

NIRB File No: 05MN047		Project name: Doris North Gold Project		Project Certificate No. 003, Amendment 02	
TC No.	Term and Condition Summary	Responsible Parties / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
1	Monitor the commitments from the Final Environmental Impact Statement (FEIS) (Appendix A of Project Certificate) and any new commitments made during amendments.	KIA GN ECCC DFO CIRNAC HC NRCan TC	n/a	Agnico Eagle is in compliance with this Term and Condition as demonstrated within this document and the Annual Report Part 1. This document provides an update on all commitments made for this project, including 2006 and 2016 commitments.	Entire report & this document
2	Monitor the commitments presented as Exhibit 37 during the Final Hearing (Appendix B of Project Certificate) and any new commitments made during amendments.	KIA GN ECCC DFO CIRNAC HC NRCan TC	n/a	Agnico Eagle is in compliance with listed legislation and authorities included in Appendix B of the Project Certificate 003. This document provides an update on all commitments applicable to the Project, including 2006 and 2016 commitments.	Entire report & this document
3	Obtain Necessary Permits and approvals	Agnico Eagle	n/a	Agnico Eagle is in compliance with this Term and Condition.	Section 2
4	The NIRB requires a full-time Monitoring Officer for the file	NIRB	n/a	n/a	n/a
5	Report NIRB annually on its development plan for future phases of the Hope Bay Belt.	Agnico Eagle	n/a	As per the NIRB's commentary in the Amended Project Certificate; the TIA is selected and operating therefore this part of the term and condition is completed and no longer active. No planned development plans in 2026 affect the selection of TIA as the preferred alternative for tailings management.	n/a
6	Provide notice of alternatives to tailings impoundment area (TIA).	Agnico Eagle	n/a	Tail Lake is currently the preferred option for the TIA. This position has not changed.	n/a
7	Add Tail Lake to Schedule 2 of Metal Mining Effluent Regulations (now the Metal and Diamond Mining Effluent Regulations (MDMER))	Agnico Eagle DFO ECCC	n/a	As per the NIRB's commentary in the Amended Project Certificate; Tail Lake has been authorized under Schedule 2 of the MDMER as the TIA; therefore, this term and condition is no longer active and completed. This is also concluded in the NIRB's 2024-2025 Monitoring Report, Table 5 – Compliance to with Terms and Conditions (NIRB 2025b).	NIRB 2025b
8	Collect atmospheric data and install a Weather Station.	Agnico Eagle ECCC	n/a	The Doris meteorological station has recorded air temperature, relative humidity, wind speed and direction, precipitation, and solar radiation since 2004. Barometric pressure has been recorded since 2010. In September 2016, a Geonor T-200B all-weather precipitation gauge was installed to collect precipitation year-round. Meteorological monitoring for wind speed, wind direction, temperature, relative humidity, snowfall, rainfall, solar radiation, and barometric pressure at one location. The meteorological data were used in the interpretation of the air quality measurements. Further details of 2025 are summarized in Appendix C-1 of the Annual Report.	Appendix C-1
9	Term and condition deleted			Per Project Certificate No.003; this term and condition has been deleted.	n/a
10	Monitor discharge from the Tailings Impoundment Area (TIA) into Doris Creek and compare to predicted impacts.	Agnico Eagle	n/a	The TIA did not discharge to Doris Creek in 2025. All water quality monitoring is conducted in accordance with the requirements of the NWB Type A Water Licence 2AM-DOH1335.	n/a
11	Maintain monitoring information associated with Tail Lake (TIA) Water Monitoring	Agnico Eagle	n/a	Monitoring information is collected as required, stored on site and results of this monitoring are provided in monthly reports filed with the NWB. Similar to Term and Condition No. 12, sampling results from water quality monitoring activities are archived at site for the life of the project.	n/a
12	Keep Tail Lake (TIA) Water Monitoring records for the life of the project.	Agnico Eagle	n/a	Sampling results from water quality monitoring activities are archived at site for the life of the project.	n/a
13	Collect baseline water quality data for the water license application to the Nunavut Water Board and meet discharge criteria to ensure the protection of the receiving environment at the point of discharge.	Agnico Eagle ECCC CIRNAC	n/a	As per the NIRB's commentary in the Amended Project Certificate; this term and condition was executed in 2006. The term and condition is completed.	n/a
14	Collect additional information due to uncertainty in water management	Agnico Eagle NWB	n/a	As per the NIRB's commentary in the Amended Project Certificate; this term and condition was completed.	n/a
15	Ensure water discharged into Doris Creek does not exceed discharge criteria.	Agnico Eagle NWB	n/a	No site water was discharged into Doris Creek in 2025.	n/a
16	Take all reasonable steps to prevent any discharge that is not in compliance with applicable regulatory approvals or requirements.	Agnico Eagle NIRB NWB ECCC CIRNAC	n/a	Discharge to Roberts Bay in 2025 was in compliance with the MDMER and results are generally below predictions. Agnico Eagle was not issued any warning notices.	Section 6.2
17	Report any exceedances or compliance problem to regulatory agencies and NIRB's Monitoring Officers.	Agnico Eagle	n/a	Agnico Eagle reports any upset, exceedances, or compliance problems to the respective regulatory agencies and to the NIRB's Monitoring Officer as required.	n/a
18	Submit acid rock generation and metal leaching methodology.	Agnico Eagle NIRB NWB	Quarry management and Monitoring Plan	Agnico Eagle provides the methodology for testing quarried rock for acid generation and metal leaching potential to the NWB through relevant management plans. The Hope Bay Quarry Management and Monitoring Plan details the currently approved methodology for testing quarried rock. In summary, as discussed in Section 3.1.3 of the Quarry Management and Monitoring Plan (NIRB Registry ID No. 342154), during quarrying activities, blast material from each active quarry will be collected at two different stages of quarry development per year. During each collection event, a whole rock sample and a sample of the same material sieved to pass a less than 2 mm screen will be submitted to an accredited external lab for sulphur analysis. This sampling method and frequency will result in up to four samples from each active quarry per year. No updates to the Plan were required this year, although an updated version has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
19	Install thermistor cables and temperature loggers in both the existing and new jetty foundations. Monitor the jetty's impact on shallow water permafrost during operations until the NIRB deems further monitoring unnecessary.	Agnico Eagle	n/a	Agnico Eagle is in compliance with this requirement to install thermistor cables and temperature loggers in the jetty foundation. Thermistor cables and temperature loggers were installed in March 2009 and the monitoring results have been provided to the Monitoring Officer and the foundations are stable. Jetty thermistor data is reported as part of the Doris Madrid annual geotechnical inspection in accordance with Part I, Item 9 of the 2AM-DOH1335 licence. The Annual Geotechnical Inspection notes temperatures measured by SRK-JT1-09 appear to be similar to historic measurements. It was noted previously by TMAC that the commentary provided by the NIRB indicating the new jetty refers the marine outfall berm is inaccurate and should instead apply to the upgraded jetty that was proposed at the time of application but was not constructed.	n/a
20	To ensure spill response kits are on hand at Roberts Bay and that appropriate containment measures are used in the event of spill.	Agnico Eagle TC	Spill Contingency Plan	The project is in compliance with this requirement to ensure that areas used for fuel storage and hazardous materials are contained using the safest methods practical. Location of spill kits can be found in the Hope Bay Spill Contingency Plan. Fuel storage areas on the Mine site are constructed in compliance with required engineering standards. These facilities are also in compliance with the Type A Water Licence for Doris 2AM-DOH1335. Hope Bay has a Transport Canada approved (April 2025) Oil Pollution Prevention/Oil Pollution Emergency Plan (OPPP/OPEP). No updates to the Plans were required this year, although an updated version of the Spill Contingency Plan has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
21	Consult with appropriate parties on closure of the jetty.	Agnico Eagle KIA NTI	n/a	The Roberts Bay jetty remains in use and Agnico Eagle does not have any plans to dismantle the existing jetty at this time. Prior to final closure and reclamation of the jetty Agnico Eagle will consult with local Elders, KitIA, and NTI on the closure plan for the Roberts Bay jetty.	n/a
22	Establish baseline data collection methods for both the wolverine and grizzly bear population of the Hope Bay Belt region.	Agnico Eagle GN-DOE KIA	n/a	Agnico Eagle will continue to monitor to assess effects; however, the baseline data collection part (this Term and Condition) is complete. As such, we recommend this Term and Condition to be marked as no longer active; complete.	n/a
23	Designate a wildlife contact to report wildlife activities.	Agnico Eagle	n/a	Reports of wildlife interactions, incidents and mortalities are reported to NIRB by a member of Environment Department. These are included annually in the WMMP Compliance Report.	Appendix C-2; Executive Summary
24	Ensure on-site staff are trained in matters relating to wildlife monitoring and mitigation.	Agnico Eagle	n/a	The Environment Department team members are provided with training with respect to bear awareness, waste management practices, recording wildlife sightings, records management, and general wildlife responsibilities.	n/a

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25	Monitor and mitigate interactions with wildlife on site and report on any wildlife mortalities within 48 hours.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	The WMMP Plan was revised in April 2025 to incorporate updates as discussed and agreed with the IEAC and KitlA, as well as general site updates were applied. As the last part of the term and condition, there were five project related mortalities in 2025 to non-valued ecosystemic components (i.e., Arctic ground squirrel and Arctic hare).	Appendix C-2; Sections 3.4 to 3.10
26	Consult parties on wildlife monitoring, mitigation measures and measures to discourage bird interaction with the TIA.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Monitoring of birds around the Tailings Impoundment Area is incorporated within the WMMP. Regional upland bird surveys following the PRISM protocols were not completed in 2025. The monitoring will be completed again in 2027. Agnico Eagle reports the results of ongoing wildlife monitoring plans in the WMMP Compliance Report, included in the annual NIRB report and circulated to the same groups and agencies for comment. An IEAC was established, where wildlife mitigation and the results of monitoring are discussed with Inuit elders and land users familiar with the Mine area. In 2025 there were two in-person IEAC meetings (one in June and one in December). The focus of the June IEAC included an on-site visit to walk the route of the Madrid-TIA Road to identify potential wildlife road crossings to facilitate planning of road construction. The December IEAC meeting and discussion was held in Cambridge Bay office.	n/a
27	Regularly update the Wildlife Mitigation and Management Plan.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	The WMMP Plan was revised in April 2025 to incorporate updates as discussed and agreed with the IEAC and KitlA, as well as general site updates were applied. A revision was not necessary for this submission.	n/a
28	Produce an annual Socio-Economic Monitoring Plan Report (SEMP Report), reflecting the input of the Hope Bay Socio-Economic Working Group (HBSEWG), to assess the socio-economic impact of the project.	Agnico Eagle GN CIRNAC	Socio-Economic Monitoring Plan	Because the Hope Bay Mine was placed under Care and Maintenance, the SEMP Plan that guides the SEMP Report required updates to align the Plan with all phases of the Project (construction, operation, and temporary and final closure). These updates were prepared in 2022, with the Plan finalized in 2023. Key updates to the Plan included adding supplemental metrics to monitor the impacts of the Mine during Care and Maintenance, additional mitigation measures to mitigate the reduction in Mine benefits during Care and Maintenance, and incorporation of additional information collection methods. These new metrics and mitigation measures, as well as collection methods, were incorporated for the first time in the 2022 SEMP Report, with monitoring continuing in the 2025 SEMP Report. Appendix C-3 of this Annual Report provides an update for Mine activities that took place from January 1, 2025, to December 31, 2025, as well as includes data collected in previous years to show trends in potential Mine effects and to improve the understanding of Mine's effects overtime.	Appendix C-3
29	Develop and implement a Noise Abatement Plan to protect people and wildlife.	Agnico Eagle GN-DOE HC ECCC DFO WCB	Noise Abatement Monitoring Plan	Agnico Eagle maintains a Noise Abatement Monitoring Plan (Dec 2017).	n/a
30	Monitor and report on on-site air quality.	Agnico Eagle ECCC	Air Quality Management Plan	Agnico Eagle operates and funds an atmospheric monitoring station. Agnico Eagle submits two semi-annual air quality reports to the NIRB as per the reporting requirements of the Term and Condition. The first report (Q1-Q3) is submitted as part of the NIRB annual report, the second report (winter) is then submitted to the NIRB in Q4. As part of this Annual Report, the Q1-Q3 2023 Atmospheric Compliance Monitoring Program Report is provided in Appendix C-1, and summarized in Section 7.1 of this Annual Report.	Appendix C-1 Section 7.1
31	Maintain a complete Closure and Reclamation Plan.	Agnico Eagle	Doris-Madrid Interim Closure and Reclamation Plan	Agnico Eagle maintains an Interim Closure and Reclamation Plan for Doris and Madrid that was updated in November 2024 and approved by the NWB. Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes. No updates to the Plan were required this year, although an updated version (Doris-Madrid ICRP) has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	
32	Ensure all Management Plans are in place prior to construction.	Agnico Eagle	n/a	Agnico Eagle has been submitting the plans that make-up the Environment, Health and Safety Management System to the Monitoring Officer as they are revised or completed. The existing and implemented Hope Bay Management Plans are shown in Section 8 of this Annual Report. Updated plans are provided to the NIRB via stand-alone submissions when required.	Section 8
33	Ensure spill containment and response measures are at Roberts Bay oil handling facility.	Agnico Eagle	Spill Contingency Plan	The project is in compliance with this requirement to ensure that areas used for fuel storage and hazardous materials are contained using the safest methods practical. Location of spill kits can be found in the updated Hope Bay Spill Contingency Plan. Fuel storage areas on the Mine site are constructed in compliance with required engineering standards. These facilities are also in compliance with the Type A Water Licence for Doris 2AM-DOH1335. In the NIRB's 2023-2024 Monitoring Report (NIRB 2025), the NIRB requested an update on the outcome of discussions between parties with respect to secondary containment. In April 2025, Agnico Eagle and CIRNAC met on the topic of adequacy of secondary containment. Follow-up items have been addressed and a response to the inspector was provided. Agnico Eagle has a Transport Canada approved OPPP/OPEP which was updated in April 2025. No updates to the Plans were required this year, although an updated version of the Spill Contingency Plan has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
34	Give notice of any significant planned changes to the mine facility.	Agnico Eagle	n/a	Agnico Eagle will continue to notify NIRB of planned changes to the mine facility, including the TIA, and its operations. It is understood that changes should be reported based on their anticipated social and environmental impacts to the Hope Bay Mine.	n/a
35	Duty to Comply to Project Certificate.	Agnico Eagle	n/a	The Mine will remain in compliance with this requirement as described herein.	n/a
36	Monitor Doris Lake Water levels during construction and operations.	Agnico Eagle NWB	n/a	As Hope Bay is in Care & Maintenance, this Term and Condition is not applicable at this time.	n/a
37	Develop a Groundwater Management Plan.	Agnico Eagle NWB CIRNAC	Groundwater Management Plan	Agnico Eagle implements the Hope Bay Groundwater Management Plan (NIRB Public Registry (ID No. 339246)).	n/a
38	Submit the detailed design of the effluent pipeline and diffuser system six (6) months prior to construction.	Agnico Eagle CIRNAC	n/a	The installation and re-attachment of the diffuser was completed in August 2024 by Agnico Eagle and Great Pacific and was successful in preventing the outfall from further movements and damage. There is no change in 2025.	n/a
39	Submit a Hazard and Operability Study of effluent pipeline and diffuser system six (6) months prior to operation.	Agnico Eagle CIRNAC	n/a	A hazard and operability study of the pipeline and marine outfall system was provided to the NIRB on August 29, 2018. The term and condition is completed.	n/a
40	Provide an updated Socio-Economic Monitoring Plan for review of the Hope Bay Socio-Economic Working Group.	Agnico Eagle	Socio-Economic Monitoring Plan	Doris Mill has been placed into Care and Maintenance and production has been suspended. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure). The updated Plan was provided for review and input to the SEMC / Socio-economic Monitoring Working Group (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. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118). The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing Care and Maintenance of the Mine.	n/a
41	Update the Socio-Economic Monitoring Plan (SEMP) two (2) years prior to planned final closure.	Agnico Eagle	n/a	Two years prior to planned Final Closure Agnico Eagle will, in collaboration with the HBSEWG, submit an updated Hope Bay Socio-Economic Monitoring Plan to the K-SEMC.	n/a

