



Agnico Kivalliq Projects

2021 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

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SUBMITTED TO:

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Executive Summary

The Agnico Kivalliq Projects

The Meadowbank gold mine, Meliadine gold mine, and Whale Tail gold deposit are located in the Kivalliq region of Nunavut on Inuit owned lands (IOL). Meadowbank falls approximately 70 kilometres (km) north of the Hamlet of Baker Lake, or 110 km by road. Whale Tail, a satellite deposit to the Meadowbank mine, is located approximately 50 km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.

Report Purpose

This report provides the results of the Agnico Eagle Kivalliq Projects 2021 Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Committee (SEMC). The main purpose of this report is to comply with the relevant sections of the Nunavut Land Claims Agreement, Nunavut Planning and Project Assessment Act; Meadowbank Project Certificate, Meliadine Project Certificate, and Whale Tail Project Certificate.

The COVID-19 Response



Employment: Agnico Eagle implemented isolation protocols in the spring of 2020. Under the isolation protocols, Nunavut-based workforce (employees and contractors) were sent home to protect Kivalliq communities from the spread of COVID-19. Reintegration of the Nunavummiut workforce began in June 2021, being completed by the end of October. However, with the raise of the Omicron variant, the Kivalliq-based workforce from Meadowbank / Whale Tail and Meliadine were sent home in December 2021 to help protect their communities. Agnico Eagle's stay-at-home employees continued to receive remuneration, and Agnico Eagle is working with its Nunavut contractors to discuss implementing similar measures for their Nunavummiut workforce. To compensate for the lost workforce, Agnico Eagle brought in additional contractor employees from the south during this period, at an additional cost of \$18M. In consultation with the Government of Nunavut (GN) and the Chief Public Health Officer (CPHO), Agnico Eagle will re-integrate the Nunavut-based workforce once health restrictions are lifted.



Training: Delivery of on-site non-mandatory and Inuit-focused training was also impacted, being either scaled back or cancelled in 2021. However, Agnico Eagle continued to support community-based training programs, and online engagement in other initiatives, such as the Pre-Employment Training and virtual Pre-Qualification Information sessions.



Protective Measures: Agnico created Pandemic Coordinator and Counsellor positions at Meadowbank / Whale Tail and Meliadine, a "No Contact Protocol" for community operators to haul equipment and fuel to project sites, and continued strict sanitation protocols and provision of protective equipment. Agnico Eagle invested \$1.2M on testing facilities and \$8.5M on testing staff and supplies, providing 45 COVID-related jobs (i.e., nurses, lab specialist, lab technicians, pandemic counsellors, coordinator, and lead).

Agnico Eagle developed and implemented a robust prevention program for each site to minimize the spread of COVID-19. The prevention program included various measures:

- Face masks and upgraded ventilation systems;
- Mandatory temperature checks via thermal scanners installed in specific locations;
- More handwashing stations and additional cleaning measures;
- Plexiglass barriers in lunchrooms and staggered eating schedules to prevent gatherings;
- Frequent cleaning of all shared vehicles.



Cases: In 2021, a total of 104,464 COVID-19 tests were processed, and 50 positive cases were confirmed at Meadowbank / Whale Tail, and 32 at Meliadine. There is no evidence that these cases led to any community spread within Kivalliq communities.



Community: Agnico Eagle has also responded with assistance and support to Kivalliq communities impacted by COVID-19. This includes providing food hampers and other essential supplies; providing personal protective equipment (PPE) supplies; supporting vaccination campaigns in four Kivalliq communities (Arviat, Baker Lake, Rankin Inlet and Nauyasat); and working with communities via the Good Deeds Brigade Program to find innovative ways to use Nunavut-based employees to support local projects that will lead to social impacts, among other initiatives.

Agnico Eagle launched the Good Deeds Brigade in 2020, an initiative whereby employees continued to receive their full company salaries while supporting local projects that were lacking an adequate workforce. Phase I of the program ended in June 2021 after 41 weeks of activities. The program supported 20 community-based projects in six of the seven Kivalliq communities, in partnership with 15 organizations; 91 Agnico Eagle employees participated in total, representing 27% of the Kivalliq workforce.

Report Highlights

The 2021 Socio-Economic Monitoring Report (SEMR) identified several areas of continuity and change, many of which were influenced by the continuation of the COVID-19 pandemic and related public health restrictions.



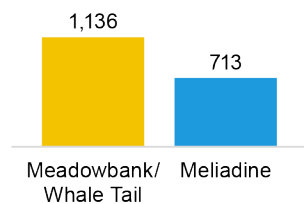
Employment

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

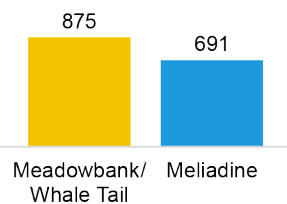
Total employment by Agnico Eagle and contractors at both projects

