regional businesses by existing customers. Specific indicator(s) will be developed as agreed to by the SEWG, and considering the input of the Kitikmeot Socio-economic Monitoring Committee, to track and report on the extent to which the Project procures from Kitikmeot businesses and the extent to which existing customers are unable to access goods and services, consistent with provisions of the Hope Bay Impact and Benefit Agreement (IIBA). Activities related to monitoring and development of mitigation, including use and disclosure of information and data, will adhere to the SEWG Terms of Reference. (Commitment No. 86)</p>
	Procurement from Nunavut businesses	■ Contracts awarded to Nunavut Businesses	
	Procurement from Kitikmeot businesses	<ul style="list-style-type: none"> ■ Contracts awarded to Kitikmeot Qualified Businesses (KQB) ■ Contracts awarded to other Kitikmeot-based businesses (non-KQB) 	
	Procurement from Inuit Firms	■ Contracts awarded to all Inuit Firms (including KQB and non-KQB)	
	Business development	<ul style="list-style-type: none"> ■ Number of Kitikmeot Qualified Businesses ■ Number of registered Inuit firms in the Kitikmeot region 	
Employment			
Increased employment and income opportunities	Overall employment	<ul style="list-style-type: none"> ■ Workforce size ■ Workforce Effort 	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent should include in its annual Hope Bay Socio-Economic Monitoring Plan report levels of Inuit employment at the Project as well as barriers and opportunities to achieving the high levels of employment. (Term and Condition No. 39)</p>
	Inuit and Kitikmeot employment	<ul style="list-style-type: none"> ■ Kitikmeot Inuit workforce size (resident of Kitikmeot region) ■ Kitikmeot Inuit workforce effort ■ Other Inuit workforce size (not resident of Kitikmeot region) ■ Other Inuit workforce effort 	

Predicted Effect	Objective	Indicator	Term and Condition
Employment (cont'd)			
Increased employment and income opportunities (cont'd)	Inuit and Kitikmeot employment (cont'd)	<ul style="list-style-type: none"> ■ Kitikmeot workers by community 	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent should include in its annual Hope Bay Socio-Economic Monitoring Plan report levels of Inuit employment at the Project as well as barriers and opportunities to achieving the high levels of employment. (Term and Condition No. 39)</p> <p>Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kitikmeot Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Cambridge Bay, Kugluktuk, Gjoa Haven, Taloyoak, Kugaaruk). The details of this process will be captured in the terms of reference for the project specific Phase 2 Hope Bay Belt Socio-Economic Monitoring Committee. (Term and Condition No. 42)</p>
	Gender equity	<ul style="list-style-type: none"> ■ Workforce effort by women ■ Workforce effort by Inuit women 	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent should include in its annual Hope Bay Socio-Economic Monitoring Plan report levels of Inuit employment at the Project as well as barriers and opportunities to achieving the high levels of employment. (Term and Condition No. 39)</p>
	Employment income	<ul style="list-style-type: none"> ■ Payroll ■ Payroll for Inuit workers ■ Payroll by Kitikmeot community 	NA
	Employee retention	<ul style="list-style-type: none"> ■ Employee turnover rate 	NA
	Worker health and safety	<ul style="list-style-type: none"> ■ Lost time incidents ■ Utilization of site medic 	NA
Increased labour force capacity (education, skills, experience)	On-the-job training	<ul style="list-style-type: none"> ■ On-the-job training courses ■ Inuit participation in on-the-job training 	<p>Doris Project Term and Condition, NIRB Amendment No. 2 of Project Certificate No. 003 (September 23, 2016): Proponent shall share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives including the Hope Bay Socio-Economic Monitoring Committee. (Term and Condition No. 47)</p> <p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent is encouraged to work with training organizations and/ or government departments offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for residents and employees to gain meaningful and transferable skills and certifications. (Term and Condition No. 41) <i>SEMP Report is not the primary means for compliance with Term and Condition No. 41.</i></p>
	Apprenticeships	<ul style="list-style-type: none"> ■ Apprenticeships with the Project ■ Inuit apprentices 	<p>Doris Project Term and Condition, NIRB Amendment No. 2 of Project Certificate No. 003 (September 23, 2016): The Proponent shall share information with the Government of Nunavut, Department of Education with respect to the Proponent's youth employment initiatives in their Human Resources Plan, and other programs that may relate to education and will, to the extent possible integrate the Proponent's activities into the Department of Educations program, and communication and delivery plans. (Term and Condition No. 45)</p> <p>The Proponent shall share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives including the Hope Bay Socio-Economic Monitoring Committee. (Term and Condition No. 47) <i>SEMP Report is not the primary means for compliance with Term and Condition No. 45.</i></p> <p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent is encouraged to identify and register all trades occupations, journeypersons, and apprentices working with the Project and making this information available to the Government of Nunavut to assist in delivery training initiatives and programs. (Term and Condition No. 40) <i>SEMP Report is not the primary means for compliance with Term and Condition No. 40.</i></p>