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42	Update the Socio-Economic Monitoring Plan (SEMP) within six (6) months of unanticipated temporary or final closure.	Agnico Eagle	Socio-Economic Monitoring Plan	Doris Mill has been placed into Care and Maintenance and production has been suspended. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure). The updated 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. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118). The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing care and maintenance of the Mine.	n/a
43	Update the Human Resource Plan and Wellness Strategy for the project two (2) years prior to planned Final Closure.	Agnico Eagle	Human Resources Plan	Two years prior to planned Final Closure of the Mine, Agnico Eagle will submit to the NIRB and updated Human Resources Plan and Wellness Strategy, including a Workforce Transition Strategy, for the Mine.	n/a
44	Update the Human Resource Plan and Wellness Strategy for the project within six (6) months of unanticipated temporary or final closure of the Project.	Agnico Eagle GN	Human Resources Plan	In February 2022, Agnico Eagle placed Hope Bay under Care and Maintenance. An updated Human Resources Plan and Wellness Strategy for the Mine that includes a Workforce Transition Strategy was provided in the 2023 Annual Report (Registry ID No. 349893).	n/a
45	Share information on Youth Employment Initiatives, Education, and other programs	Agnico Eagle GN	n/a	Agnico Eagle communicates with the Department of Education headquarters staff on any planned initiatives relating to youth employment, and other programs that may relate to education. Agnico Eagle continues to coordinate and collaborate with the GN Department of Education, Department of Family Services and Nunavut Arctic College on education and training matters. This includes continued participation in the Nunavut Mine Training Roundtable, the KitlA Employment and Training Stakeholder Working Group, and through specific scheduled meetings with officials. On February 8, 2024, the MOU was officially signed with the GN, and it came into effect on the same date.	n/a
46	Provide information to the GN and the NIRB regarding Project labour force needs as the Project progresses.	Agnico Eagle GN	n/a	As the Mine entered into Care and Maintenance in February 2022 and remains in Care and Maintenance for the time being. In 2025, up to 35 Inuit from the Kitikmeot region and an additional 20 Inuit from other regions were employed at the Mine. As part of the FEIS, labour force needs of the Mine were assumed to be substantially reduced, but not ceased, as there is a need for ongoing maintenance activities. Section 1 of the 2025 SEMP (Appendix C-3 of this Annual Report), provides details such as overall employment, Inuit and Kitikmeot employment, trainings, skill levels.	Appendix C-3
47	Share relevant data (quantitative and qualitative) concerning the implementation and success of training and education programs.	Agnico Eagle	n/a	In 2025, Agnico Eagle offered 83 courses and delivered 1,291 training sessions, for a total of 10,031 on-the-job training hours. Of the 2025 total, 227 hours were delivered to Inuit employees, accounting for 2% of total training. Further details on education and training are provided in Section 2 of the 2025 SEMP (Appendix C-3 of this Annual Report).	Appendix C-3
48	Report on Archeological Sites with the GN.	Agnico Eagle GN-CH	n/a	This condition has been satisfied in consultation with the GN-DCH and the report submitted to the Territorial Archaeologist, GN-DCH in April 2026. Further, a summary of the work completed in 2025 is provided in Appendix C-4 of this Annual Report.	Appendix C-4
49	Cooperate with GN / Nunavut Housing Corporation on Housing Surveys	Agnico Eagle GN-NHC	n/a	The housing survey initiative, lead by Nunavut Housing Corporation, has not been developed. Agnico Eagle remains committed to administering a housing status survey to its Nunavummiut employees. As per direction from NIRB in their 2024-2025 Monitoring Report, Agnico Eagle will, when the time is appropriate, begin discussions and develop a strategy for the development of a housing survey.	n/a
50	Remove the underwater discharge pipeline and diffuser when no longer in use unless it can be demonstrated to the satisfaction of the NIRB that it will provide a net positive environmental effect to the local ecosystem.	Agnico Eagle CIRNAC ECCC DFO	n/a	The pipeline is still in place. Agnico Eagle will review options with the NIRB at the time when the pipeline and diffuser in Roberts Bay is no longer in use.	n/a

2006 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
Air Quality					
1	Use of an aggressive fuel conservation effort;	Agnico Eagle	Air Quality Management Plan	Fuel use is monitored, and where possible consumption is reduced to limit air emissions.	n/a
2	Use of a brine solution for dust suppression in the underground mine;	Agnico Eagle	Waste Rock, Ore and Mine Backfill Management Plan Groundwater Management Plan	There were no underground mining in 2025 due to Care and Maintenance.	n/a
3	Use of coarse rock in roads, airstrip, building pads and laydown areas to minimize dust during construction;	Agnico Eagle	Waste Rock, Ore and Mine Backfill Management Plan	All pads and roads constructed in 2025 were built using coarse rock.	n/a
4	Driving at designated speeds on site roads;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	The speed limit is 40 km/hr (or less) on all Mine roads. To enforce speed limits, on-site security team completes speed checks, will stop people, give warnings, as well as report to managers	n/a
5	Application of water to roadways to reduce dust from ore and waste rock haulage and grading to a minimum;	Agnico Eagle	Air Quality Management Plan	Dust suppressants were applied on an as-needed basis between May 2025 and September 2025.	Appendix C-1
6	Installation of dust covers, sonic sprays, etc. to suppress dust generation from equipment in the crushing facility;	Agnico Eagle	Air Quality Management Plan	Mill was not operational in 2025 due to Care and Maintenance. In 2025, rock crushing equipment located at Quarry 2. Dust suppression occurred on roads and pads using a truck that sprays water and/or approved product.	n/a
7	Installation of a dust scrubber on the smelting off-gas stream;	Agnico Eagle	n/a	Suggest the removal as there is no smelting associated with the Doris Mine.	n/a
8	Submerged release of tailings deposition to avoid tailings dust emissions;	Agnico Eagle	n/a	Due to the change to sub-aerial tailings this commitment is no longer appropriate to the project design as approved by the most recent amendment.	n/a
9	Installation of a waste oil burner unit equipped with a settling tank and filter system for particulate removal from the waste oil;	Agnico Eagle	Air Quality Management Plan	In compliance.	n/a
10	Regular servicing of all mobile and stationary engines to maintain efficiency;	Agnico Eagle	Air Quality Management Plan	Completing inspections and maintenance of equipment is part of operational best practices and procedures. In addition, suggest removal as this is a statement rather than a commitment.	n/a
11	Proper equipment maintenance; and	Agnico Eagle	Air Quality Management Plan	Completing inspections and maintenance of equipment is part of operational best practices and procedures. In addition, suggest removal as this is a statement rather than a commitment.	n/a
12	Adherence to all permits, authorizations, and approvals.	Agnico Eagle	n/a	Adheres to Project Certificates, Water Licenses, Leases, Permits, for the Hope Bay Mine, along with applicable guidelines and regulations.	n/a
Noise					
1	Buildings, structures and material stockpiles will act as physical barriers to noise particularly for outdoor exposed equipment;	Agnico Eagle	n/a	Suggest removal as this is a statement rather than a commitment.	n/a
2	Most powered equipment will be enclosed in insulated buildings;	Agnico Eagle	n/a	Where possible, and applicable, powered equipment is enclosed in buildings.	n/a
3	Proper equipment maintenance;	Agnico Eagle	Air Quality Management Plan	Completing inspections and maintenance of equipment is part of operational best practices and procedures. In addition, suggest removal as this is a statement rather than a commitment.	n/a
4	There will be noise monitoring in the mill for occupational health and safety;	Agnico Eagle	n/a	Mill was not operational in 2025 due to Care and Maintenance.	n/a
5	The on-site Environmental Manager will also conduct routine inspections of the Project operations and look for possible mitigation opportunities; and	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	n/a
6	Adherence to all permits, authorizations, and approvals.	Agnico Eagle	n/a	Adheres to Project Certificates, Water Licenses, Leases, Permits, for the Hope Bay Mine, along with applicable guidelines and regulations.	n/a
Water Quality					
1	Installing silt curtains in localized areas of permafrost degradation;	Agnico Eagle	Doris-Madrid Water Management Plan	Best practices are employed for water management.	n/a
2	Applying geo-textile materials or rip rap to areas where slumping is observed to stabilize the shoreline.	Agnico Eagle	Doris-Madrid Water Management Plan	Best practices are employed for water management.	n/a
3	Identifying and using quarry rock that has a low acid generation and metal leaching potential;	Agnico Eagle	Doris-Madrid Water Management Plan Quarry Management and Monitoring Plan	Agnico Eagle has approved methodologies for testing quarried rock for acid generation and metal leaching potential (i.e., Quarry Management and Monitoring Plan).	n/a
4	Implementing industry best practice methods for explosives use, which will limit residual nitrite and nitrate present in quarried and waste rock;	Agnico Eagle	Doris-Madrid Water Management Plan Quarry Management and Monitoring Plan Explosives Management Plan	Best practices are employed for blasting and explosive use.	n/a
5	Complete winter construction of the roads and building pads, which will mitigate the risk of sediment release during construction; and	Agnico Eagle	Doris-Madrid Water Management Plan	Where possible, construction of pads and roads was completed during winter months to avoid sediment release.	n/a
6	Implementing industry best practices for sediment control and storm water management during and after construction to collect surface runoff, and discharging runoff to the tailings containment area, where the sediments would have the opportunity to settle out.	Agnico Eagle	Doris-Madrid Water Management Plan	Best practices are employed for water management.	n/a
Permafrost					
1	Additional thermistors will be installed during construction; and	Agnico Eagle	n/a	Thermistors have been installed at existing infrastructure and are monitored by the Engineering and Environmental department. Further, they are inspected as part of the Annual Geotechnical Inspections which was completed in 2025 for Doris Infrastructure, including the TIA.	2025 NWB Annual Report
2	Reading of these thermistors will be included in routine site monitoring programs to ensure that the condition of the permafrost in close proximity to the key mine activity centres is being monitored to ensure that the permafrost integrity is being maintained through the planned design and mitigation strategies.	Agnico Eagle	n/a	Thermistors have been installed at existing infrastructure and are monitored by the Engineering and Environmental department. Further, they are inspected as part of the Annual Geotechnical Inspections which was completed in 2025 for Doris Infrastructure, including the TIA.	2025 NWB Annual Report
Vegetation					
1	Avoiding, or reducing, impacts to vegetation units during project planning by reusing previously disturbed areas, where possible;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Agnico Eagle avoided reducing and disturbing habitats where possible.	Appendix C-2
2	Avoiding, or reducing, impacts to rare species;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Agnico Eagle avoided reducing and disturbing habitats where possible.	Appendix C-2
3	Implement dust suppression methods (i.e., spraying with water) on the airstrip and roads during the snow/ice free period.	Agnico Eagle	Air Quality Management Plan	Dust suppressants were applied on an as-needed basis between May 2025 and September 2025.	Appendix C-1
4	Apply water to roadways to reduce dust from ore and waste rock haulage and minimizing grading;	Agnico Eagle	Air Quality Management Plan	Dust suppressants were applied on an as-needed basis between May 2025 and September 2025.	Appendix C-1
5	Install dust covers and sonic sprays to suppress dust generation from equipment in the crushing facility;	Agnico Eagle	Air Quality Management Plan	Mill was not operational in 2025 due to Care and Maintenance.	n/a
6	Install a dust scrubber on the smelting off-gas stream;	Agnico Eagle	n/a	Suggest the removal as there is no smelting associated with the Doris Mine.	n/a
7	Re-contouring closure landforms and placing materials to ensure that the final topography and site conditions are similar to other vegetation units of the same type in the region;	Agnico Eagle	Interim Closure and Reclamation Plan	Agnico Eagle continues to report on reclamation activities. Further, Agnico Eagle maintains site visits with the KitA and assesses progressive reclamation efforts as per the Term and Condition.	n/a
8	Allow areas to revegetate during operations (e.g., progressive) and promoting natural vegetation regeneration throughout the mine life; and	Agnico Eagle	n/a	Natural revegetation is promoted.	n/a
9	Using adaptive management approaches to ensure that advances in revegetation research are included in final closure planning efforts.	Agnico Eagle	n/a	Natural revegetation is promoted; Hope Bay is not in final closure in 2025.	n/a
Jetty					
1	Constructing the jetty of clean, crushed rock that has been certified as having low acid generation potential and low metal leaching potential;	Agnico Eagle	n/a	No longer active; current commitment has been executed.	n/a
2	Use of silt curtains, as required to reduce suspended sediment to a level to meet the federal Canadian Council of Ministers of the Environment (CCME) (1999) water quality guidelines;	Agnico Eagle	n/a	No longer active; current commitment has been executed.	n/a
3	The construction will be timed (i.e., early July) to avoid the spawning migrations of capelin during the end of July (Supporting Document F4); and	Agnico Eagle	n/a	No longer active; current commitment has been executed.	n/a
4	Monitoring measures are outlined in Chapter 6 of the Technical Report. Construction activities will be monitored on terms and conditions of permits and approvals.	Agnico Eagle	n/a	No longer active; current commitment has been executed.	n/a
Caribou					
1	Integration of Inuit Qaujimagatqangit into monitoring programs;	Agnico Eagle	n/a	Agnico Eagle meets with the IEAC yearly and incorporates feedback into respective plans and project planning.	n/a
2	Restricting the mine surface footprint to a small and confined area of 53 ha;	Agnico Eagle	n/a	Based on approved Amendments to the Project, this commitment is not applicable.	n/a
3	Minimizing the amount of clearing;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Agnico Eagle avoided reducing and disturbing habitats where possible.	n/a
4	Reduce noise by use of muffled exhaust systems;	Agnico Eagle	Air Quality Management Plan	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	n/a
5	All diesel-powered equipment will meet emission guidelines;	Agnico Eagle	Air Quality Management Plan	Completing inspections and maintenance of equipment is part of operational best practices and procedures.	n/a