increased by 14% from 2020, to **3,480** in 2021

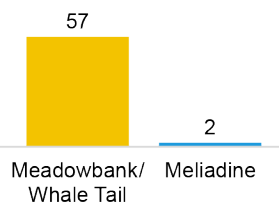
Permanent & Temporary



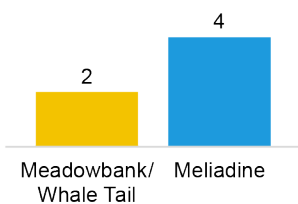
Contractor*



On-call



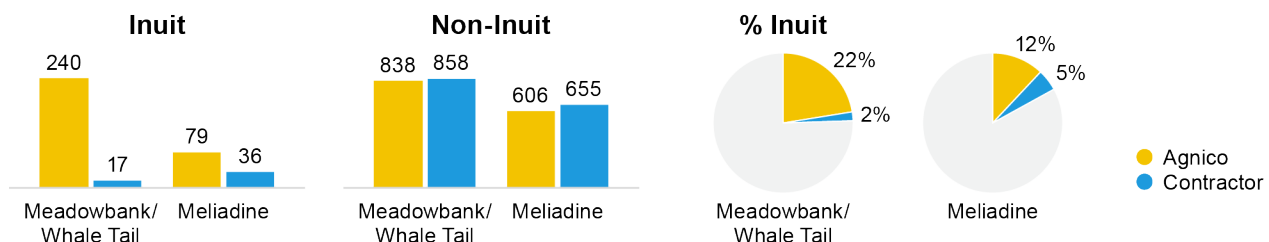
Students & Co-op



*Contractor is based on FTE (full time equivalent); everything else is headcount.

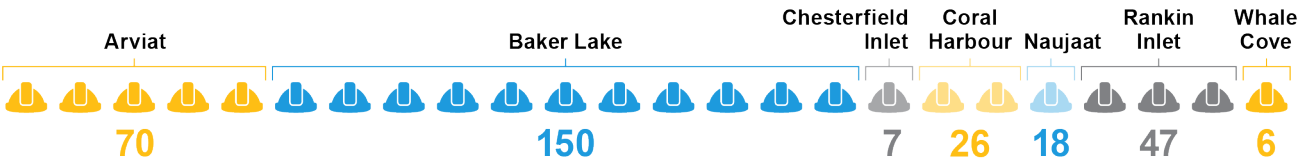
Overall, there was an **increase in the non-Inuit workforce** to supplement Nunavummiut who had been sent home due to COVID-19 restrictions.

Inuit employment **slightly decreased or remained unchanged**. In **2021**:

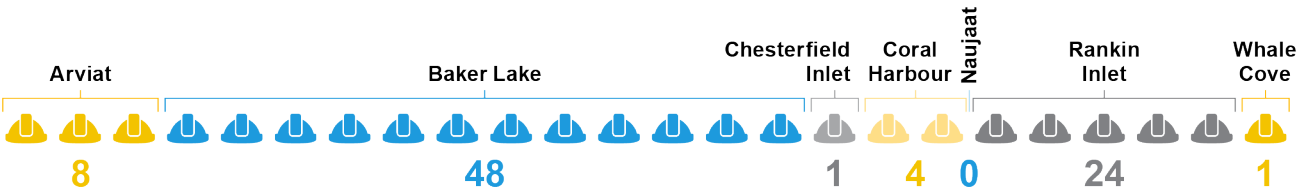


The number of Agnico's **Kivalliq-based employees decreased by 13% in 2021**.

Agnico employees in 2021 by Kivalliq community (headcount):

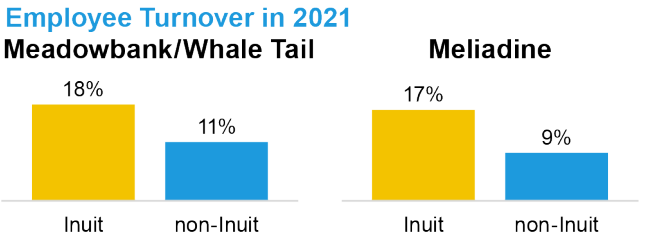


Agnico contractors* in 2021 by Kivalliq community (FTE):



The remaining employees and contractors do not reside in these communities.

Inuit employee turnover remains higher than non-Inuit employee turnover, but with notable improvements in 2020 and 2021, possibly due to the ability to retain pay while remaining at home in response to COVID-19 restrictions.