Predicted Effect	Objective	Indicator	Term and Condition
Employment (cont'd)			
Increased labour force capacity (education, skills, experience) (cont'd)	Skill levels	<ul style="list-style-type: none"> ■ Inuit employees, by job category (skill level) ■ Inuit employees, by department 	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018):</p> <p>The Proponent should include in its annual Hope Bay Socio-Economic Monitoring Plan report levels of Inuit employment at the Project as well as barriers and opportunities to achieving the high levels of employment. (Term and Condition No. 39)</p>
Increased competition for labour	Retention of skilled workers in community roles	<ul style="list-style-type: none"> ■ Number of skilled workers leaving employment in community for employment at mine 	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018):</p> <p>TMAC shall collaborate with the Hope Bay Socio-Economic Working Group (SEWG) to ensure that the Hope Bay Socio-Economic Monitoring Program provides for appropriate Project-specific socio-economic effects monitoring of the potential effect of competition for labour. Specific indicator(s) will be developed as agreed to by the SEWG, and considering the input of the Kitikmeot Socio-economic Monitoring Committee, to track and report on the extent to which the Project-related competition for labour may impact Kitikmeot communities. Activities related to monitoring and development of mitigation, including use and disclosure of information and data, will adhere to the SEWG Terms of Reference. (Commitment No. 85)</p>
Education and Training			
Increased demand for education and training programs	Availability of post-secondary education	<ul style="list-style-type: none"> ■ Courses related to employment in mining industry 	NA
	Participation in post-secondary education	<ul style="list-style-type: none"> ■ Enrolment of Kitikmeot students in post-secondary education 	NA
	Investment in education	<ul style="list-style-type: none"> ■ Investments in school-based initiatives 	<p>Doris Project Term and Condition, NIRB Amendment No. 2 of Project Certificate No. 003 (September 23, 2016):</p> <p>The Proponent shall share information with the Government of Nunavut, Department of Education with respect to the Proponent's youth employment initiatives in their Human Resources Plan, and other programs that may relate to education and will, to the extent possible integrate the Proponent's activities into the Department of Educations program, and communication and delivery plans. (Term and Condition No. 45)</p> <p>The Proponent shall share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives including the Hope Bay Socio-Economic Monitoring Committee. (Term and Condition No. 47)</p> <p><i>SEMP Report is not the primary means for compliance with Term and Condition No. 45.</i></p>
Improved perceptions of education and employment benefits	Understanding of employment opportunities	<ul style="list-style-type: none"> ■ Community and student outreach events 	<p>Doris Project Term and Condition, NIRB Amendment No. 2 of Project Certificate No. 003 (September 23, 2016):</p> <p>The Proponent shall share information with the Government of Nunavut, Department of Education with respect to the Proponent's youth employment initiatives in their Human Resources Plan, and other programs that may relate to education and will, to the extent possible integrate the Proponent's activities into the Department of Educations program, and communication and delivery plans. (Term and Condition No. 45)</p> <p>The Proponent shall provide the Government of Nunavut (GN) and the NIRB information regarding the labour force needs of the Project as it proceeds: the title and number of positions required by department or work area; the potential start dates; and to the level of education required (with reference to the specific positions); whether on-the-job or other forms of training will be required (with reference to the specific positions). (Term and Condition No. 46)</p> <p><i>SEMP Report is not the primary means for compliance with Term and Condition No. 45 and No. 46.</i></p> <p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018):</p> <p>The Proponent is strongly encouraged to submit staff schedule forecasts that, at a minimum, include the following: a) Title of positions required by department and division; b) Quantity of positions available by project phase and year; c) Transferable skills, both certified and uncertified which may be required for, or gained during, employment within each position; d) The National Occupational Classification code for each individual position. (Term and Condition No. 38)</p> <p>The Proponent is strongly encouraged to submit staff schedule forecasts to the Nunavut Impact Review Board and to the Government of Nunavut six (6) months prior to each phase of the Project (construction, operations, closure). Staff schedule forecasts should be inclusive of: title and number of positions required by department or work area; potential start dates; the level of education required (with reference to the specific positions); and whether on-the-job or other forms of training and certification will be required (with reference to specific positions). (Commitment No. 79)</p> <p><i>SEMP Report is not the primary means for compliance with Term and Condition No. 38 and Commitment No. 79.</i></p>