2006 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
6	Minimum flying altitude of 300 m above ground level for cargo and passenger aircraft outside of the Project area;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	In compliance.	n/a
7	Vehicles restricted to designated roads and prepared work areas (i.e., recreational use of off-road vehicles is prohibited);	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Roads are followed and Agnico Eagle does not partake in recreational use of off-road vehicles on-site.	n/a
8	Implement dust suppression methods (i.e., spraying with water) on the airstrip and roads during the snow/ice free period (chemical dust suppressants will not be used);	Agnico Eagle	Air Quality Management Plan	Dust suppressants were applied on an as-needed basis between May 2025 and September 2025.	n/a
9	Install dust covers and sonic sprays to suppress dust generation from equipment in the crushing facility;	Agnico Eagle	Air Quality Management Plan	Mill was not operational in 2025 due to Care and Maintenance.	n/a
10	Install a dust scrubber on the smelting off-gas stream;	Agnico Eagle	n/a	Suggest the removal as there is no smelting associated with the Doris Mine.	n/a
11	Conducting pre-project surveys to identify wildlife sensitive locations and protected areas for avoidance;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Wildlife residence (bird nests and dens) preclearing surveys were completed in 2025 as vegetation clearing/ground disturbance activities took place.	n/a
12	Reclaiming areas during operations (e.g., progressive) and promoting natural vegetation regeneration throughout the mine life;	Agnico Eagle	n/a	In compliance, natural revegetation is promoted.	n/a
13	Wildlife awareness and sensitivity training for on-site personnel;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Employees and personnel on-site are provided with on-site training and awareness with respect to wildlife.	n/a
14	Participation in the Bathurst Caribou Management Committee;	Agnico Eagle	n/a	The Bathurst Caribou Management Committee no longer exists. It was put in place to establish a herd management plan. The plan has been developed and it being implemented now by the Advisory Committee whereby there is not really an identified role for industry in this Advisory Committee now: https://www.gov.nt.ca/ecc/en/services/barren-ground-caribou/bathurst-caribou-management-plan#:~:text=Bathurst%20Caribou%20Advisory%20Committee,-The%20BCAC%20was&text=It%20is%20made%20up%20of,with%20the%20Bathurst%20Caribou%20Herd.The%20Bathurst%20Caribou%20Management%20Plan%20contains%20a%20reference%20to%20the%20creation%20of%20the%20Bathurst%20Range%20Plan.https://www.gov.nt.ca/ecc/sites/ecc/files/resources/bathurst_caribou_management_plan_aug_2021_1.pdf Agnico Eagle did participate in the creation of the Bathurst Range Plan with the Chamber of Mines	n/a
15	Implement caribou crossing locations along the road based on local information from the Hunters and Trappers Associations and KIA, among others;	Agnico Eagle	n/a	Current commitment has been executed.	n/a
16	Give caribou the right-of-way (i.e., all vehicles must stop when wildlife are on the road or approaching);	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	This is a standard operating procedure as per WMMP.	n/a
17	Allowing natural encroachment of vegetation on and near roads, airstrip, and the active mine site;	Agnico Eagle	n/a	Natural revegetation is promoted.	n/a
18	Use of Inukshuks or other initiatives determined through consultation with Elders to deter caribou from site;	Agnico Eagle	n/a	Part of ongoing mitigations and discussions with IEAC.	n/a
19	Establishing and enforcing speed limits;	Agnico Eagle	n/a	The speed limit is 40 km/hr (or less) on all Mine roads. To enforce speed limits, on-site security team completes speed checks, will stop people, give warnings, as well as report to managers	n/a
20	Implementing procedures for the safe removal of caribou from hazardous areas (e.g., roads and airstrip); and	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Standard operating procedures as per WMMP.	n/a
21	Warning drivers when caribou are moving through the area.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Notification is communicated on-site through radios.	n/a
Grizzly Bear					
1	Integrate Inuit Qaujijatuqangit into education, monitoring, and response programs;	Agnico Eagle		Agnico Eagle meets with the IEAC yearly and incorporates feedback into respective plans and project planning.	n/a
2	Education and reinforcement of proper waste management practices to all workers;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan Non-hazardous Waste Management Plan Hazardous Waste Management Plan	Appropriate waste management areas throughout site and waste management best practices are reiterated at site.	n/a
3	Implement appropriate waste management protocols, including burning all food wastes in an oil-fired incinerator;	Agnico Eagle	Incinerator and Composter Waste Management Plan	Standard operating procedures per the latest Incinerator and Composter Waste Management Plan (NIRB Public Registry ID No. 344847). No updates to the Plan were required this year, although an updated version has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
4	Eliminate attractants (e.g., food waste, oil products) at the landfill site;	Agnico Eagle	Non-hazardous Waste Management Plan	The landfill was installed in 2025 and is managed through the Non-hazardous Waste Management Plan.	n/a
5	Separation of food waste and non-food waste at source;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan Non-hazardous Waste Management Plan	Appropriate waste management areas throughout site and waste management best practices are reiterated at site	n/a
6	Appropriate fencing around the landfill area;	Agnico Eagle	Non-hazardous Waste Management Plan	Fencing is no longer recommended as the landfill is for non-hazardous waste only; attractants will be minimized by design.	n/a
7	Burn waste oil in waste-oil furnaces or taken off-site for recycling;	Agnico Eagle	Hazardous Waste Management Plan	Waste materials backhauled off-site are regulated by the Transportation of Dangerous Goods Act. In 2025, waste produced at site was collected and consolidated at the Doris waste management area by the waste management personnel (includes waste produced during activities at Madrid and Boston). All non-hazardous solid waste that could not be incinerated on-site was deposited in the landfill or backhauled to an approved facility off-site. A total of 413 sea cans of non-hazardous waste were backhauled for disposal off-site in approved facilities.	n/a
8	Designate contained areas for worker lunch and coffee breaks;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Policies and management actions that are undertaken by all employees and personnel site, such as: bear awareness training, education related to the dangers of improper food waste disposal, no feeding policy, no littering policy, etc. are communicated	n/a
9	Educate people on the risk associated with feeding wildlife and careless disposal of food garbage.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Policies and management actions that are undertaken by all employees and personnel site, such as: bear awareness training, education related to the dangers of improper food waste disposal, no feeding policy, no littering policy, etc. are communicated	n/a
10	Ongoing review of the efficacy of the waste management program and adaptive improvement.	Agnico Eagle	Non-hazardous Waste Management Plan Hazardous Waste Management Plan	Continuous review of policies and procedures is part of standard operating procedures.	n/a
Breeding Birds and Waterfowl					
1	Conduct land clearing for site infrastructure (e.g., building pad construction and roads) outside of the breeding season;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Wildlife residence (bird nests and dens) preclearing surveys were completed in 2025 as vegetation clearing/ground disturbance activities took place.	n/a
2	Prevent nesting on mine infrastructure and man-made structures; and	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Wildlife residence (bird nests and dens) preclearing surveys were completed in 2025 as vegetation clearing/ground disturbance activities took place.	n/a
3	If a nest site is established and eggs are present, avoid the nest as much as possible and monitor for nest success.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	In 2025, three ptarmigan mortalities were documented at the Mine between February and April. One mortality involved a ptarmigan found dead beside a roadway in early February. In March, a vehicle-related mortality occurred when ptarmigan flushed across Windy Road and one bird collided with a passing vehicle. A third mortality in April involved a carcass observed that had been partially scavenged. No interaction events were recorded and no response actions nor corrective measures were required for any of the mortalities.	n/a
Raptors					
1	Incorporate Inuit Qaujijatuqangit into operations and monitoring programs;	Agnico Eagle	n/a	Agnico Eagle meets with the IEAC yearly and incorporates feedback into respective plans and project planning.	n/a
2	Prevent raptors from nesting on mine infrastructure;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	In compliance.	n/a
3	If a nest is established within the mine footprint and eggs are present, avoid the nest as much as possible and monitor for nest success;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	No raptor nests were identified incidentally in 2025, and no interactions or incidents occurred.	n/a
4	Establishing and enforcing speed limits;	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	The speed limit is 40 km/hr (or less) on all Mine roads.	n/a
5	Reporting all accidental deaths or injury to raptors as a result of vehicle or aircraft collisions, so that mitigation can be adaptively managed.	Agnico Eagle	n/a	No incidents, interactions, or mortalities with raptors were recorded in 2025 (Appendix C-3 of the 2025 Annual Report). As reported in the 2021 Compliance Report (NIRB Public Registry ID: 339237), there was one mortality due to being struck by a vehicle. In 2025, 2024, 2023, 2022, 2020 there were no collisions with vehicles or aircraft. Over the past 5 years, there has been only one collisions with vehicle or aircraft; thus, no adaptive management is needed at this time.	Appendix C-3
Archaeology					
1	All construction activity in the vicinity of the remains will cease immediately;	Agnico Eagle	n/a	Was not triggered in 2025.	n/a

2006 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
2	The project archaeologist and Territorial Archaeologist will be contacted. Then the potential significance of the remains will be assessed; and mitigative options will be identified;	Agnico Eagle	n/a	Was not triggered in 2025.	n/a
3	If the significance of the remains is judged to be sufficient to warrant further action and they cannot be avoided, the project archaeologist in consultation with the Territorial Archaeologist, will determine the appropriate course of action;	Agnico Eagle	n/a	Was not triggered in 2025.	n/a
4	In the case of human remains, the RCMP will be contacted. In addition, a Coroner and/or physical anthropologist may be involved, if necessary. If the remains are determined to be archaeological, representative of local communities as well as the Inuit Heritage Trust will be consulted to determine how to handle the remains; and	Agnico Eagle	n/a	Was not triggered in 2025.	n/a
5	An education program will ensure that all personnel involved in exploration and development activities are aware that heritage resources are protected by law and that if any archaeological, historic or human remains are uncovered during any such activities, these remains must be reported, and disturbance must cease until the remains are dealt with appropriately. The Territorial Archaeologist of the Government of Nunavut will be notified, and a qualified archaeologist will assess the incident.	Agnico Eagle	Heritage and Resources Protection Plan	Employees and personnel on-site are provided with on-site heritage resources training and awareness. An updated plan is being submitted with this Annual Report in Appendix E.2.	Appendix E.2
Health Services					
1	All employees will undergo a pre-employment medical. This will ensure that the site medical staff are able to provide the best care and treatment to employees as the site is remote from full medical services;	Agnico Eagle	n/a	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
2	Qualified medical personnel will be available at site twenty-four hours a day and seven days a week. They will be able to treat minor illnesses. As employees will spend half of their time at site, this should relieve some burden from the local health facilities;	Agnico Eagle	n/a	As part of the Mines Safety Act, Agnico Eagle is required to maintain qualified medical personnel on-site.	n/a
3	Emergency response and contingency plans are in place for medical evacuation if required;	Agnico Eagle	n/a	Agnico Eagle adheres to the Emergency Response and Crisis Management Plan, which includes plans for medevac. No updates to the Plan were required this year, although an updated version has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
4	Alcohol and drug education will be provided to all employees and the site will continue to be an alcohol and drug free operation;	Agnico Eagle	n/a	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required.	n/a
5	Miramar (the Proponent) will continue to follow health guidelines, procedures and protocols for camp food. Waste handling and storage will meet all appropriate territorial regulations and standards to avoid any health concerns for employees;	Agnico Eagle	n/a	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel.	n/a
6	Communication and cooperation processes have been put in place with medical personnel in the camps, the Nunavut HSS, the Yellowknife hospital, appropriate monitors and inspectors, and regional health authorities. The new health Centre that opened in Cambridge Bay in 2005 will also provide a higher level of service;	Agnico Eagle	Health and Safety Management Plan Emergency Response and Crisis Management Plan	Agnico Eagle adheres to the Emergency Response and Crisis Management Plan, as well as the Health and Safety Management Plan. No updates to the Plans were required this year, although an updated version of the Emergency Response and Crisis Management Plan has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
7	All Project contractors and subcontractors are bound to the guidelines, procedures and protocols developed by Miramar (the Proponent);	Agnico Eagle	n/a	Agnico Eagle confirms contractors and subcontractors are bound to the guidelines, procedures and protocols developed for the Company.	n/a
8	Miramar (the Proponent) will provide government inspected country food periodically at the mine site. During operations the medical staff will be able to provide information on diet and nutrition;	Agnico Eagle	Human Resources Management Plan	The Country Food Kitchen remained open, but Nunavummiut employees used it infrequently (Appendix C-3 of the 2025 Annual Report).	Appendix C-3
9	To avoid employee injury, Miramar (the Proponent) will ensure that safety is the highest priority for the Project;	Agnico Eagle	Human Resources Management Plan	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel	n/a
10	Miramar (the Proponent) will ensure transportation equipment is regularly inspected for safety; and	Agnico Eagle	n/a	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan.	n/a
11	Miramar (the Proponent) will take safety into account when planning contractor delivery schedules.	Agnico Eagle	Human Resources Management Plan	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan.	n/a
Safety and Protection Services					
1	Miramar (the Proponent) will liaise with the RCMP and produce regular updates on project activities and plans that could influence RCMP workloads, communications between camp management and RCMP, and efficiency of RCMP response to calls for service from the camps and from project-related community calls;	Agnico Eagle	Emergency Response and Crisis Management Plan	Agnico Eagle adheres to the Emergency Response and Crisis Management Plan. No updates to the Plan were required this year, although an updated version has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	n/a
2	Miramar (the Proponent) will conduct criminal record checks prior to hiring employees to screen out those convicted of crimes of violence such as sexual assault; and	Agnico Eagle	Human Resources Management Plan	Agnico Eagle adheres to the Human Resources Plan and IIBA.	n/a
3	Miramar (the Proponent) will provide counseling and life skills training workshops.	Agnico Eagle	Human Resources Management Plan	Agnico Eagle adheres to the Human Resources Plan and IIBA.	n/a
Social Services					
1	In order to support the emotional health of employees and avoid burden on community facilities, Miramar (the Proponent) will make available a number of methods of communications for workers with their families such as telephone and Internet.	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an Employee and Family Assistance Program (EFAP) was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
2	Miramar (the Proponent) plans to keep family groups or community groups of workers together for support while away from home;	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
3	Miramar (the Proponent) will conduct an extensive orientation program to ensure that all workers are given full training, understand Miramar policies and procedures and have support to adjust to camp life; includes full safety training;	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
4	Miramar (the Proponent) will provide a workplace where individuals are treated in a fair, equitable and respectful manner to attract and retain good workers and reduce stress on employees;	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
5	Miramar (the Proponent) will provide an issues resolution process for employees to be able to resolve any grievances and issues to avoid undue stress and pressure;	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
6	As much as possible, Miramar (the Proponent) will encourage opportunities for Inuit to speak and maintain their own language while at the same time operating in the language of the camp as long as safety of the employee, others or job performance are not compromised;	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
7	Alcohol and drug education will be provided to all employees and the site will continue to be an alcohol and drug free operation; and	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
8	Miramar (the Proponent) will provide to all employees a free and confidential Employee and Family Assistance Program (EFAP) that will provide emotional, psychological and mental health counseling for employees and their immediate families for work stress, marital and family issues.	Agnico Eagle	Human Resources Management Plan	The IIBA as agreed between Agnico Eagle and the KitIA updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan and has an EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
Employment					

2006 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
1	Provide the support of a Manager, Community Relations to support community liaison and facilitate workers integration into the work force;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
2	Provide a workplace where individuals are treated in a fair, equitable and respectful manner in order to attract and retain workers;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
3	Provide free flights to mine employees travelling to and from work between the four key communities and the mine site. The flights will not go through Yellowknife. MHBL (the Proponent) will consider flights to other communities as appropriate to attract and retain Inuit workers;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
4	Raise the level of understanding about the type of employment opportunities in the mining industry so that the key communities can make informed choices and about employment and career opportunities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
5	Provide hamlets, and education and training institutions within the four key communities with list of potential jobs, education/training requirements and certificates and transferable skills to other jobs for which individuals might be qualified;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
6	Work with hamlets and training institutions to develop skills assessment and community databases of potential mine site trainees and workers, taking into consideration privacy and other applicable legislation;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
7	Work with employment personnel in the key communities to develop a strategy that helps each hamlet retain sufficient skilled individuals to effectively manage the Hamlets;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
8	Miramar (the Proponent) will strictly enforce the Harassment Policy that states that harassment of any kind is not tolerated, will be investigated and discipline may include termination;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
9	Miramar (the Proponent) will provide an issues resolution process to ensure the employees grievances and issues are dealt with in a timely and appropriate manner so they do not consider leaving the company;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
10	Provide ongoing support for employees of the four key communities and other northern hires that recognize cultural differences at the worksite;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
11	Identify and communicate project employment opportunities early in project development;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a

2006 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
12	Raise the level of understanding about the type of employment opportunities in the mining industry so that the key communities can make informed choices and about employment and career opportunities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
13	Communicate employment opportunities and skill requirements to interested organizations, government agencies and communities, in an open, transparent, and timely fashion in cooperation with each hamlet, the KIA, and the appropriate government departments and agencies by postings in public places, on the Internet, and in local and government agencies and departments;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
14	With KIA collaboration, design and implement an Inuit recruitment strategy to ensure that every effort is being made to recruit employees from Nunavut and particularly the four key communities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
15	Require contractors and subcontractors to structure Inuit and northern employment policies and plans, complete with reporting and monitoring systems, to comply with the Miramar's (the Proponent) benefits plans and agreements, and their commitments to employ workers from the four key communities and other northern communities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
16	Establish on-the-job support systems and resources to help develop worksite and life skills;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
17	Require employees to be age 18 for employment during construction and operations (except specific student programs). This is governed by Miramar (the Proponent) employment policies and the Mines Act with regard to underground mining. This will deter youth from leaving school to work on the Project; and	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
18	Work proactively with contractors, unions, communities, educational institutions, and government agencies to develop and recruit qualified workers.	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Employment" which updates and clarifies these commitments. Agnico Eagle also adheres to the Human Resources Plan. In addition, the health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Hope Bay has an existing Health and Safety Management Plan. The purpose of this plan is to outline Health Safety Management and systems adopted by Agnico Eagle and to provide the framework for their implementation. The Hope Bay Agnico Eagle Management Team is committed to providing a healthy and safe working environment for all personnel. This fundamental belief is reflected in its requirement for continuous improvement pertaining to health and safety performance.	n/a
Economy					
1	A commitment has been made to facilitate workshops for workers and their families regarding money management, budgeting and retirement planning so that workers can make informed choices about how they spend their money.	Agnico Eagle	n/a	EFAP was established in 2014 and continues to be available to Agnico Eagle employees.	n/a
Education and Training					
1	Work with employment personnel in the four key Hamlets to develop a strategy that helps each Hamlet retain sufficient skilled individuals to manage the Hamlet effectively;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
2	Establish on-the-job support systems and resources to help develop worksite and life skills;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
3	Before construction, continue to promote awareness among residents and secondary school students in the four employment impact communities about employment and career opportunities, and also the education and qualifications needed to access these opportunities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
4	Work with school organizations, elementary and secondary schools, and students within the four key communities in the environmental assessment area to promote employment and career opportunities associated with the project, while emphasizing the need to complete high school to qualify for these and other postsecondary learning and career opportunities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
5	Work with training institutions, school organizations and government agencies to share industry-specific needs to allow them to develop appropriate curricula, if required;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
6	Continue annual Summer Camp for students to the Kimberlite Career and Technical Centre in Yellowknife to get exposure to trades and technology options;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
7	Provide youth within the four key communities in the environmental assessment area with exposure to the mining industry through periodic classroom visits by mine personnel as well as providing summer employment and job shadowing for students;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
8	Waive formal educational requirements, where appropriate, to reduce barriers for potential Inuit employees;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
9	Support some trades training on-site where appropriate with the short life of mine;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a