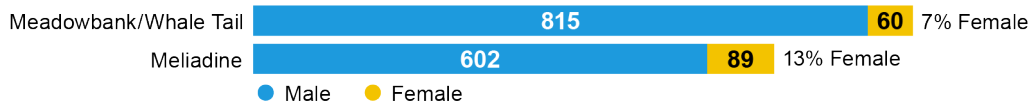
Gender

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

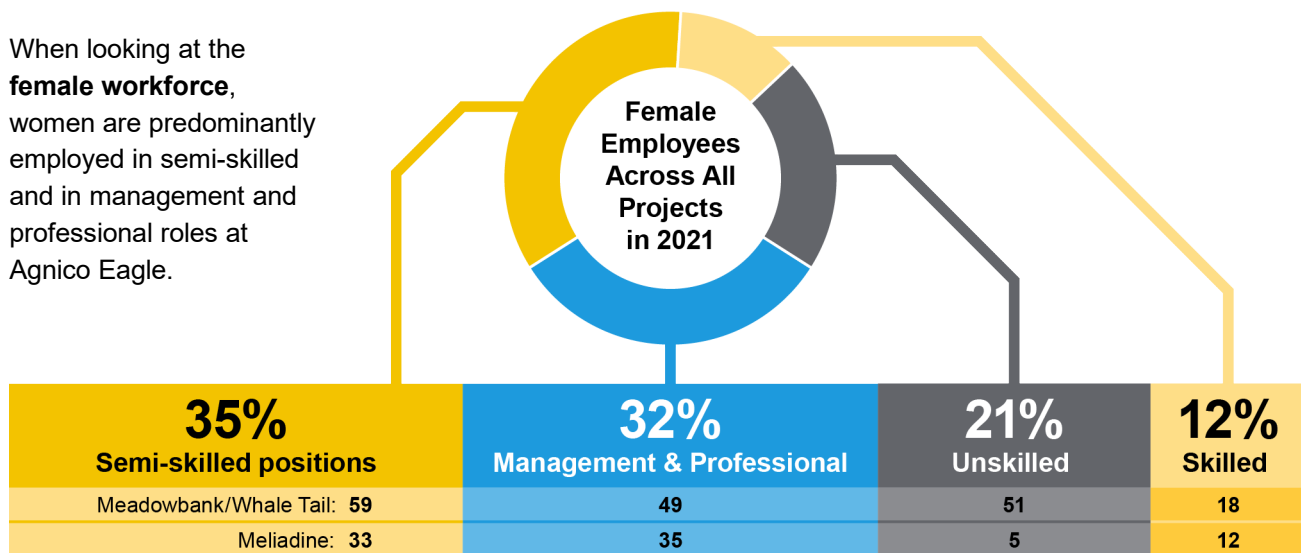
Agnico Employees



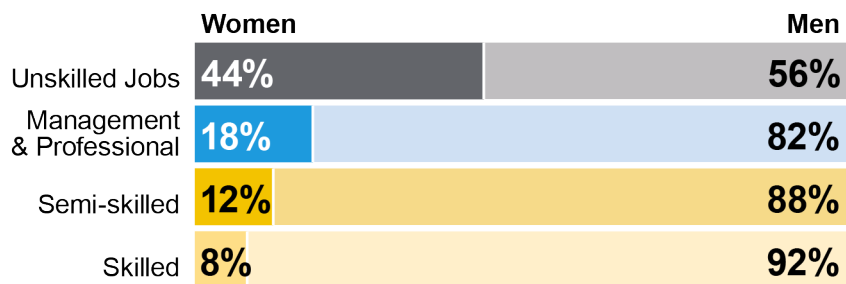
Contractors



When looking at the **female workforce**, women are predominantly employed in semi-skilled and in management and professional roles at Agnico Eagle.



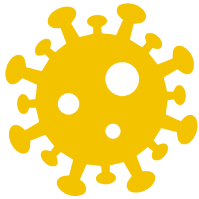
However, when looking at **total workforce**, women hold less than one-fifth of available positions at every skill level except unskilled jobs, where they make up 44% of the workforce.





Income

In 2021, total income paid to Inuit employees increased to **\$19.1M** at Meadowbank/Whale Tail, and **\$8.6M** at Meliadine. A cumulative total of **\$239M** of employment income has been paid to Inuit employees since 2010.

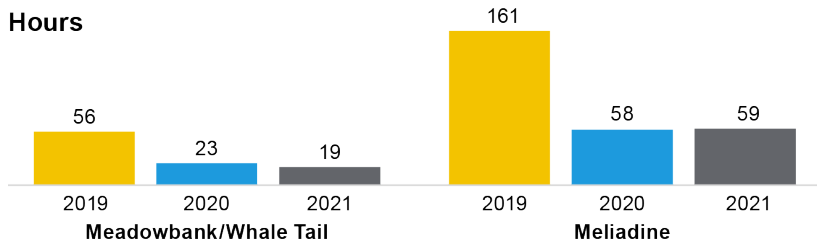


In 2021, Inuit employees residing in Nunavut, who stayed at home due to COVID-19 isolation protocols, **received 75% of their base pay.**



Education and Training

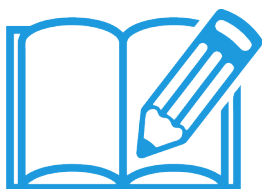
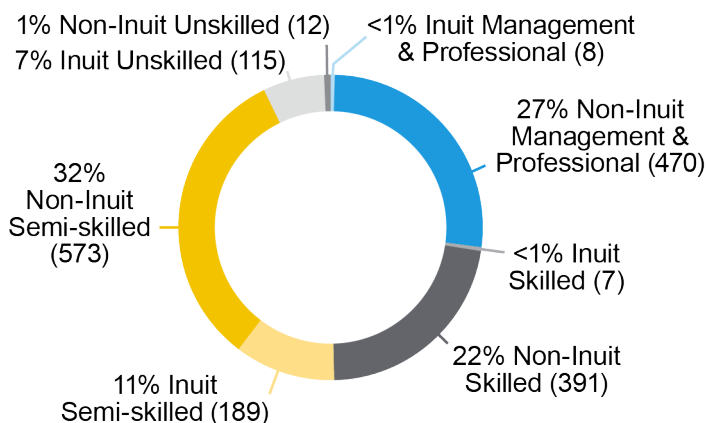
Compared to 2019 pre-pandemic levels, role-related training provided to Inuit employees in 2021 fell to an average of 19 hours at Meadowbank /Whale Tail, and 59 hours at Meliadine.