Predicted Effect	Objective	Indicator	Term and Condition
Education and Training (cont'd)			
Improved perceptions of education and employment benefits (cont'd)	High-school participation	■ Public school enrollment, by community	NA
		■ Public school attendance (truancy) rate	
	High school completion	■ High school completion, by community	
Population Demographics			
Increased in-migration to Kitikmeot region	Population stability	■ Population of Kitikmeot communities	Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kitikmeot Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Cambridge Bay, Kugluktuk, Gjoa Haven, Taloyoak, Kugaaruk). The details of this process will be captured in the terms of reference for the project specific Phase 2 Hope Bay Belt Socio-Economic Monitoring Committee. (Term and Condition No. 42)
		■ Migration of employees to/from Kitikmeot communities	
Community Infrastructure and Public Services			
Increased demand for housing	Housing availability	■ Housing need, by community	NA
		■ Approved home ownership assistance applications, by community	
	Housing status	■ Housing status of project employees	Doris Project Term and Condition, NIRB Amendment No. 2 of Project Certificate No. 003 (September 23, 2016): If the Government of Nunavut and the Nunavut Housing Corporation develop an anonymous voluntary housing survey, the Proponent shall make the survey available to Nunavummiut site personnel and the Proponent will return any completed surveys to the Government of Nunavut. (Term and Condition No. 49) Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): If the Government of Nunavut and the Nunavut Housing Corporation develop an anonymous voluntary housing survey, the Proponent shall make the survey available to Nunavummiut site personnel and the Proponent will return any completed surveys to the Government of Nunavut. (Commitment No. 83)
Increased demand for local services	Project use of emergency services	■ Use of GN emergency services by the Project	NA
	Demand for health and social services	■ Visits to health centres, by community	
		■ Social assistance caseload, by community	
	Demand for police services	■ Police calls for service, by community	
■ Criminal violations, by region and community			

Predicted Effect	Objective	Indicator	Term and Condition
Individual and Community Health and Wellness			
Changes to family stability	Work-life balance	■ Ability of Inuit workers to balance employment and family and/or traditional lifestyle	NA
		■ Utilization of Employee and Family Assistance Program (EFAP)	
Changes to family spending	Household financial management	■ Financial management training for workers	<p>Boston-Madrid (Phase 2) Project Term and Condition or Listed Commitment, NIRB Project Certificate No. 009 (November 9, 2018): The Proponent shall reach out to third parties to deliver financial management programs such as financial literacy, financial planning, and personal budgeting. TMAC will approach Nunavut Housing Corporation and GN Department of Family Services (or other GN departments as appropriate) to solicit input and/or participate in the delivery of programming to Project workers. (Commitment No. 77 and No. 84)</p> <p>The Proponent will track statistics regarding the delivery of the financial management programming. The Proponent will share relevant data concerning the implementation and success of training and education programs during the Kitikmeot SEMC annual meeting, so long as these data are consistent with and not limited by obligations under the Hope Bay IIBA. (Commitment No. 78)</p> <p><i>SEMP Report is not the primary means for compliance with Commitment No. 77 and No. 84.</i></p>
	Spending decisions and lifestyle choices	<ul style="list-style-type: none"> ■ Sale of alcoholic beverages, by community ■ Types of criminal violations, by region and community 	
Changes to food security and cost of living	Country foods consumption	■ Consumption of country foods at TMAC camp	NA
	Food security	■ Food costs, by community	
	Household economic self-sufficiency	■ Low-income households (families and non-family persons), by community	
		■ Project employment income	

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