2006 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
10	Continue to provide scholarships in each of the key communities to encourage further education;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
11	Ensure on-the-job training manuals take into account cultural differences and language skills, perhaps through a greater use of pictures and diagrams to encourage Inuit workers into the mine; and	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
12	Work with KIA, Department of Education (who are piloting the Nunavut Community Skills Database), hamlets and training institutions to develop skills assessment and community databases of potential mine site trainees and workers, taking into consideration privacy and other applicable legislation.	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule E "Training and Education Opportunities" which updates and clarifies these commitments. In addition, Agnico Eagle also adheres to the Human Resources Plan.	n/a
Business Opportunities					
1	Provide an annual business opportunities forecast to local businesses to identify foreseeable procurement requirements;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
2	Where possible, provide lead time, and identify project components of the construction and operations phases for the four key communities and other northern businesses to help them develop the ability to qualify and effectively compete for contracted work;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
3	Endeavour to pre-qualify the four key communities, and offer feedback and assistance in understanding how to fill gaps in their qualifications;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
4	Provide information on bidding procedures, subcontracting and joint venture opportunities, to help the four key communities and other northern businesses effectively pursue business opportunities;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
5	Facilitate northern sourcing by structuring work packages and sub-packages, where appropriate, to better align with the capacities of qualified northern businesses (e.g., bid packages of varying sizes or broken down sufficiently so as to encourage Inuit participation);	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
6	Require bidders on major contracts to submit, as part of their bid, a local content plan that specifies how they will optimize the participation of the four key communities and other northern businesses in executing their work;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
7	Give particular emphasis to local content plans when evaluating bids, and subsequently awarding work and supply packages for the Project;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
8	Ensure that awarded contracts are monitored by the IIBA Implementation Committee and actual contract awards are reviewed to track Inuit content;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
9	Monitor implementation of local content plans to ensure that procurement contractor commitments are met, and adhere to terms in the benefits and access agreements;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
10	For Inuit owned businesses, waive bonding until a successful contractor is selected;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
11	Continue open communications with the four key communities and other northern businesses about Project requirements, including timing, and specification of goods and services required by the Project;	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
12	Supply information about the four key communities and other northern businesses to potential contractors, in support of local content plans; and	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
13	Provide feedback to unsuccessful bidders from the four key communities and other northern communities to help them bid more successfully in the future.	Agnico Eagle	n/a	The IIBA as agreed between Agnico Eagle and the KitIA includes Schedule F "Business and Contracting Opportunities" which updates and clarifies these commitments, including detailed contracting requirements. The IIBA includes various dispute resolution mechanisms should any future disagreements arise.	n/a
Socio-economic commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s)	Proponent Submission or Summary	Reference
GN-2	Subject to approval by the KIA, the Proponent commits to share relevant data concerning the implementation and success of training and education programs, with other socio-economic monitoring initiatives.	Agnico Eagle	Socio-Economic Monitoring Plan	Agnico Eagle maintains and reports on this item in the Socio-Economic Monitoring Program Report (Appendix C-3 of the 2025 Annual Report).	Appendix C-3
GN-7	The Proponent commits to a Workforce Transition Strategy to be implemented at Project Closure. In collaboration with the K-SEMC, the Proponent will begin socio-economic planning no less than two years before the expected date of final closure. In the event of premature (temporary or final) closure, the Proponent will continue all socio-economic monitoring responsibilities for at least three (3) years and agree on appropriate measures to ensure impacts are managed to the greatest reasonable extent.	Agnico Eagle	Socio-Economic Monitoring Plan	Agnico Eagle maintains and reports on this item in the Socio-Economic Monitoring Program Report (Appendix C-3 of the 2025 Annual Report).	Appendix C-3
GN-8	The Proponent agrees that the Project activities associated with the Doris Amendment will be subject to the existing Doris North Socio-Economic Monitoring Program.	Agnico Eagle	Socio-Economic Monitoring Plan	Agnico Eagle maintains and reports on this item in the Socio-Economic Monitoring Program Report (Appendix C-3 of the 2025 Annual Report).	Appendix C-3
2	The Proponent is prepared to communicate with the GN, outside of the NIRB process, regarding the sharing of Project information, to the extent possible, to assist governments in the preparation of their annual fiscal outlooks and tax forecasts.	Agnico Eagle	Socio-Economic Monitoring Plan	Agnico Eagle maintains and reports on this item in the Socio-Economic Monitoring Program Report (Appendix C-3 of the 2025 Annual Report).	Appendix C-3
3	To the extent such communications would be consistent with and would not contravene the 2015 Hope Bay Inuit Impact and Benefit Agreement (IIBA) the Proponent agrees to communicate with the Department of Education on initiatives relating to youth employment and other programs that may relate to education, in order to assist the Department of Education to identify common points of interest and action that would help integrate the Proponent's activities into the existing Department of Education program, and communication and delivery plans.	Agnico Eagle	Socio-Economic Monitoring Plan	Agnico Eagle maintains and reports on this item in the Socio-Economic Monitoring Program Report (Appendix C-3 of the 2025 Annual Report).	Appendix C-3

NIRB File No: 12MN001		Project name: Phase 2 Hope Bay Belt		Project Certificate No. 009	
TC No.	Term and Condition Summary	Responsible Parties / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
1	Maintain an Air Quality Management Plan.	Agnico Eagle ECCC	Air Quality Management Plan	Agnico Eagle's Air Quality Management Plan addresses this term and condition. The updated Air Quality Management Plan was submitted to the NIRB in April 2019. Stack testing was conducted in 2025 and will be conducted again in 2028. Stack testing was reported in the 2025 NWB Annual Report (Section 5.1.1)	2025 NWB Annual Report
2	Maintain a Greenhouse Gas Emissions (GHG) Reduction Plan.	Agnico Eagle	n/a	As was outlined in the 2023 Annual Report, given that Hope Bay is currently under Care and Maintenance and this requirement is only necessary during Construction and Operations, Agnico Eagle commits to develop a standalone plan prior to re-initiating Operations if that occurs. Further, this was acknowledged in the in the NIRB's 2023-2024 Monitoring Report, Appendix A – Compliance to with Terms and Conditions (NIRB 2025a).	n/a
3	Maintain a Mine Closure and Reclamation Plan.	Agnico Eagle	Doris-Madrid Interim Closure and Reclamation Plan	The approved version 7.1 (Doris-Madrid ICRP) was uploaded to the NIRB registry on April 16, 2025 for documentation purposes. No changes have been made to the Boston Closure and Reclamation Plan due to the status of that site.	n/a
4	In consultation with relevant parties, maintain a Noise Abatement Monitoring Plan.	Agnico Eagle GN-DOE ECCC HC DFO	Noise Abatement Monitoring Plan	Agnico Eagle maintains a Noise Abatement Monitoring Plan (Dec 2017).	n/a
5	Maintain a stand-alone Acid Rock Drainage and Metal Leaching Management Plan.	Agnico Eagle	Quarry Management and Monitoring Plan Waste Rock, Ore and Mine Backfill Management Plan Aquatic Effects Monitoring Plan Doris TIA Operations, Maintenance and Surveillance Manual	Hope Bay has existing Management Plans and standard operating procedures that are in place to address this term and condition including; Hope Bay Quarry Management and Monitoring Plan, Hope Bay Waste Rock, Ore and Mine Backfill Management Plan, Aquatic Effects Monitoring Plan, and the Doris TIA Operations, Maintenance and Surveillance Manual As an example of details provided in these plans, Section 3.1.3 of the Waste Rock, Ore and Mine Backfill Management Plan, notes that annual inspections and geochemical characterization of waste rock is undertaken. Seepage surveys are completed (Section 3.1.4 of the Waste Rock, Ore and Mine Backfill Management Plan) to characterize metal leaching and confirm appropriate capture of mine backfill runoff. Section 3.1.3 of the Quarry Management and Monitoring Plan, describes sampling requirements from quarry blasting activities.	n/a
6	Undertake site-specific geotechnical investigations, permafrost monitoring, mapping and thermal analysis.	Agnico Eagle	n/a	Not applicable as site is under Care and Maintenance. Hope Bay has existing standard operating procedures that are in place to address this term and condition. The Doris, Madrid and Boston foundation conditions have been well-studied and documented in the Geotechnical Design Parameters and Overburden Summary Report (SRK 2017). Construction is executed as per the Technical Specifications and Earthworks and Geotechnical Engineering Report (SRK 2018). If required, site specific data and analysis is initiated at the recommendation of the licensed design engineer. See the NWB Annual Reports for Annual Site Geotechnical Inspections.	SRK 2017 SRK 2018 2025 NWB Annual Report
7	Maintain an Erosion Management Plan.	Agnico Eagle	Doris-Madrid Water Management Plan Boston Water Management Plan	Hope Bay has an existing Doris-Madrid Water Management Plan, which has recently been updated in January 2025, and a Boston Water Management Plan in place which provide erosion control management measures to prevent and minimize erosion and its resulting effects from project-related land disturbances. Section 5.2 of the Doris-Madrid Water Management Plan discusses erosion management and mitigation measures. For example, in 2025, sandbag mats, silt fencing, and/or straw wattles were implemented as required for construction erosion and sediment control measures, to minimize the potential for the introduction of sediment into watercourse or waterbodies. Monitoring is conducted on areas where control is applied as outlined per the requirements in the 2AM-DOH licence, this could include daily visual inspection to ensure mitigation measures are appropriate. Another example would be as per Part D, Item 11, as part of construction summary reports, Agnico Eagle must include monitoring performance of erosion protection measures from construction areas.	n/a
8	Develop and implement a program to progressively reclaim disturbed areas within the project footprint. (Mine Closure and Reclamation Plan)	Agnico Eagle	Interim Closure and Reclamation Plan	The approved version 7.1 (Doris-Madrid ICRP) was uploaded to the NIRB registry on April 16, 2025 for documentation purposes. No changes have been made to the Boston Closure and Reclamation Plan due to the status of that site.	n/a
9	Implement a Thermal Monitoring Plan to identify potential changes in talik distribution and flow paths.	Agnico Eagle	Groundwater Management Plan Doris-Madrid Water Management Plan Boston Water Management Plan	Thermal monitoring required of project components is addressed under existing project management plans previously provided to the NIRB or various standard operating procedures and engineering requirements. In the Hope Bay Groundwater Management Plan (NIRB Public Registry ID No. 339246), Mine Inflow Management Programs (MIMP) are provided, which are decision-based frameworks specific to each mine aimed at preventing negative impacts from underground inflows; they complement the site Water Management Plans. The MIMPs of the Doris, Madrid, and Boston mines are presented respectively in Module A, B and C. A geotechnical inspection of the underground workings is conducted annually by a qualified Geotechnical Engineer and considers the groundwater conditions underground and groundwater inflow in the underground mine workings. Thermal monitoring is undertaken as part of the annual geotechnical inspections required under Hope Bay's Water Licenses. These include the Boston Advanced Exploration Project, the Doris-Madrid Project and the TIA. If warming of foundations did occur it would be identified through the existing monitoring instrumentation and procedures and mitigation or remediation measures would be evaluated. If relevant, possible impacts to talik distribution and flow paths would be identified.	2025 Geotechnical Inspection Report (Appendix J.1 and J.2)
10	Monitor effects on surface waters.	Agnico Eagle	Doris-Madrid Water Management Plan Boston Water Management Plan Aquatic Effects Monitoring Plan	Hope Bay has existing Management Plans in place to address these items including the Doris-Madrid Water Management Plan, Boston Water Management Plan, and the Aquatic Effects Monitoring Plan. These plans are subject to annual review and have been submitted to the NWB and NIRB as required. Surface water quality and hydrology monitoring results, along with comparisons to FEIS impact predictions are presented in the 2025 Aquatic Effects Monitoring Program (AEMP) Report (Appendix C-5 of this Annual Report) and also in Section 7.	Appendix C-5 Section 7
11	Maintain an Aquatic Effects Monitoring Program (AEMP) designed to appropriately characterize the receiving environment, assess impact predictions and prevent adverse impacts.	Agnico Eagle NWB ECCC DFO	Aquatic Effects Monitoring Plan	Hope Bay has an existing Hope Bay Aquatic Effects Monitoring Plan that includes Boston and Madrid sites to evaluate these measures. This plan is subject to annual review and updated as required. Water quality monitoring results, along with comparisons to FEIS impact predictions are presented in the 2025 AEMP Report (Appendix C-5 of this Annual Report) and also in Section 7.	Appendix C-5 Section 8
12	Maintain an appropriate setback distance between project quarries and borrow pits from waterbodies.	Agnico Eagle	Quarry Management and Monitoring Plan	Agnico Eagle continues to maintain an appropriate setback distance between project quarries and borrow pits (Section 2.1.3 of the Quarry Management and Monitoring Plan) from fish-bearing or permanent waterbodies as required to prevent to water quality impacts associated with project quarries and borrow pits.	n/a
13	Ensure that infrastructure in watercourses is designed and constructed in such a manner that they do not unduly prevent or limit the movement of water or fish species.	Agnico Eagle DFO	n/a	Agnico Eagle continues to ensure that all project infrastructure in watercourses are designed and constructed in such a manner that they do not unduly prevent or limit the movement of water or fish species in fish bearing streams and rivers, unless otherwise authorized by Fisheries and Oceans Canada. There was new activity in 2025 that required DFO authorizations. As per responses to the 2022 annual review comments, Agnico Eagle has summarized in Table 5.2-1 of Part 1 of the Annual Report, details related to fish and fish habitat.	Section 5.2, Table 5.2-1
14	Engage with Fisheries and Oceans Canada (DFO) to develop project specific thresholds, mitigation and monitoring for any blasting activities that would exceed the requirements.	Agnico Eagle DFO	n/a	No project-specific thresholds, mitigation and monitoring requirements were developed or sought from Fisheries and Oceans Canada for blasting activities in 2025. In working with DFO in 2025, Agnico Eagle confirmed that Hope Bay follows the Quarry Management Plan, which includes blast vibration and overpressure monitoring. Agnico Eagle is committed to continue to adhere to best management practices for blasting and blast monitoring.	n/a