The Labour Pool Process is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. In 2021, this process was modified to reduce the number of steps and decrease the delay for applicants to get employment.



In 2021, the number of Inuit employees continued to **decrease in semi-skilled and unskilled job categories**. While levels remained constant or increased for skilled and management & professional positions, Inuit employees continue to be notably underrepresented in these higher roles.

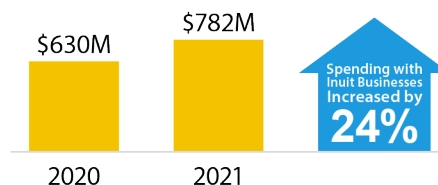


In 2021, Agnico Eagle made **\$155,000** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling over \$2.7 million. However, this represents a decrease due to COVID-19 related interruptions.

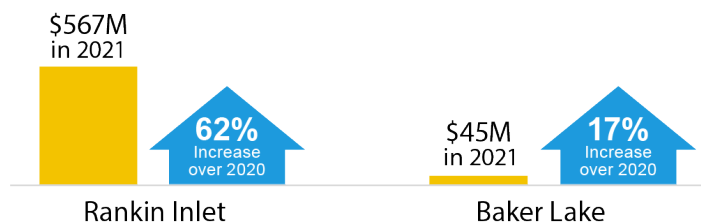


Contracting and Business Opportunities

Agnico Eagle spending with Inuit businesses in 2021 increased by 24% compared to 2020, accounting for 68% of total procurement in 2021.



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



Total business expenditure in Nunavut reached

\$831M

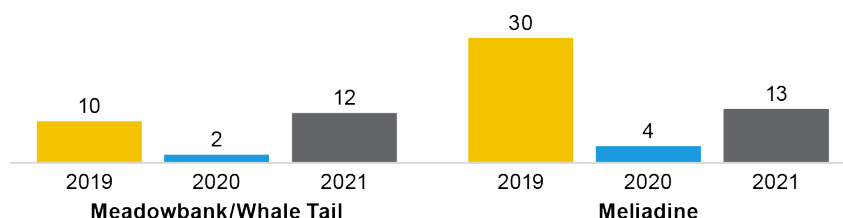
\$509M at Meadowbank / Whale Tail

\$322M at Meliadine.



Health and Safety

In 2021, mandatory training delivered to Inuit employees averaged 12 hours at Meadowbank / Whale Tail and 13 hours at Meliadine, representing an **increase in health and safety training over 2020 levels**.



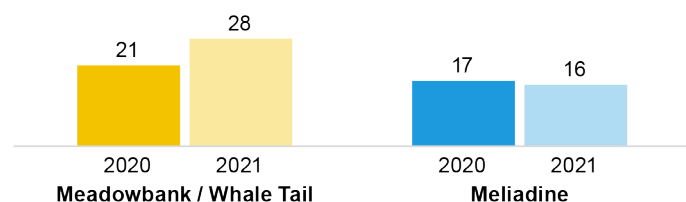
Meadowbank / Whale Tail and Meliadine health clinics were accessed less frequently in 2021, and this decline was in line with a **reduction in lost-time and light-duty accident frequency**.



Population Demographics

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

In 2021, the **number of Agnico Inuit employees residing outside Nunavut slightly increased** as additional workforce was hired to supplement Nunavummiut sent home:



To date, there is no indication of people moving into Kivalliq communities because of mining.

The change in population in Kivalliq communities between 2016 and 2021 has varied:

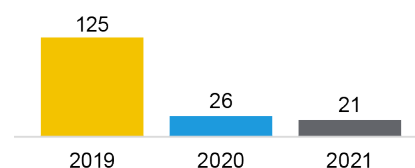


There was an overall population **increase of 6%** in the Kivalliq region over that 5-year period.



Community Infrastructure and Services

In 2021, 21 employees were referred to **community health care** centres, down from 125 in 2019 and 26 in 2020. Since 2010, 70% of referrals to community health care centres have been for non-work-related conditions.



14 Incidents at Meadowbank / Whale Tail required the use of GN health services in 2021. While above 2020 levels, this is below levels reported in previous years.

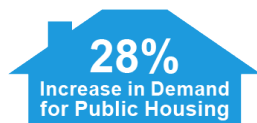


Individual and Community Wellness

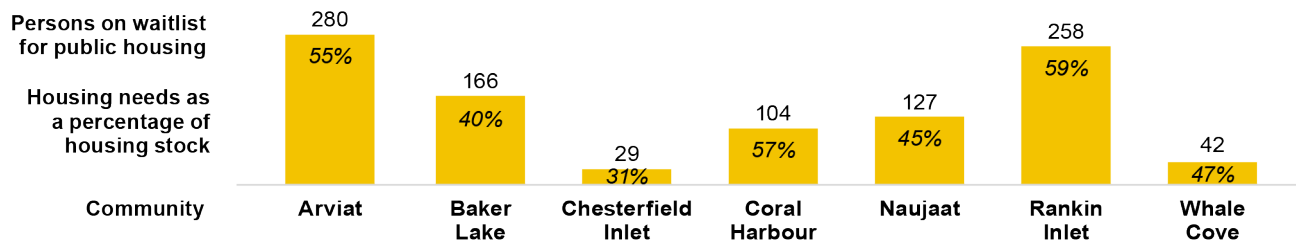
28 mental health presentations were provided during morning meetings, **reaching 800 employees**, and nine training sessions **reached over 160 supervisors**.