NIRB File No: 12MN001		Project name: Phase 2 Hope Bay Belt		Project Certificate No. 009	
TC No.	Term and Condition Summary	Responsible Parties / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
15	Implement all applicable DFO management practices to avoid and mitigate serious harm to fish as a result of the construction, operations, and decommissioning of winter ice roads.	Agnico Eagle	n/a	Water used for winter ice roads and under ice withdrawals were supervised by Hope Bay's Environmental Department to ensure applicable Fisheries and Oceans Canada guidance were followed, including adequately screening the water intake pipes to prevent entrainment of fish. Water withdrawals remained under limits allocated by the NWB. In the NIRB's 2023-2024 Monitoring Report, the NIRB requested Agnico Eagle provide a summary of Winter Ice Road construction, which can be found in Section 5.2 of Part 1 of the Annual Report	Section 5.2
16	Implement all applicable Fisheries and Oceans Canada best management practices to avoid and mitigate serious harm to fish as a result of water crossing construction, operations, and decommissioning for all fish-bearing water crossings.	Agnico Eagle	n/a	Agnico Eagle continues to implement applicable Fisheries and Oceans Canada management practices to avoid and mitigate harm to fish as a result of water crossing construction, operations, and decommissioning for all fish-bearing water crossings. For all fish bearing water crossings, Agnico Eagle consults with Fisheries and Oceans Canada prior to commencement of any work to discuss required approvals, preferred approaches and applicable management practices. There was new activity in 2025 that required DFO authorizations. As per responses to the 2022 annual review comments, Agnico Eagle has summarized details related to fish and fish habitat presented in Table 5.2-1 (refer to Project Certificate No.009, Term and Condition 13).	Section 5.2, Table 5.2-1
17	Maintain a section in the Wildlife Mitigation and Monitoring Plan (WMMP) on invasive plant species and rare plant species with details on mitigation and monitoring.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	The WMMP provides an overview of mitigation for invasive plants and a requirement to report any observations to the GN-DoE. An invasive plant monitoring program, carried out via field surveys every 5 years, is included. Monitoring for invasive plants was completed during the baseline for the Madrid-Boston FEIS, and again in 2023. The next surveys will be completed again in 2029. The WMMP also includes a provision to report on loss of potential rare plant habitat when construction occurs in new areas. Loss of potential rare plant habitat is included with other habitat loss reported in the WMMP Report. With respect to habitat loss, as outlined in Section 2.1 of Appendix C-2 of this Annual Report, there was a loss of habitat in 2025 (33.59 ha); however, no loss of special landscape features designated as potential rare plant habitat occurred.	Appendix C-2
18	Ensure that the progressive reclamation outlined in the Mine Closure and Reclamation Plan encourage recolonization by native plant species.	Agnico Eagle	Interim Closure and Reclamation Plan	As outlined in Section 4.5.2 of the ICRP (Agnico Eagle uploaded the approved version 7.1 to the NIRB registry on April 16, 2025 for documentation purposes.), while physical stability of side slopes of the rock fill pads is inherent through the design of the pads, the overburden stockpiles will be regraded to a stable landform as required and revegetated where possible. Active revegetation of barren rock fill pads is not practical because the rock fill cannot support vegetation; however, it is expected that lichens will colonize the rock surface in time, likely decades. Natural revegetation is already promoted. At the Windy Camp Agnico Eagle plans to update the site assessment to confirm soil conditions from previous activities at the camp. The site assessment will help indicate whether further rehabilitation is required.	n/a
19	Maintain either a Project-specific Wildlife Mitigation and Monitoring Plan (WMMP) or include the Project-specific details in a belt-wide plan.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan (WMMP) that was revised to incorporate updates as discussed and agreed with the IEAC and KitIA, as well as general site updates in April 2025. In 2025 there were two in-person IEAC meetings (one in June and one in December). The focus of the June IEAC included an on-site visit to walk the route of the Madrid-TIA Road to identify potential wildlife road crossings to facilitate planning of road construction. The December IEAC meeting and discussion was held in Cambridge Bay office. Feedback from these two meetings did not require an update to the WMMP.	n/a
20	Maintain a Road Management Plan which includes traffic monitoring and snowbank height monitoring.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt, including road traffic management, as described in Term & Condition #20. Agnico Eagle provided an updated the WMMP in April 2025. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitIA, as well as general site updates were applied. Road traffic (Section 2.2) and snowbank height monitoring (Section 2.4) are included in the Wildlife Mitigation and Monitoring Program Compliance Report (Appendix C-2). Traffic levels were compiled from the vehicles recorded on wildlife cameras between Roberts Bay and Doris and between Doris and Madrid. Traffic levels exceeded daily average predictions between Roberts Bay and Doris; however, these did not occur in two consecutive months and as such no additional evaluation of wildlife protection measures is required. Traffic levels between Doris and Madrid were below predictions from the Madrid-Boston FEIS. The snowbank height monitoring program has been discontinued, following discussion with the IEAC during the 2024 meeting, as between 2020 and 2023 the range in average height indicated consistent management for wildlife passage across Mine roads since 2020.	Appendix C-2
21	Include criteria and procedures within Wildlife Mitigation and Monitoring Plan governing the deterrence of wildlife.	Agnico Eagle GN	Noise Abatement Monitoring Plan Quarry Management and Monitoring Plan Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Noise Abatement Monitoring Plan, the Quarry Management and Monitoring Plan, and the Wildlife Mitigation and Monitoring Plan, which cover the deterrence of wildlife from blast zones.	n/a
22	Specify within Wildlife Mitigation and Monitoring Plan specific mitigation measures, trigger distances, and group size thresholds for the protection of caribou and muskox.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt, including measures for the protection of caribou and muskox in proximity to Project activities. Agnico Eagle provided an updated the WMMP in April 2025. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitIA, as well as general site updates were applied. Disturbance (noise and visual) mitigation measures are provided in Section 2.2.2 of the WMMP. Additional mitigation that will be implemented for caribou and muskox during all seasons is presented in Table 2.2-1. The mitigation measures outlined in this table have undergone multiple iterations of review and discussion with the KIA and GN DoE in 2016 and 2017, and represented the agreed measures deemed appropriate for the Doris Project. These measures were adopted for the Madrid-Boston due to the similarity of activities and infrastructure proposed. Table 2.2-1 provides triggers and associated mitigation for caribou and muskox with respects to on-site roads, quarry blasting, the airstrip, project site, and regional monitoring. Where the mitigation table lists "Environment Department notified", those observations are included in the site-wide incidental wildlife reporting which is incorporated into the WMMP.	n/a
23	File an incident report with the local wildlife conservation office for all direct wildlife mortalities.	Agnico Eagle	n/a	Reports of wildlife interactions, incidents and mortalities are reported to wildlife officer by the Environment Department, as required. There were five project related mortalities in 2025 to non-valued ecosystemic components (i.e., Arctic hare and Arctic ground squirrel). Further details are provided in results section in Sections 3.4 to 3.11 of Appendix C-2 of this Annual Report. There were no wildlife incidents in 2025 (Executive Summary of Appendix C-2 of Part 1 of the Annual Report).	Appendix C-2

NIRB File No: 12MN001		Project name: Phase 2 Hope Bay Belt		Project Certificate No. 009	
TC No.	Term and Condition Summary	Responsible Parties / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
24	Implement measures to prevent the use of water attenuation ponds and tailings storage areas by wildlife.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt, including measures to mitigate potential effects of wildlife interacting with Project ponds. Agnico Eagle provided an updated the WMMP in April 2025. The WMMP Plan was revised to incorporate updates as discussed and agreed with the IEAC and KitIA, as well as general site updates were applied.</p> <p>Waterbird field surveys for the Doris compliance program have been scaled back from previous years after comprehensive analyses of the dataset from 2006-2018 and discussion with CWS.</p> <p>Beginning in 2022, shoreline ground monitoring locations for the Project area were established to monitor waterbird abundance and species diversity by distance from Project infrastructure. Ground surveys for monitoring waterbirds and shorebirds was conducted in 2024.</p> <p>Facility camera monitoring is in place, including at the TIA. In 2025, there were 16 grizzly bear recordings and 38 caribou recordings; however, the recordings do not appear to indicate an attraction to the TIA specifically. No wolverine or muskox were recorded on cameras at the TIA. The overall low levels of wildlife recorded indicates that wildlife are not frequently using the TIA area.</p> <p>Further details are provided in Appendix C-2 of this Annual Report.</p>	Appendix C-2
25	Conduct an assessment of the potential for its planned transmission lines to impact the movement and use of project areas by wildlife.	Agnico Eagle	n/a	To be completed at least 180 days prior to construction of transmission lines for the Mine. No transmission lines are planned to be constructed in 2026.	n/a
26	Monitor usage of contact water ponds by water birds and shorebirds.	Agnico Eagle ECCC	Wildlife Mitigation and Monitoring Plan	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt. Agnico Eagle provided an updated the Wildlife Mitigation and Monitoring Plan (WMMP) in April 2025. The WMMP includes measures for monitoring bird use at the TIA, monitoring water quality in the TIA, conducting a toxicological risk assessment if needed, and deterring birds if necessary. Characterization of the bird community surrounding the TIA and reference ponds was conducted in 2018, 2021, and 2023 in collaboration with ECCC and reported to the NIRB and ECCC as part of the 2018, 2021, and 2023 WMMP Reports.</p> <p>Ongoing monitoring indicates that the TIA water quality is below threshold guidelines and should not pose a risk to wildlife.</p> <p>Further details are provided in Appendix C-2 of this Annual Report.</p>	Appendix C-2
27	Conduct a pre-construction survey of potential cliff-nesting habitat if necessary to undertake Project-related construction within the raptor-breeding period.	Agnico Eagle	Wildlife Mitigation and Monitoring Plan	<p>Hope Bay updated the WMMP in December 2019 as a single plan to address wildlife issues for both NIRB certificate 003 and 009 across the Hope Bay belt. The WMMP includes measures for monitoring of raptors should construction occur during the breeding season and the development of a nest management plan in consultation with the GN-DoE.</p> <p>In 2025, raptors were monitored through methods common to multiple VECs. Occupancy surveys of raptor territories in Madrid were not completed in 2025 because construction did not occur in the area during the raptor breeding period.</p> <p>Further details are provided in Appendix C-2 of Part 1 of the Annual Report.</p>	Appendix C-2
28	Maintain a Migratory Birds Protection Plan or as an addition to the Wildlife Mitigation and Monitoring Plan mitigation measures for wind turbines.	Agnico Eagle	n/a	No wind turbines were constructed in 2025. Agnico Eagle is evaluating construction of a wind turbine in 2027/28, in which case surveys will be completed prior to construction, as specified in Project Certificate No. 009 Commitment #7. The WMMP will be updated to include monitoring and mitigation for the wind turbines, as specified in Certificate No. 009 Condition 28.	n/a
29	Maintain a Shipping Management Plan.	Agnico Eagle	Shipping Management Plan	<p>Agnico Eagle maintains a Shipping Management Plan for the Mine that addresses applicable legal requirements, requirements of contractors to address potential adverse ecosystemic effects to the marine environment, and relevant notification procedures. This plan is a living document that will continue to be updated as required to address concerns identified through the Proponent's public engagement efforts.</p> <p>As per the commitment made in response to the KitIA's 2023 NIRB Annual Report recommendations (KitIA-NIRB-41), Agnico Eagle will update the Shipping Management Plan when the project returns to production - to include the additional Important Bird Areas listed by the KitIA along the Mine's shipping route.</p>	n/a
30	Contract only Transport Canada certified vessels to carry cargo or fuel and ensure shippers are informed of Proponent's management plans.	Agnico Eagle	Shipping Management Plan	<p>Agnico Eagle confirms it contracts only Transport Canada certified vessels to carry cargo or fuel for the Mine as required by law. Hope Bay issues the Shipping Management Plan to shippers to inform them of any relevant commitments and management requirements designed to address potential adverse ecosystemic effects of shipping activities to the marine environment related to the Mine. Supplementary materials (included in the updated Shipping Management Plan) include a summary of reporting obligations (incidental sightings and incidents) as well as wildlife mitigation measures which are presented to shippers prior to the shipping season.</p> <p>In 2025, there was one fuel vessel and four cargo vessels for the Mine. Vessel operators were provided with Project-specific training and review of marine wildlife setbacks and mitigations. In addition, operators were trained on reporting requirements prior to the shipping season, as is described in the Shipping Management Plan.</p>	n/a
31	Provide its contracted vessel operators with maps and descriptions of key marine habitats.	Agnico Eagle DFO ECCC	Shipping Management Plan	<p>Hope Bay issues the Shipping Management Plan to shippers which provides vessel operators with maps and descriptions of key marine bird habitats as well as information on sensitive marine mammal habitats in the Northwest Passage. These maps were most recently updated in March 2024.</p> <p>The Shipping Management Plan specifies that, subject to vessel safety requirements, indicated key wildlife habitats shall be avoided by a distance of at least 500 metres, and wildlife are to be given the right of way. Starting in 2022, vessel shipping tracks are reported in the WMMP Compliance Report to demonstrate vessel adherence to specified shipping routes. The only deviations from the designated routes in 2025 occurred where the Qamutik and Qikiqtaaluk W vessels completed shipments at the communities Kugaaruk and Qausuittuq, respectively. All other vessels did not deviate from the nominal shipping routes. Further details are provided in Appendix C-2 of this Annual Report, specifically Section 3.12.3.2 and Figure 3.12-1.</p> <p>In addition, wildlife sightings and incidents along shipping routes were reported by shipping vessel operators. Vessel operators were provided with project-specific training, including a review of marine wildlife setbacks and appropriate mitigation measures (Section 3.12.2.2).</p>	Appendix C-2
32	Report any accidental contact by project vessels with marine mammals or seabird colonies to Fisheries and Oceans Canada and Environment and Climate Change Canada.	Agnico Eagle	Shipping Management Plan	<p>The Hope Bay Shipping Management Plan is issued to shippers, which includes provisions to report any accidental contact by project vessels with marine mammals or seabird colonies to Agnico Eagle and the appropriate regulatory authority as required by legislation and within 24 hours.</p> <p>As per Section 3.12.3.3 of the Appendix C-2, no incidents, interactions, or mortalities with marine mammals were recorded in 2025.</p>	Appendix C-2
33	Develop a monitoring protocol for assessing disturbance to marine wildlife resulting from project-related underwater noise in Roberts Bay.	Agnico Eagle	n/a	<p>The Shipping Management Plan was updated in January 2023 to include monitoring for marine wildlife in Roberts Bay during the shipping season.</p> <p>In 2022, initial monitoring was conducted for marine mammals in Roberts Bay while ships were in the Bay. In 2023, the marine wildlife monitoring program was implemented to assess disturbance of marine wildlife during shipping season from vessel noise. The marine monitoring program is designed to meet the NIRB PC conditions to assess disturbance to marine wildlife resulting from vessel noise in Roberts Bay. There is no monitoring requirement for underwater noise modelling.</p> <p>In 2025, 52 marine mammal surveys were completed in Roberts Bay. Surveys occurred once per day from August 9 to October 1, 2025 (Table 3.12-1). Five vessels arrived in Roberts Bay during the shipping season: the Qamutik, the Dolfjngracht, the Sivumut, the Ukpik, and the Qikiqtaaluk W (Figure 3.12-1). Three separate sightings of harbour seals (one individual each) were recorded when there were no ships anchored or moving through Roberts Bay (i.e., one observation before the shipping period and two observations after the shipping period). One ringed seal was recorded during a survey when the Ukpik was anchored in Roberts Bay (Table 3.12-1). The ringed seal was observed swimming in the water, and no behavioural changes in response to the shipping activity were observed. More information can be found in Section 3.12.3 of Appendix C-3 of Part 1 of the Annual Report.</p>	Appendix C-2

NIRB File No: 12MN001		Project name: Phase 2 Hope Bay Belt		Project Certificate No. 009	
TC No.	Term and Condition Summary	Responsible Parties / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
34	Continue to be an active member in the Hope Bay Socio-Economic Working Group.	Agnico Eagle KIA GN CIRNAC Communities	Socio-Economic Monitoring Plan	The placement of the Doris Mill into Care and Maintenance and the suspension of production of the Mine, required Agnico Eagle to update the Hope Bay SEMP Plan in 2022 according to Term and Condition No. 35. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure). The updated 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. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118). The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing care and maintenance of the Mine.	n/a
35	Submit an updated Hope Bay Socio-Economic Monitoring Plan to the Kitikmeot Socio-Economic Monitoring Committee following an unanticipated temporary closure or prior to the final closure.	Agnico Eagle	Socio-Economic Monitoring Plan	The placement of the Doris Mill into Care and Maintenance and the suspension of production of the Mine, required Agnico Eagle to update the Hope Bay SEMP Plan in 2022 according to Term and Condition No. 35. As such, the SEMP Plan was updated to monitor and mitigate the effects of the Mine as related to Care and Maintenance implemented in March 2022, and to align the Plan with all phases of the Mine (including temporary and final closure). The updated 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. On July 14, 2023, the SEMP Plan Update was submitted to the NIRB (Registry ID No. 346118). The purpose of this Plan is to align it for socio-economic monitoring during all phases of the Hope Bay Mine, including the ongoing care and maintenance of the Mine.	n/a
36	Submit an updated Human Resources Plan and Wellness Strategy following an unanticipated temporary closure or prior to the final closure.	Agnico Eagle	Human Resources Plan	In February 2022, Agnico Eagle placed Hope Bay under Care and Maintenance. A Workforce Transition Committee was established and comprised of Hope Bay's General Manager, HR Superintendent, and General Superintendent, as well as two members of the Canada recruitment team and one member from Community Relations. The Workforce Transition Committee is responsible for executing the workforce redeployment strategy and focuses on relocating Hope Bay employees to other Agnico Eagle divisions in Canada. The updated Human Resources Plan can be found under NIRB Registry ID No. 349893.	n/a
37	Track and report on project procurement of local and regional businesses and competition for access to local and regional businesses by existing customers.	Agnico Eagle	n/a	Predictions during temporary closure suggested that while some contracting opportunities will continue, there will be an overall decrease in procurement opportunities because of the decrease in Mine expenditures. Further details on contracting and business expenditures are provided in Section 3 of the 2025 SEMP (Appendix C-3 of this Annual Report).	n/a
38	Encouraged to submit staff schedule forecasts.	Agnico Eagle	n/a	Lower levels of employment and workforce effort continued in 2025 with the suspension of mining and the placement of the Mine under Care and Maintenance. These lower levels of employment are expected to continue throughout the duration of Care and Maintenance at the Mine. On February 8, 2024, the MOU was officially signed with the GN and it came into effect on the same date. Based on the agreement, Agnico Eagle and the GN will work together moving forward, including on staff schedule forecasting once higher employment levels come into effect.	n/a
39	Include the levels of Inuit employment at the Project as well as barriers and opportunities to achieving the levels of employment.	Agnico Eagle	n/a	In 2025, up to 35 Inuit from the Kitikmeot region and an additional 20 Inuit from other regions were employed at the Mine. As part of the FEIS, labour force needs of the Mine were assumed to be substantially reduced, but not ceased, as there is a need for ongoing maintenance activities. Section 1 of the 2025 SEMP (Appendix C-3 of this Annual Report), provides further details.	n/a
40	Encouraged to identify and register all trades occupations working with the Project.	Agnico Eagle GN	n/a	All Hope Bay apprentices are registered with the GN Department of Family Services Nunavut Apprenticeship Certification Unit in Iqaluit. In 2025, there were no apprenticeship opportunities available at the Mine due to the suspension of mining activities.	n/a
41	Encouraged to work with training organizations offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for the Inuit.	Agnico Eagle GN Training Organizations	n/a	Agnico Eagle continues to be an active member of the Nunavut Mine Training Roundtable, a territorial group lead by the GN Department of Economic Development and Transportation aimed at coordinating and supporting mine training and including representatives from Nunavut Arctic College and the Department of Family Services. Agnico Eagle continues to be an active member of the Kitikmeot Employment and Training Stakeholder Working Group lead by the KitA aimed at coordinating and sharing information on employment and training matters within the Kitikmeot Region. The Working Group provides for representation from municipalities, training organizations, territorial government representatives, and major regional employers. The MOU between Agnico Eagle, the GN, and the KitA allows for the three parties to regularly collaborate and coordinate effort on priority items such as employment and training. As an example in 2025, Agnico Eagle participated in GN consultations on planned changes to the Nunavut Apprenticeship process. Additionally, Agnico Eagle collaborated with the Department of Family Services to provide office and work space in the Cambridge Bay office for a United for Literacy contracted Pre-Trades Tutor. As the Hope Bay project is currently under Care and Maintenance, Agnico Eagle has ceased profiling the Hope Bay workforce for training and employment organizations.	n/a
42	Collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior.	Agnico Eagle	n/a	In 2025, up to 35 Inuit from the Kitikmeot region and an additional 20 Inuit from other regions were employed at the Mine. As part of the FEIS, labour force needs of the Mine were assumed to be substantially reduced, but not ceased, as there is a need for ongoing maintenance activities. Section 1 of the 2025 SEMP (Appendix C-3 of this Annual Report), provides further details.	n/a
43	Work with the local and regional Inuit organizations to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs.	Agnico Eagle	n/a	Agnico Eagle continued to make use of the IEAC in 2025. In 2025 there were two in-person IEAC meetings (one in June and one in December). The focus of the June IEAC included an on-site visit to walk the route of the Madrid-TIA Road to identify potential wildlife road crossings to facilitate planning of road construction. The December IEAC meeting and discussion was held in Cambridge Bay office. Feedback from these two meetings did not require an update to the WMMP. In past IEAC meetings, height of land (HOL) surveys were requested as a traditional Inuit way to survey caribou from a distance. Surveys were completed for the first time in 2024 and twice in 2025, with one round of surveys in May and another in September. The Caribou HOL Monitoring SOP and survey sites were developed during several workshops with the IEAC held between 2021 and 2023 (see Section 3.4 of Appendix C-2 for additional information on methods and results). In 2023, the IEAC requested that herd identification be included in camera data reporting. A caribou ID workshop with the IEAC presented many photos of caribou from the remote camera program, and the IEAC worked to help develop an ID guide that could be used to categorize future caribou data by herd ID. The results of herd ID were first reported in the 2024 WMMP Compliance Report. Results from the 2025 herd ID are provided in Section 3.4.3.2 of Appendix C-2 of Part 1 of the Annual Report.	n/a
44	Encouraged to consult with outfitting businesses that operate in the regional study area.	Agnico Eagle	n/a	As in past years, collaboration with outfitters is ongoing throughout the year. In 2025, Agnico Eagle donated heating fuel to local outfitters to heat sports hunting cabins on Kent Peninsula. Open dialog is frequent with outfitters, including their Hunters and Trappers Organization partners. Agnico Eagle is supporting a local hunting guide to renovate the Havaktok Cabin, 15km west of Roberts Bay that is used to support Search and Rescue operations, subsistence harvesting and sports hunting. Included in this effort is a commitment to backhaul and remove scrap metal including empty fuel drums from nearby cabins including at Naujaat, Hagvaktok and Half-Way Cabin which will assist in maintaining these sites for tourism use. In 2025, Agnico Eagle, upon request from the Kitikmeot Inuit Association, drafted a Hope Bay Visitor Policy to govern site interactions from persons visiting Hope Bay from the land, including sports hunters. This policy has been reviewed and accepted by the Hope Bay Inuit Environmental Advisory Committee and will be implemented in 2026.	n/a
45	Conduct archaeological surveys prior to land disturbance related to the Project and report survey results to applicable parties.	Agnico Eagle	n/a	This condition has been satisfied in consultation with the GN-DCH and the report submitted to the Territorial Archaeologist, GN-DCH in April 2026. Further, a summary of the work completed in 2025 is provided in Appendix C-4 of the Annual Report.	Appendix C-4

NIRB File No: 12MN001		Project name: Phase 2 Hope Bay Belt		Project Certificate No. 009	
TC No.	Term and Condition Summary	Responsible Parties / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference (Annual Report)
46	Report any archaeological sites discovered during the construction, operation, and closure phases to applicable parties.	Agnico Eagle	n/a	This condition has been satisfied in consultation with the GN-DCH and the report submitted to the Territorial Archaeologist, GN-DCH in April 2026. Further, a summary of the work completed in 2025 is provided in Appendix C-4 of the Annual Report.	Appendix C-4
47	Inform the workers of the range of health and wellness services available on site throughout the life of the Project	Agnico Eagle GN	n/a	Agnico Eagle informs workers of the range of health and wellness services through the Human Resources department and the on-site clinic. This includes the Mental Health Resiliency Program, Manulife Wellness Program, Mental Health in the workplace, and Employee Aid Program. Finally, the NU Department of Health "Healing by talking" program is available. Agnico Eagle maintains monthly communications with the Medical Affairs Department of Health concerning physician community visits scheduling to assist workers in accessing health care in their communities.	n/a
48	Encouraged to promote consideration for Inuit culture and Inuit Qaujimaningit through the establishment of cross-cultural training initiatives.	Agnico Eagle	n/a	In January 2023, Agnico Eagle initiated an internal process to create a new Nunavut Cross Cultural Awareness training program. The purpose of this program is to create a harmonious working environment between southern workers and Inuit workers. Work on this project continued throughout 2023 and culminated with the production of a 3-hour long training program. In 2025, there was no Cross Cultural Awareness Training.	n/a
49	Maintain a current Community Involvement Plan.	Agnico Eagle	n/a	Details of activities community engagement activities conducted in 2025 are provided in Part 1 of the Annual report, Section 5.2.	Section 5.2
50	Conduct soil sampling to determine metal levels of soils in areas with berry-producing plants.	Agnico Eagle	n/a	No new construction will occur in areas with berry-producing plants. No construction will occur in areas that have not been assessed.	n/a
51	Conduct additional studies prior to and during operations to ensure that toxic trace element concentrations anticipated to increase in the aquatic environments during operation do not exceed regulatory requirements.	Agnico Eagle	Aquatic Effects Monitoring Plan	Potentially toxic metals in marine and freshwater environments are tracked through the AEMP (Appendix C-5 of this Annual Report). To date, there have been no Mine-related exceedances of regulatory requirements (Canadian Council of Ministers of the Environment (CCME) guidelines). The EEM program in Roberts Bay monitors for metals in the marine environment and informs assessments of potential risks from consumption of fish. The Phase 2 EEM Program Study Design (Minnow 2024) was submitted to ECCC in January 2024, and the field work/biological monitoring study was completed during the summer of 2024. As per the regulatory guideline, the Interpretive Report for the Phase 2 EEM was submitted to the ECCC on January 22, 2026.	Appendix C-5
52	Ensure that areas used to store fuel or hazardous materials include sufficient secondary containment and that all oil handling facilities have the required Oil Pollution Emergency Plan (OPEP) in place.	Agnico Eagle TC	OPPP/OPEP	Agnico Eagle ensures that areas used for fuel and hazardous materials include sufficient secondary containment and have a comprehensive emergency response plan. Hope Bay's Roberts Bay facility has an updated OPPP/OPEP. In the NIRB's 2023-2024 Monitoring Report (NIRB 2025), the NIRB requested an update on the outcome of discussions between parties with respect to secondary containment. In April 2025, Agnico Eagle and CIRNAC met on the topic of adequacy of secondary containment. Follow-up items have been addressed and a response to the inspector was provided.	n/a
53	Implement a monitoring and mitigation program for the tailings pipelines to ensure that the integrity of this infrastructure is maintained for the life of the Project.	Agnico Eagle	Doris TIA Operations, Maintenance and Surveillance Manual	Hope Bay evaluates these measures as part of the existing Doris TIA Operations, Maintenance and Surveillance Manual which includes tailings pipeline monitoring. This document includes details about the early warning systems to identify a pipeline breach. These include daily inspections, annual pressure testing, and monitoring of the mill control panel and pumping parameters. In addition, tailings pipeline and other land based infrastructure are assessed annually as part of the Doris TIA Annual Geotechnical Inspection. A summary of the 2025 Annual Geotechnical Inspections can be found in Section 6.1 of Part 1 of the Annual Report	Section 6.1
54	Provide updates on the status of ongoing exploration programs and other related physical activities associated with the Hope Bay Belt Property.	Agnico Eagle	n/a	A summary of exploration activities can be found in Section 5.2 of Part 1 of the Annual Report.	Section 5.2

Commitments, Project, Project Certificate No. 009

Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference
1	Appointment of Monitoring Officer(s)	NIRB	n/a	n/a	n/a
2	NIRB to report annually on the monitoring program (in English, Inuinnaqtun, and Inuktitut)	NIRB	n/a	n/a	n/a
3	NIRB to conduct periodic community meetings updates regarding its Monitoring Program	NIRB	n/a	n/a	n/a
4	NIRB to schedule periodic site inspections	NIRB	n/a	n/a	n/a
5	Proponent must obtain all required federal and territorial permits and other approvals and shall comply with the requirements of such regulatory instruments	Agnico Eagle CIRNAC NWB NRCan TC DFO	n/a	Refer to Section 2 of the Annual Report.	Section 2
6	Duty to Comply with environmental laws and regulations and/or regulatory instruments, prompt action to remedy non-compliance and report any non-compliance	Agnico Eagle CIRNAC NWB NRCan TC ECCC DFO	n/a	A summary of compliance with regulatory instruments is provided in Section 6.	Section 6
7	Posting of adequate performance bonding	Agnico Eagle CIRNAC NWB NRCan TC DFO	n/a	Letters of Credit with respective parties are in place as agreed with NWB.	n/a
8	Information requirements for monitoring reporting	Agnico Eagle	n/a	A summary of compliance with monitoring reporting is provided in Section 5.	Section 5
9	Make significant monitoring results and/or summaries of significant results available in English, Inuinnaqtun, and Inuktitut, to the extent feasible.	Agnico Eagle	n/a	Translation of executive summary of annual report provided.	Executive Summary
10	Maintain the records, including results, of all Project-related monitoring data and analysis for the life of the Project, including closure and post-closure monitoring	Agnico Eagle	n/a	Agnico Eagle maintains records, including results, of all Mine-related monitoring data and analysis for the life of the Mine.	n/a
11	Maintenance of an up to date Environmental Impact Statement and the updated environmental monitoring programs developed for the Project as new information is collected	Agnico Eagle	n/a	There has been no new environmental impact statement since the 2017 FEIS submission. Monitoring and Management Plans are updated when required, as provided in Section 8. No updates to the Plan were required this year, although an updated version has been submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be provided to the NIRB following approval from the NWB.	Section 8
12	Publicly accessible Project-specific web portal or web page to make available in a central location all significant non-confidential monitoring and reporting information submitted to regulatory authorities	Agnico Eagle	n/a	This annual report is available here: https://aemnavut.ca/media/documents/ .	n/a
13	Provide on-going opportunities for consultation and comment on any substantive revisions to the Project-specific monitoring program, modelling, studies, management plans, management measures, and reporting.	Agnico Eagle	n/a	Section 5.2 of Part 1 of the Annual Report provides details of community engagement in 2025.	Section 5.2
14	To the extent feasible, the NIRB will provide an opportunity for comment on any substantive revisions to the Project-specific monitoring, modelling, studies, management plans, management measures, and reporting provided by the Proponent under the Project Certificate	NIRB	n/a	n/a	n/a