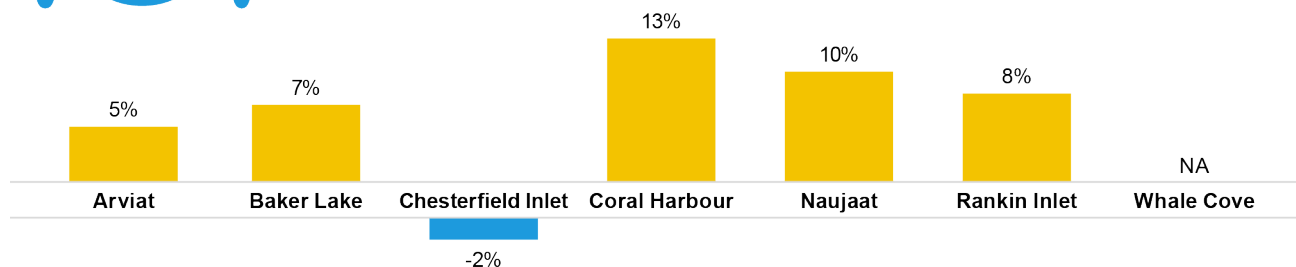
Rankin Inlet and Baker Lake generally have higher **crime rates** than other communities; **in 2020 the crime rate in Rankin Inlet reached its highest level since 2001**. Mischief, disturbing the peace, and assault were the most common offences in Rankin Inlet, Baker Lake, and Chesterfield Inlet.



In 2021, there was a **28% increase in the demand for public housing**, with 1,006 people on the waitlist in the Kivalliq region. Housing demand by community was highest in Arviat and Rankin Inlet, remaining high or increasing in all communities compared to 2020.



There was a **significant increase in the average food prices** of 67 common foods across most Kivalliq communities in 2021, this being in line with or above the high inflation experienced elsewhere in Canada.



The **suicide rate** in the Kivalliq region remains at crisis levels, being **6 times the rate of suicide in Canada**.





Cultural and Traditional Lifestyle

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

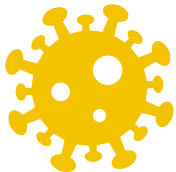
Meadowbank/Whale Tail



Meliadine



In 2021, Agnico Eagle developed a **Kivalliq Inuit Elders' Advisory Committee** comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate Inuit Qaujimajatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. Two in-person meetings of the Kivalliq Inuit Elders' Advisory Committee took place in 2021.

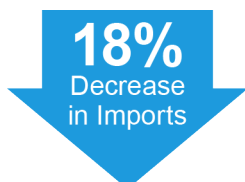


In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, **no country food nights/events were hosted**, and country food kitchens were not used.



Nunavut Economy

In 2021, Agnico Eagle **payments from taxes and royalties**, and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 22% to **\$154M**, for a total to-date impact of **\$603M** from all sources.



In 2020, Nunavut experienced the **smallest trade deficit since 2002**, down to \$653M, thanks in part to an 18% reduction in imports.



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

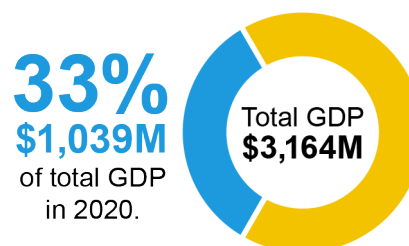


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Acronyms and Abbreviations

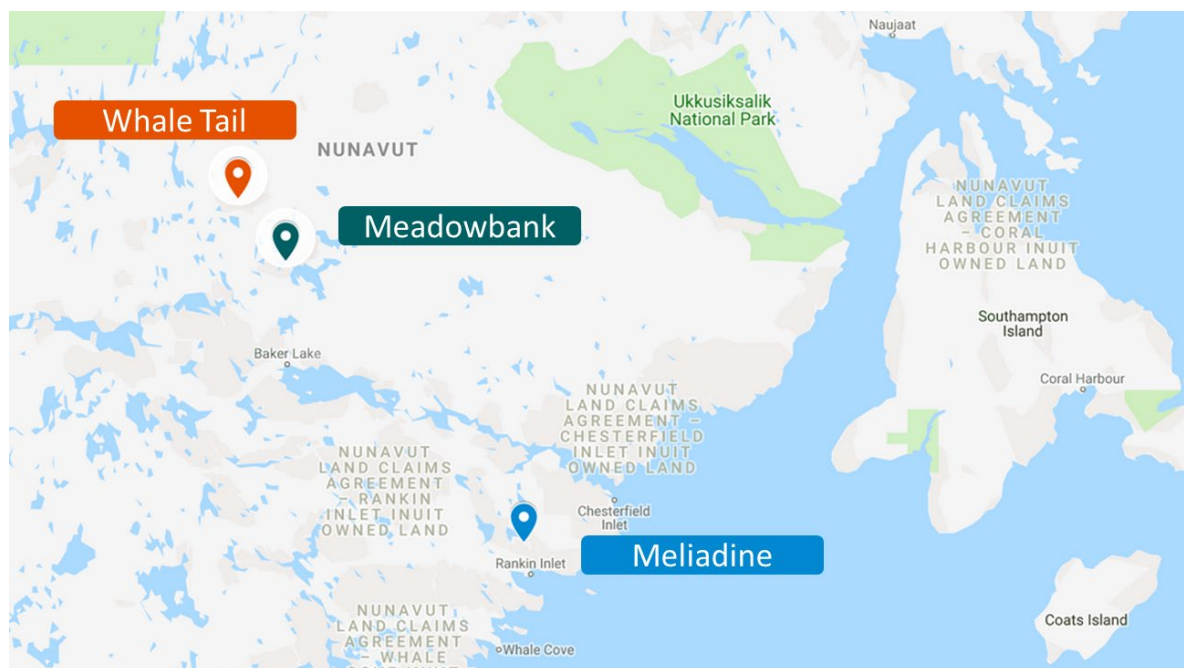
\$M	Millions of Canadian dollars (current, unless otherwise stated)
AEM	Agnico Eagle Mines
ATV	All-terrain vehicle
AWAR	All-Weather Access Road
BLPNP	Baker Lake Prenatal Nutrition Project
BOC	Business Opportunities Committee
CCM	Collaboration Committee Members
CLC	Community Liaison Committee
CLOs	Community Liaison Officers
COVID-19	Coronavirus disease of 2019
CPHO	Chief Public Health Officer
EAP	Employee Assistance Program
ECC	Employment and Culture Committee
EIS	Environmental Impact Statements
ERT	Emergency Response Team
FEIS	Final Environmental Impact Statements
FTE	Full-Time Equivalent
GBD	Good Deeds Brigade
GDP	Gross Domestic Product
GN	Government of Nunavut
GoC	Government of Canada
H&S	Health and Safety
HR	Human Resources
HTO	Hunters and Trappers Organizations
IIBA	Inuit Impact and Benefit Agreement
INAC	Indigenous and Northern Affairs Canada
IOL	Inuit Owned Lands
IQ	Inuit Qaujimajatuqangit
ISV	Inuit Societal Values
ITK	Inuit Tapiriit Kanatami
IWBS	Inuit Workforce Barriers and Strategies
IWRMP	International Women in Resource Mentoring Program
JASS	Jonah Amitnaaq Secondary School
JOHSC	Joint Occupational Health & Safety Committee
KHTOs	Kivalliq Hunters and Trappers Organizations
KIA	Kivalliq Inuit Association
KLMA	Kivalliq Labour Market Analysis
Km	Kilometers
KMTS	Kivalliq Mine Training Society

KSEC	Kivalliq Science Educators Community
LDP	Leadership Development Program
LHT	Long Haul Truck
LMS	Learning Management System
LSA	Local Study Area
MiHR	Mining Industry Human Resources Council
MoU	Memorandum of Understanding
NILFA	Nunavut Inuit Labour Force Analysis
NIRB	Nunavut Impact Review Board
NLCA	Nunavut Land Claims Agreement
NPC	Nunavut Planning Commission
NTI	Nunavut Tunngavik Incorporated
OSWGs	On-Site Working Groups
PPE	Personal Protective Equipment
RCMP	Royal Canadian Mounted Police
RISE	Rapid Inuit Specific Education
RNFB	Revised Northern Food Basket
RPAN	Recreation and Parks Association of Nunavut
RSA	Regional Study Area
SEMC	Socio-Economic Monitoring Committee
SEMP	Socio-Economic Monitoring Program
SEMR	Socio-Economic Monitoring Report
SEWG	Socio-Economic Working Group
TASK Week	Trades Awareness Skills and Knowledge Week
TMS	Training Management System
TOKTW	Take Our Kids to Work
VSECs	Valued Socio-Economic Components
WHMIS	Workplace Hazardous Materials Information System

Introduction

The Agnico Kivalliq Projects

The Meadowbank gold mine, Meliadine gold mine, and Whale Tail gold deposit are located in the Kivalliq region of Nunavut on Inuit owned lands (IOL). Meadowbank falls approximately 70 km north of the Hamlet of Baker Lake, or 110 km by road. Whale Tail, a satellite deposit to the Meadowbank mine, is located approximately 50 km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.



Agnico Eagle Mines (Agnico Eagle) acquired the Meadowbank property from Cumberland in 2007, where most production activities began in 2011 following the completed construction of the mine and mill in 2010. The Whale Tail satellite deposit achieved commercial production in 2019 and in 2020, while the Meadowbank Complex transitioned to sourcing ore entirely from the Amaruq satellite deposit.

The Meadowbank mill processed 3.6 million tonnes of ore in 2021, producing 322,852 ounces of gold compared to 198,418 ounces of gold in 2020. The first gold production from the Amaruq underground project is expected in 2022, and over the current estimated 5-year mine life, approximately 500,000 ounces of gold are expected to be produced. Mineral reserves at Amaruq are approximately 2.9 million ounces of gold.