2017 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference
Terrestrial Environment Commitments					
1	TMAC will speak with the KIA prior to the hearings to come to agreement as to where sedge samples can be collected for baseline purposes. Based on a meeting on April 30, 2018 it was agreed to collect a baseline of 30 samples at Boston and 30 samples at the Tailings Impoundment Area and additional samples at reference sites. TMAC will produce a sampling plan for review by the KIA prior to construction.	Agnico Eagle KIA	Wildlife Mitigation and Monitoring Plan	This commitment was completed prior to construction. Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan.	n/a
2	TMAC will abide by occupational health and safety regulations, and provide our workers with a safe work environment, including work camp accommodation areas.	Agnico Eagle KIA	Health and Safety Management Plan	The health and safety of Hope Bay workers is overseen by the Mines Safety Act and enforced by the Mines Inspector as required. Agnico Eagle maintains the Health and Safety Management Plan.	n/a
3	TMAC commits to conduct vegetation monitoring if the results of dust fall monitoring indicate that there is the potential for effects on tundra vegetation beyond that predicted in the PDA.	Agnico Eagle KIA		No action at this time.	n/a
4	TMAC commits to including a section in the Wildlife Mitigation and Monitoring Plan (WMMP) on invasive plant species detection and management, and report in the annual compliance report.	Agnico Eagle KIA	Wildlife Mitigation and Monitoring Plan	This commitment was completed. Section 2.11.1 of the WMMP outlines Invasive Plant management, and is reported on annually through the WMMP Compliance report.	Appendix C-2
5	TMAC will quantify road traffic as a number of vehicle passes per day throughout a year on the two main segments of the road (Doris to Madrid and Madrid to Boston) and report annually in the WMMP compliance report.	Agnico Eagle KIA		Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan. Section 3.1.5.1 of the Plan outlines Road Traffic management, and is reported on annually through the WMMP Compliance report.	Appendix C-2
6	TMAC will consider the traffic levels, observed effects to large mammals, and reflect on adaptive management options in consultation with the IEAC.	Agnico Eagle KIA	Wildlife Mitigation and Monitoring Plan	The Wildlife Mitigation and Monitoring Plan was created with the perspective and guidance of the IEAC. Agnico Eagle continues to consult with the IEAC on a yearly basis.	Section 5.2 of Part 1 Annual Report (New Term and Condition No.49)
7	TMAC commits to conducting additional migration surveys at the proposed wind turbine pad locations prior to construction (for baseline purposes), and during the appropriate survey time period to meet ECCC (2017) guidance and to capture peak migratory activity for raptors, waterbirds, and upland birds.	Agnico Eagle KIA	n/a	Agnico Eagle has implemented the Fall Avian Migration Stand Watch Surveys in 2025 and reports on these surveys in the WMMP Compliance Report.	Appendix C-2
8	TMAC commits to designing the transmission line to meet the Edison Institute guidelines for reducing bird mortalities and line strikes.	Agnico Eagle KIA	n/a	Agnico Eagle currently does not plan to incorporate a transition line at Hope Bay.	
9	TMAC commits to using the habitat maps that use Terrestrial Ecosystem Mapping for wildlife management purposes and when reporting habitat loss in the annual WMMP report.	Agnico Eagle KIA	n/a	Agnico Eagle reports on habitat loss in Section 2 of Appendix C-2.	Appendix C-2
10	TMAC will work with DFO, the KIA, and Inuit Environmental Advisory Committee to identify candidate offsetting options with a preference for developing a community-based offsetting program located near Cambridge Bay.	Agnico Eagle KIA	n/a	Agnico Eagle is actively working with DFO, the KitIA, and the IEAC to evaluate offsetting options near Cambridge Bay.	n/a
11	TMAC will undertake field surveys in summer 2018 to ground-truth preliminary offsetting site options, and refine objectives, constraints, and opportunities associated with each site. These activities will contribute to preliminary gain calculations in support of the development of a Fisheries Offsetting Plan	Agnico Eagle KIA	n/a	Agnico Eagle completed preliminary field surveys that supported the creation of a Conceptual Fish Offsetting Plan. In 2025, Agnico Eagle conducted a field study to update any anticipated losses of the Mine. A revised Conceptual Fish Offsetting Plan was submitted as part of the WLA to the NWB.	n/a
12	TMAC will apply adaptive management processes during monitoring. Should a high groundwater sensitivity case result in habitat losses that exceed those predicted for the base case, TMAC would apply an offsetting plan (as required by DFO) that is commensurate with these losses.	Agnico Eagle KIA	n/a	Agnico Eagle completed preliminary field surveys that supported the creation of a Conceptual Fish Offsetting Plan. In 2025, Agnico Eagle conducted a field study to update any anticipated losses of the Mine. A revised Conceptual Fish Offsetting Plan was submitted as part of the WLA to the NWB.	n/a
13	TMAC has reconsidered applying an SSWQO for arsenic at this early juncture of the Phase 2 Hope Bay Belt Project. Instead, it will monitor potential changes to arsenic in the Project lakes through the AEMP.	Agnico Eagle KIA	Aquatic Effects Monitoring Plan	Agnico Eagle maintains the Aquatic Effects Monitoring Plan.	n/a
14	TMAC agrees to add free cyanide which has a CCME water quality guideline of 0.005 mg/L and total cyanide to the AEMP parameter suite for Aimaokatalok Lake and Reference Lake B.	Agnico Eagle KIA	Aquatic Effects Monitoring Plan	Agnico Eagle maintains the Aquatic Effects Monitoring Plan.	n/a
15	TMAC will develop and provide watercourse and site-specific engineering plans to Fisheries and Oceans Canada (DFO), supported by measured or modelled stream flow data prior to construction.	Agnico Eagle DFO	n/a	None required in 2025.	n/a
16	TMAC will work with DFO, the KIA, and the Inuit Environmental Advisory Committee during the regulatory phase to develop a construction plan for watercourse crossings that will include mitigation measures to reduce impacts to fish and fish habitat during construction.	Agnico Eagle DFO	n/a	See Section 5.2 of Part 1 Annual Report - New Term and Condition No.13 for further details.	n/a
17	TMAC will work with DFO and abide by any monitoring and reporting requirements for the authorization if and when granted.	Agnico Eagle DFO	n/a	Agnico Eagle abides by monitoring and reporting requirements when required by DFO.	n/a
18	TMAC will monitor water levels and flows in fish bearing lakes and streams that are predicted to be potentially impacted by the Project during mining.	Agnico Eagle DFO	Aquatic Effects Monitoring Plan	Agnico Eagle maintains the Aquatic Effects Monitoring Plan.	n/a
19	TMAC will work with DFO, the KIA, and the Inuit Environmental Advisory Committee during the regulatory phase to gain consensus on acceptable construction monitoring and reporting for freshwater pipeline infrastructure that will include the mitigation measures to be implemented to reduce impacts to fish and fish habitat during construction. TMAC anticipates that these requirements would be included in an authorization from DFO issued prior to construction.	Agnico Eagle DFO	n/a	Agnico Eagle actively works with DFO, the KitIA, and the IEAC on any required approvals.	n/a
20	Should the Phase 2 Hope Bay Belt Project be approved, during the regulatory phase TMAC will work with DFO-FPP, KIA, and IEAC to develop and finalize a marine offsetting plan which is acceptable to all parties, and complies with the Fisheries Protection Policy Statement (2013) and the Fisheries Productivity Policy: A Proponent's Guide to Offsetting (November 2013). Representative fish species of each trophic level and their habitat utilization will be analyzed to ensure that all potential residual serious harm to fish and fish habitat that are part of or support commercial, recreational or Aboriginal fisheries as a result of the project are accounted for and adequately offset.	Agnico Eagle DFO	n/a	A conceptual fisheries offsetting plan was developed for Phase 2 based on habitat losses predicted in the FEIS and was submitted to DFO in September 2022 (22-HCAA-02496; Minnow 2022). The offsetting plan was updated based on planned activities and water withdrawal requirements to support the Operational Update. This plan was updated and submitted to the NWB in January 2026 to support the Water Licence Amendment, and will be finalized with DFO post-licence amendment	n/a
21	As part of the WMMP, TMAC will be preparing maps and descriptions of key bird habitats such as large marine bird colonies and Prince Leopold Island for supply vessel operators. TMAC commits to updating the guidance package for vessel operators to include information on sensitive marine mammal habitats in the Northwest Passage, as described in FEIS Figures 11.2.1 and 11.2.2, and Table 11.2.1. This information will be updated to include data published since the FEIS or provided by DFO.	Agnico Eagle DFO	Shipping Management Plan	Agnico Eagle maintains the Shipping Management Plan, which includes a guidance package for vessel operators, which includes sensitive habitats.	n/a
22	TMAC also commits to discussing mitigation measures for marine mammals in the Northwest Passage that are common to all vessels in Arctic waters, or as provided in a DFO guidance document for Arctic waters. All mitigation is contingent on vessel safety.	Agnico Eagle DFO	n/a	No update in 2025; commitment ongoing.	n/a
23	TMAC commits that new incinerators will be tested within 6 months of installation. A representative stack test on existing incinerators will be conducted after a significant change to site activities with the potential to change the waste stream or every 3 years, whatever is more frequent.	Agnico Eagle ECCC	Incinerator and Composter Waste Management Plan	Agnico Eagle maintains the Incinerator and Composter Management Plan. Stack testing occurred in 2025 and is reported on in the NWB Annual Report (section 5.1.1).	2025 NWB Annual Report
24	In the event TMAC has emission exceedances related to incineration, TMAC will investigate to determine the possible source(s) and potential impacts of the exceedances and adaptive management options will be assessed and applied based on the identified contributing factors.	Agnico Eagle ECCC	Incinerator and Composter Waste Management Plan	Agnico Eagle maintains the Incinerator and Composter Management Plan. Stack testing occurred in 2025 and is reported on in the NWB Annual Report (section 5.1.1).	2025 NWB Annual Report
25	TMAC commits to implementing continuous NO2 monitoring during peak construction and during a time in operations that designates lead up to and during peak operations. Monitoring results will be compared to the Canadian Ambient Air Quality Standards (CAAQS). The results of the monitoring program will be included in the air quality portion of the Nunavut Impact Review Board Annual Report. The monitoring plan will be adjusted based on the results and effectiveness of adaptive management with consideration given to the CAAQS. In the event that emissions increase due to a change in operations, TMAC commits to additional NO2 monitoring.	Agnico Eagle ECCC	Air Quality Management Plan	Agnico Eagle maintains the Air Quality Management Plan. More details on the monitoring program can be found in Section 7 of Part 1 of the Annual Report, as well as Appendix C-1.	Appendix C-1 Section 7
26	TMAC commits to update the Air Quality Management plans to provide description of process undertaken to achieve 75% dust management efficiency.	Agnico Eagle ECCC	Air Quality Management Plan	This has been incorporated. Agnico Eagle maintains the Air Quality Management Plan.	n/a
27	TMAC agrees to include a section in the 2018 WMMP listing the species at risk, and relevant mitigation.	Agnico Eagle ECCC	Wildlife Mitigation and Monitoring Plan	This has been incorporated. Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan which includes Section 2.3 - Species at Risk Management.	n/a
28	TMAC agrees to add the post-construction monitoring for the proposed wind turbine to the existing discussions with ECCC and interested parties on site-wide bird monitoring.	Agnico Eagle ECCC	n/a	This will be done when wind turbines are constructed.	n/a
29	TMAC agrees to investigate and discuss preventative operational mitigation measures for wind turbines during periods of poor visibility at peak bird migration periods.	Agnico Eagle ECCC	n/a	This will be done when wind turbines are constructed.	n/a
30	TMAC agrees to submit data sets to the centralized bird/bat monitoring database known as the "Wind Energy, Bird and Bat Monitoring Database".	Agnico Eagle ECCC	n/a	This will be done when wind turbines are constructed.	n/a

2017 Commitments

Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference
31	TMAC commits to updating the WMMP to include more detail on the existing monitoring and mitigation for waterbirds in the TIA, including: 1) TMAC will conduct a baseline survey for waterbirds and shorebirds at the TIA, in consultation with ECCC, to characterize the bird community and use of the TIA. 2) TMAC will monitor water quality in the TIA on a regular basis during operations of the Project as per our existing water licence requirements. 3) If the baseline survey indicates that birds are using the TIA, TMAC will conduct a toxicological risk assessment in consultation with ECCC. 4) If that risk assessment indicates that there is a reasonable risk to birds due to living in the TIA above baseline conditions then TMAC will monitor for ongoing usage of the TIA by birds and will engage with the IEAC and ECCC on methods for deterrence of waterbirds.	Agnico Eagle ECCC	Wildlife Mitigation and Monitoring Plan	This has been incorporated. Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan which includes Section 3.1.11.2 - Waterbirds and Shorebirds Use of TIA.	n/a
32	TMAC is open to having dialogue with ECCC on collaboration for common eiders in the Bathurst and Elu Inlets Key Marine Habitat Sites.	Agnico Eagle ECCC	n/a	No update in 2025; commitment ongoing.	n/a
33	TMAC has re-considered its position of adopting a copper SSWQO for the Phase 2 Hope Bay Belt Project, and will instead monitor potential changes to copper in the Project lakes through the AEMP.	Agnico Eagle ECCC	Aquatic Effects Monitoring Plan	Copper is included as one of the water quality parameters to be monitored in the approved Aquatic Effects Monitoring Plan. As stated in the Plan, the CCME hardness-dependent copper guideline will be used as a water quality benchmark for effects monitoring	n/a
34	TMAC has re-considered applying an SSWQO for arsenic at this early juncture of the Phase 2 Hope Bay Belt Project. Instead, it will monitor potential changes to arsenic in the Project lakes through the AEMP.	Agnico Eagle ECCC	Aquatic Effects Monitoring Plan	Arsenic is included as one of the water quality parameters to be monitored in the approved Aquatic Effects Monitoring Plan. As stated in the Plan the CCME arsenic guideline of 0.005 mg/L will be used as a water quality benchmark for effects monitoring	n/a
35	TMAC will update the Phase 2 Hope Bay Belt Project AEMP with an Aquatic Response Framework similar to the approach taken for the Doris AEMP. The updated AEMP will be provided to the interested parties prior to the May Final Hearing in Cambridge Bay.	Agnico Eagle ECCC	Aquatic Effects Monitoring Plan	The approved Aquatic Effects Monitoring Plan includes a Response Framework similar to the approach taken for the Doris AEMP	n/a
36	TMAC will improve the harmonization between the AEMP and MMER programs in the updated Phase 2 Hope Bay Belt AEMP.	Agnico Eagle ECCC	Aquatic Effects Monitoring Plan	The approved Aquatic Effects Monitoring Plan harmonizes the AEMP and MMER programs by incorporating all sampling programs under one cover.	n/a
37	TMAC will update the Phase 2 Hope Bay Belt AEMP with an Aquatic Response Framework with environmental thresholds that trigger further mitigation/information collecting similar to the approach taken for the Doris AEMP.	Agnico Eagle ECCC	Aquatic Effects Monitoring Plan	Similar to the approach taken for the Doris AEMP, the approved Aquatic Effects Monitoring Plan includes a Response Framework that provides environmental thresholds or conditions that must be met for the exceedance of a low action level. If these thresholds are exceeded, further management action would be triggered.	n/a
38	TMAC will develop an Environmental Management Plan (EMP) prior to the initiation of cargo dock construction activities. The EMP will include, though not exclusively, mitigation measures for managing total suspended solids and turbidity, monitoring procedures, detailing sampling locations and frequency, as well as proposed limits and trigger values, in order to satisfy all applicable requirements during construction activities.	Agnico Eagle ECCC	n/a	The cargo dock was not constructed in 2025 and is not planned to be constructed in 2026.	n/a
39	TMAC maintains that the updating of predictive models will be used as adaptive management to refine closure requirements or substantial changes to the Project design. TMAC will update near-field mixing modelling and water quality predictions in the receiving environment of Roberts Bay if substantial changes are predicted to the effluent water quality following the re-calibration of the broader Project predictive models. The specific details for the site-wide predictive model re-calibration frequency will be determined in the water licencing phase.	Agnico Eagle ECCC	n/a	Agnico Eagle considers this commitment complete.	n/a
40	TMAC has already compared updated modelling results against the CCME CAAQS. The GN suggested commitment is not required. If GN accepts the NO2 CAAQS, TMAC will implement a program of continuous NO2 monitoring to ensure adequate follow up of the proposed mitigation to meet the hourly average CAAQS for NO2.	Agnico Eagle GN	Air Quality Management Plan	Agnico Eagle maintains the Air Quality Management Plan.	n/a
41	a) TMAC will conduct noise measurements during quarry blasts at 2.8 and 4 km to confirm predictions. b) TMAC will confirm that the overpressure value of 96 Lpeak dBZ will not exceed at 2,800 m from the location of the blast. c) TMAC will conduct a behaviour monitoring program during blasts if caribou are observed beyond 2.8 km to evaluate how caribou respond to blasts. d) TMAC will include methods in WMMP to determine potential calving ground overlap with the Project.	Agnico Eagle GN	n/a	In both 2024 and 2025, it was not possible to discern the quarry blasts from background wind noise in the noise monitoring program. At 2.8 km, the wind is so loud and the noise of the blast is so muted, that it was not possible to identify the blast in the recorded data. Inconsistent results suggest that a local monitoring approach would be more effective for understanding potential impacts to caribou at the Mine. A local approach can emphasize conditions and observations that are within operational control (e.g., siting choices, documentation quality, timing alignment, and integration with wildlife prechecks) rather than relying on acoustic time-history plots alone to diagnose blast impacts at distance in all weather conditions.	Appendix C-2
42	TMAC commits to update the Non-hazardous Waste Management Plan to include appropriate layout drawings of landfill facilities once issue for Construction designs have been prepared, and 60 days prior to operation of the proposed landfill.	Agnico Eagle GN	Non-hazardous Waste Management Plan	Agnico Eagle completed this commitment by submitting an update Non-hazardous Waste Management Plan in January 2025.	n/a
43	TMAC commits to update the Hazardous Waste Management Plan to: - Remove reference to disposal of hazardous waste within the Doris Tailings Impoundment Area; and - Remove reference to disposal of bottom ash generated from open burning and incineration in the underground mines. TMAC also clarifies that the disposal of hydrocarbon contaminated material and plastic bags from prepackaged explosives containers within the underground mines is currently an approved practice under the existing Doris License and TMAC does not intend to change this. This disposal strategy will therefore remain in the Hazardous Waste Management Plan.	Agnico Eagle GN	Non-hazardous Waste Management Plan	Agnico Eagle maintains the Hazardous Waste Management Plan and considers this commitment complete.	n/a
44	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include rare plant mitigation and an annual summary of potential habitat loss when construction occurs in new areas.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
45	The Proponent shall conduct analyses of collar data to quantify the zone-of-influence of the Project components on caribou and Project effects on caribou movement during the operating phase of the Project. The study area of these analyses shall encompass the existing Doris North mining operation, Madrid North and South sites, Boston site, and all connecting roads. The Proponent shall collect such additional caribou collar data, over and above those made available to the Proponent by the Government of Nunavut, as are necessary to operationalize this term and condition with reasonable statistical power. This may be achieved through collaboration with the GN or other parties.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
46	Revision of Wildlife Mitigation and Monitoring Program (WMMP) to include. - The Project's effects on caribou movements will be monitored at a local scale using behavioral observations from height-of-land surveys and snow track study. - The design of these monitoring programs will be developed in consultation with the Government of Nunavut and the Inuit Environmental Advisory Committee, will use methods supported by peer reviewed literature and will consider statistical power. - The snow track study will be designed to estimate the index of permeability of Project roads to caribou. These programs may be discontinued after definitive results are obtained or if statistical power cannot be achieved by means of reasonable sampling design and effort, as determined by NIRB.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
47	Following construction, the Proponent shall undertake a survey to create a geospatial model of the final structural attributes, including height and slope, of the Project's roads along the length of each road segment. The data from this survey should be used to generate maps showing road heights and shoulder slopes for inclusion in the annual report. This model should also be made available for all intervenors for further assessment of potential road effects and for wildlife effects monitoring.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
48	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Periodically during the Project, analyses of caribou road crossing behaviour will be conducted to examine crossing locations in relation to wildlife crossing structures. These analyses will use available data from collars, snow track surveys, and height-of-land monitoring. Results will be presented in annual reports.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a