About 290 km southeast of Meadowbank, the Meliadine mine achieved first commercial production in 2019. The Meliadine mill processed 1.5 million tonnes of ore in 2021, and 367,630 ounces of gold compared to 312,998 ounces of gold in 2020. Meliadine has 4.1 million ounces of gold reserves which the Company believes could be developed into a satellite mining operation to provide ore feed to the existing Meliadine mill facility.

Report Purpose

This report provides the results of the Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Committee (SEMC). The purpose of this report is to:

- Identify any **unanticipated effects** associated with the mines, recommend **mitigation measures**, fulfill best practices in **social responsibility**, and act as a **valuable resource** for communities, governments and interested stakeholders;
- Act as the primary vehicle for reviewing the findings of the SEMP in **collaboration** with members of the Socio-Economic Monitoring Committee (SEMC);
- Comply with the relevant sections of the **Nunavut Land Claims Agreement (NLCA)**;
- Meet the intent of section 135 of the **Nunavut Planning and Project Assessment Act**;
- Comply with the terms and conditions of the **Meadowbank Project Certificate**, the **Meliadine Project Certificate**, and the **Whale Tail Project Certificate** issued by the Nunavut Impact Review Board (NIRB), including reporting on the socio-economic impact predictions made in the Final Environmental Impact Statements (FEIS).

Socio-Economic Monitoring Committees

In 2007, the Government of Nunavut established three regional Socio-Economic Monitoring Committees (SEMCs) to monitor the socio-economic impacts of projects in each of the Territory's regions against project certificate terms and conditions specified by the NIRB. The SEMCs' Terms of Reference state that the committees will assist proponents in developing project monitoring programs, prepare reports, and publish information on the impact of major development projects on communities and residents in the region.

Both the Kivalliq committee and the Agnico Eagle projects are required to produce annual monitoring reports, with the former focused at the regional level and the latter at the project level. This system allows for project-level information to inform a regional picture of the socio-economic health of the Kivalliq, better capturing cumulative effects. This will become increasingly important as additional mining operations come online in the region.

NIRB Project Certificate Conditions

The requirement for a SEMP and associated annual Socio-Economic Monitoring Reports (SEMRs) are outlined in the project certificates for Meadowbank, Meliadine and Whale Tail. The key project certificate conditions are:

Meadowbank Project Certificate, Condition 64:

"Cumberland shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs."

Meliadine Project Certificate, Condition 89

“The Proponent shall develop the Meliadine Socio-economic Monitoring Program to monitor the predicted impacts outlined in the FEIS as well as regional concerns identified by the Kivalliq Socio-economic Monitoring Committee (SEMC).”

Whale Tail Project Certificate, Condition 46

“The Proponent should develop a Project-specific Whale Tail Pit Socio- Economic Monitoring Program designed to:

- *Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan;*
- *Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee.*

The Meadowbank, Meliadine and Whale Tail Inuit Impact and Benefit Agreements (IIBAs)

The original Meadowbank Inuit Impact and Benefit Agreement (IIBA) between Cumberland Resources and the Kivalliq Inuit Association (KIA) was signed in 2006. The IIBA for Meadowbank was renegotiated in 2017 and is aligned with the 2015/2017 Meliadine IIBA and 2017 Whale Tail IIBA.

This also established an Employment and Culture Committee (ECC) and a Business Opportunities Committee (BOC), as well as On-Site Working Groups (OSWGs) to promote the social and cultural wellness of Inuit in the Kivalliq Region. These committees and working groups consider Inuit employment, entrepreneurship, contracting, training, and other project related IIBA matters.

Methodology

Indicator Selection

In 2017, Agnico Eagle and their partners in the SEMC created the Agnico Kivalliq Projects Socio-Economic Monitoring Program (SEMP). By integrating multiple projects within a single monitoring framework, it aimed to promote consideration of cumulative impacts and streamline development and review of monitoring reports, while respecting the unique regulatory requirements of individual projects. This program was refined in 2019 to include the Whale Tail expansion project; in 2021 to monitor gender-specific initiatives; and in 2022 to include additional indicators for monitoring impacts on traditional lifestyle, food security, and housing.

The Agnico Kivalliq Projects Socio-Economic Working Group (SEWG) was established to support the design and implementation of the SEMP. The SEWG supported the development of the Program framework and the identification of and access to priority data to improve the projects' socio-economic performance.

Data Sources

This report compiles data primarily from Agnico Eagle, Nunavut Bureau of Statistics, Statistics Canada, and Government of Nunavut departments. Project-specific data for Meadowbank and Meliadine spans pre-

development, construction, and operation of the mines. Most Agnico Eagle data is presented collectively for Meadowbank and Whale Tail. All data is provided on an annual basis, apart from Government of Canada census data that is released every five years and is currently available for 2006, 2011, and 2016.¹

For certain metrics reliant on non-project sources, data for the reporting year (2021) was not available at the time of publication. In some cases, there is a regular time lag in the release of data due to verification and approval requirements, and only data up to the most recent year available is reported. In other cases, data for the reporting year is expected but had not been made available at the time of report finalization. These cases are flagged for the reader wherever possible.

Report Structure

Executive Summary

The executive summary provides an overview of this report.

Introduction and Methodology

Introduction and methodology sections provide an outline and context for the report.

VSECs 1 through 11

The body of this report presents project-specific and public data related to eleven valued socio-economic components (VSECs) to ensure the requirements of individual project certificates are being adequately met.