2017 Commitments

Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference
49	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: TMAC will implement a program to monitor and report snow bank heights along Project roads. This program will allow estimation of mean height and variance at a series of designated monitoring locations that are representative of snow conditions along the roads. This program will continue until operational snow management is characterized.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
50	The power transmission line remains an outstanding issue between TMAC and the Government of Nunavut.	Agnico Eagle GN	n/a	No turbines or transmissions lines were constructed in 2025.	n/a
51	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: A traffic monitoring and reporting program will be implanted to accurately estimate the rates and composition of all traffic using each of the Project's road segments (as identified in FEIS Vol. 3, table 4.5-1) annually and seasonally. This information shall be used for comparison with the traffic rates predicted in the FEIS and to support Project monitoring for wildlife effects.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
52	The peak traffic rates as presented in table 4.5-1 in FEIS Vol. 3 (or those identified by the Proponent, during the Project's NIRB review) shall be established as Project monitoring thresholds. If the annual or season traffic rates estimated from Project monitoring exceed the established thresholds by greater than 25% in two (2) consecutive monitoring periods, TMAC shall conduct a revised assessment of the potential impacts of this excess traffic on wildlife. The monitoring data, analysis of effects shall be submitted in the annual WMMP compliance report for NIRB consideration.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
53	The Proponent shall conduct analyses of collar data to quantify the zone-of-influence of Project components on caribou and Project effects on caribou movements during the operating phase of the Project. The study area of these analyses shall encompass the existing Doris North mining operation, Madrid North and South sites, Boston site and all connecting roads. The Proponent shall collect such additional caribou collar data, over and above those made available to the Proponent by the Government of Nunavut, as are necessary to operationalize this term and condition with reasonable statistical power. This may be achieved through collaboration with the GN or other parties	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
54	The caribou-protection measure of a 1.5 km setback remains an outstanding issue between TMAC and the Government of Nunavut	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle considers this commitment resolved with Project Certificate No. 009 term and condition 22 "In collaboration with the Government of Nunavut, the Proponent shall specify within its Wildlife Mitigation and Monitoring Plan specific mitigation measures, trigger distances, and group size thresholds for the protection of caribou and muskox in proximity to project activities (e.g., blasting, heavy truck traffic, and aircraft)." The information relevant to this commitment was included in the revised WMMP.	n/a
55	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: - Prior to construction activities during denning season, surveys will be conducted to locate active big game dens within 1 (one) km of the Project. Survey design will be informed by maps of high quality denning habitat that were included within the FEIS. - If an active big game den is located within 1 (one) km of construction activities, construction activities shall not begin until a den-site protection plan is developed in consultation with a Government of Nunavut Regional Manager of Wildlife. The plan will consider a 1 (one) km no blasting or drilling buffer, 750 m for operation of heavy equipment, and 250 m for light vehicle traffic. Exceptions to these minimums may be implemented as part of a den-specific management plan and may require a permit from the Government of Nunavut under section 74 of the Nunavut Wildlife Act. - During construction and operations, regular ground-based observations will be conducted regularly during the denning season to identify active big game den sites within 1 (one) km of the Project that may require mitigation. - All active big game dens within 1 (one) km shall have a den-specific management plan, developed in consultation with the GN Department of Environment (FEIS Annex Vol. 8-3, s.2.4, Table 2.4.1). - A den-specific management plan for big game may include mitigation measures such as increased monitoring (to assess responses to disturbance and den success), speed limit reductions and posting of signs in proximity to the den, driver notifications, and avoidance during denning or den emergence.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
56	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Should construction of new areas occur in the raptor breeding period, TMAC will conduct a pre-construction survey of potential cliff-nesting habitat within 2 km of the Proposed Phase 2 Hope Bay Belt Project development prior to construction to ensure sites have been accounted for from previous surveys.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
57	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: a) If an active cliff nest is located within 1 (one) km of construction activities, construction activities shall not begin until a nest-site protection plan is developed in consultation with the Regional Manager of Wildlife (Government of Nunavut, Department of Environment). The plan will consider a 1 (one) km no blasting or drilling buffer, 750 m for operation of heavy equipment, and 250 m for light vehicle traffic. Exceptions to these minimums may be implemented as part of a nest-specific management plan and may require a permit from the Government of Nunavut under sections 72 and 74 of the Nunavut Wildlife Act. b) Where a raptor builds a nest on project infrastructure such as a service building, the recommended cessation of construction activities within a no-disturbance buffer does not apply but development of a nest-specific management plan is recommended.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
58	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include the following: Throughout the life of the Project, all potential nest sites within 1 (one) km of project activities will have a nest-specific management plan, developed in consultation with the GN Department of Environment	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
59	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include reporting of fixed-wing landings/take-offs at Project airstrips will be recorded. These data will be reported in the annual WMMP compliance report. The reported information will be used to verify EIS predictions regarding flight frequency.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
60	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to include a helicopter flight log and will be reported in the annual WMMP compliance report. The reported information will be used to (1) verify the accuracy of EIS predictions about the frequency and distribution of helicopter traffic; (2) verify assumptions about helicopter traffic that were made in the noise modeling study; and (3) facilitate other Project effects monitoring programs such as wildlife ZOI and movement studies.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
61	The Wildlife Mitigation and Monitoring Plan (WMMP) will be revised to have a 600 m horizontal avoidance buffer for operation of helicopters near caribou also applies to helicopters on the ground such that engine starts and takeoffs of helicopters will be suspended when caribou are observed within the buffer distance, subject to the operational safety discretion of the pilot.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
62	The WMMP will be revised to clarify that driver rules used for caribou will be applied to muskoxen. And Figure 2.2-1 Driver Mitigation for Caribou) will be applied to muskoxen.	Agnico Eagle GN	Wildlife Mitigation and Monitoring Plan	Agnico Eagle maintains the Wildlife Mitigation and Monitoring Plan and considers this commitment complete.	n/a
63	NO2 mitigation: Wind power generation may be pursued, which would be expected to reduce NOx emissions due to reduced power plant operation.	Agnico Eagle HC	Air Quality Management Plan	Agnico Eagle maintains the Air Quality Management Plan and considers this commitment complete.	n/a
64	NO2 mitigation: Consideration of taller stacks at the Madrid North and Boston power plants to promote greater dispersion.	Agnico Eagle HC	Air Quality Management Plan	Agnico Eagle maintains the Air Quality Management Plan and considers this commitment complete.	n/a

2017 Commitments					
Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference
65	NO2 mitigation: Consideration for additional NOx emissions reductions during detailed Project design. These may include energy efficiency methodologies	Agnico Eagle HC	Air Quality Management Plan	Agnico Eagle maintains the Air Quality Management Plan and considers this commitment complete.	n/a
66	TMAC will comply with the regulations under the Canadian Aviation Regulations under Subpart 7 (307.01).	Agnico Eagle TC	n/a	Agnico Eagle complies with relevant regulations and guidelines.	n/a
67	TMAC will install and use silt curtains during in-water construction of the cargo dock as stipulated in the FEIS Volume 5, Section 10.5.3.2 unless directed otherwise by DFO during the regulatory phase.	Agnico Eagle CIRNAC	n/a	The cargo dock was not constructed in 2025 and is not planned to be constructed in 2026.	n/a
68	TMAC will, as part of the next formal update to the Project Closure and Reclamation Plan, post issuance of the Water Licenses, include pertinent information and recommendations from Newmont and KIA's active revegetation trials at Hope Bay. This site-specific information will inform how revegetation can be applied, as appropriate, at closure.	Agnico Eagle CIRNAC	Interim Closure and Reclamation Plan	Agnico Eagle maintains the Interim Closure and Reclamation Plan.	n/a
Socio-Economic Commitments					
69	TMAC will continue to support sexual health awareness and education by providing workers access to sexual health information throughout the life of the Project.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.47	n/a
70	The Proponent shall ensure that all reportable diseases are reported as per the existing regulations. Further, the Proponent will develop capacity to reduce public health related diseases that are demonstrated to be linked to camp populations when date is presented to the Proponent regarding regional increases in related diseases.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.47	n/a
71	TMAC will continue to inform workers of the range of health services available on-site throughout the life of the Project.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.47	n/a
72	The Proponent shall, on a regular and on-going basis, participate in discussions and dialogue with the GN Department of Health in connection with Project activities, policies, or Project-induced public health issues which may have effect on health and social services facilities, programs and services.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.47	n/a
73	The Proponent will communicate to the GN available information on major changes to Project-related tax and in the case that any major change occurs, or as needed. This communication will not preclude either party from contracting the other to request an updated estimate of territorial taxes.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.003, 2006 Commitments GN-7.	n/a
74	The Proponent will periodically review the Community Involvement Plan (CIP) and as required, shall update the CIP to ensure that it reflects current and relevant stakeholders, as well as effective communication and engagement methods with stakeholders throughout the life of the Project.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.49	n/a
75	The Proponent continues to be an active member in the Hope Bay Socio-Economic Working Group. Invited members of this Working Group shall include the Proponent, the Government of Nunavut, Indigenous and Northern Affairs Canada, and the Kitikmeot Inuit Association. Working Group members may invite new participants to participate, on an as-needed basis. The central focus of the Hope Bay Socio-Economic Working Group 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. The Proponent, reflecting the input of the Hope Bay Socio-Economic Working Group, shall produce an annual Hope Bay Socio-Economic Monitoring Plan report.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.34	n/a
76	Within one (1) year of the issuance of a Project Certificate, the Proponent shall submit an updated Hope Bay Socio-Economic Monitoring Plan (SEMP) to the Hope Bay Socio-Economic Working Group for review. The SEMP shall identify updates, changes, and any amendments made to the Terms of Reference for the Hope Bay Socio-Economic Working Group. Updates to the SEMP shall reflect the changing circumstances as outlined in the Hope Bay Final Environmental Impact Statement and Final Hearing Report. Any changes as agreed to by the Hope Bay Socio-Economic Working Group shall be submitted to the Nunavut Impact Review Board.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.34	n/a
77	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.	Agnico Eagle GN	n/a	Agnico Eagle provides access to a site-specific Employee and Family Assistance Program (EFAP) for Hope Bay employees. Agnico Eagle will consider other program delivery options to increase interest and participation in financial literacy training again in the future.	n/a
78	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 IIIBA.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.003, Term and Condition No.40 and 41.	n/a
79	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).	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.38.	n/a
80	In order to ensure alignment with necessary skill-sets needed to work at the Project, the Proponent will consult the Government of Nunavut's Career Development Division during the development of staff schedule forecasts. A new schedule shall be submitted following any significant deviation from original predictions.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.38.	n/a
81	The Proponent's Human Resources shall make best efforts to collaborate with the Government of Nunavut's Career Development Officer, Regional Manager of Career Development, and Director of Career Development. Semi-annual calls, at a minimum, should be initiated by the Proponent with these Government of Nunavut representatives regarding: -Employee recruitment and retention issues; -Internal and/or partnered training and development of employees; and Long-term labour market plans to facilitate training in communities.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.003, Term and Condition No.46.	n/a
82	The Proponent commits to ongoing discussion with the GN Department of Family Services and other stakeholders regarding training opportunities and requirements to fill the skills-gap of the Kitikmeot workforce.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.41.	n/a
83	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.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.003, Term and Condition No.49.	n/a
84	The Proponent will support the communication to Project workers of education, training materials, and programs (i.e., homeownership) developed by the Nunavut Housing Corporation. 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.	Agnico Eagle GN	n/a	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.41.	n/a
85	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.	Agnico Eagle CIRNAC	Health and Safety Management Plan Human Resources Plan Community Involvement Plan Socio-Economic Monitoring Plan	Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.37.	n/a

2017 Commitments

Commitment no.	Commitment Summary	Responsible Party / Authorities	Associated Plan(s) See 'Mgmt Plan-Links' Tab	Proponent Submission or Summary	Reference
86	<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 and 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.</p>	<p>Agnico Eagle CIRNAC</p>	<p>n/a</p>	<p>Agnico Eagle considers this commitment completed because it is specifically listed in Project Certificate No.009, Term and Condition No.37.</p>	<p>n/a</p>

Plan Title

[Air Quality Management Plan](#)

[Aquatic Effects Monitoring Plan](#)

[Boston Water Management Plan](#)

[Community Involvement Plan](#)

[Doris-Madrid Interim Closure and Reclamation Plan](#)

[Doris-Madrid Water Management Plan](#)

[Doris TIA Operations, Maintenance and Surveillance Manual](#)

[Emergency Response and Crisis Management Plan](#)

[Explosives Management Plan](#)

[Groudwater Management Plan](#)

[Hazardous Waste Management Plan](#)

[Health and Safety Management Plan](#)

[Human Resources Plan](#)

[Incinerator and Composter Waste Management Plan](#)

[Noise Abatement Management Plan](#)

[Non-hazardous Waste Management Plan](#)

[OPPP/OPEP](#)

[Quarry Management and Monitoring Plan](#)

[Shipping Management Plan](#)

[Socio Economic Monitoring Plan](#)

[Spill Contingency Plan](#)

[Waste Rock, Ore and Mine Backfill Management Plan](#)

[Wildlife Mitigation and Monitoring Plan](#)