At the beginning of each VSEC section, this report includes the following:

- **Impact / Goal Statement:** An overarching goal for the VSEC.
- **Overreaching FEIS Prediction:** The overreaching prediction for the VSEC.
- **Overview of Findings:** A visual summary of key findings for the VSEC.
- **Summary of Mitigation:** A summary of relevant mitigation measures for the VSEC, with further detail provided in Appendix A.

For each VSEC indicator, this report includes the following:

- **Prediction:** A prediction from the projects' FEIS against which the indicator will be assessed.
- **Data and Trends:** A description of indicator data using charts, tables, and text.
- **Interpretation:** An analysis of the data and assessment of trends against the specific indicator prediction and proponent impact and/or goal statements, recognizing that it will become more challenging to isolate the effects of individual projects as more development occurs in the region.

Existing Mitigation and Management Measures

A complete list of management and mitigation measures, including 2021 updates and initiatives descriptions, are provided at the end of the report in Appendix A. The descriptions of existing Agnico Eagle programs and practices that are relevant to performance against VSEC indicators are discussed in interpretation sections.

¹ 2021 Census of Population will be released in batches from February to November of 2022.

Analysis and Interpretation

Throughout this report, we present available data using a combination of narrative, tables, and charts. We provide an interpretation of the data for each indicator, including identification of significant trends and an explanation for the trends where possible. Given the complexities of working with socio-economic determinants, it is often difficult to establish causal relationships between mining activities and the results of certain socio-economic indicators.

1 Employment

IMPACT / GOAL STATEMENT

Increased, stable employment for Inuit (including women and challenged employees) across Kivalliq communities

OVERARCHING FEIS PREDICTIONS

Meadowbank: "The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit" (Cumberland Resources, 2006, p. 120)

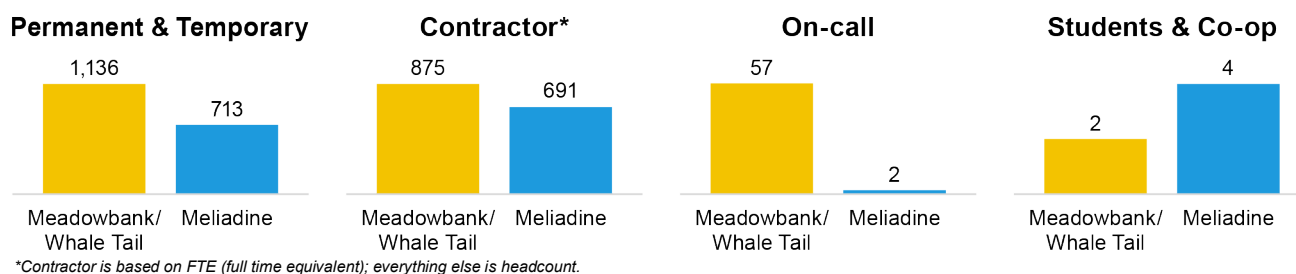
Whale Tail: "The Expansion Project will create direct, indirect and induced employment opportunities." (Golder Associates, 2018, p. 9)

Meliadine: "Project would increase the demand for labour during construction and operational phases, which should lead to a considerable number of local jobs." (Golder Associates, 2014, pp. 1-C-46)

OVERVIEW OF FINDINGS

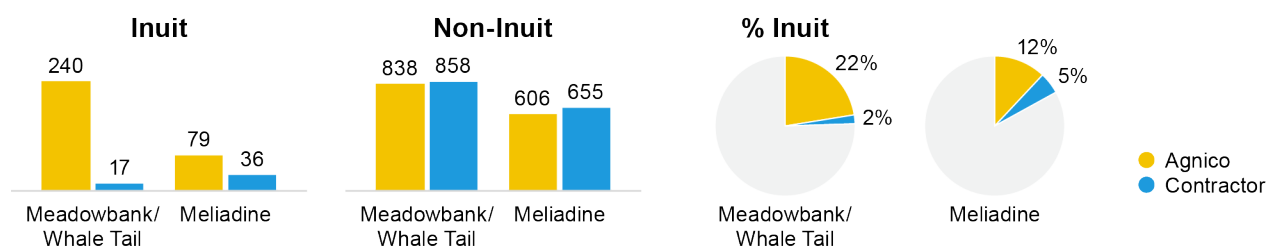
Total employment by Agnico Eagle and contractors at both projects

increased by 14% from 2020, to **3,480** in 2021



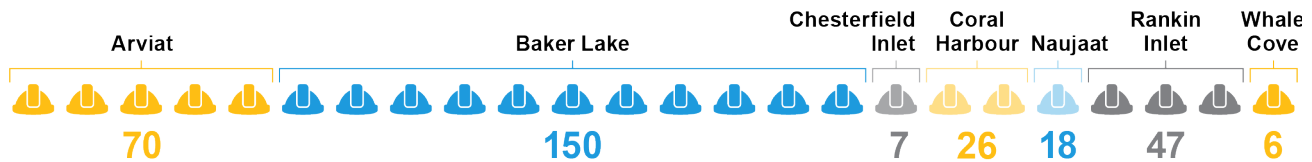
Overall, there was an **increase in the non-Inuit workforce** to supplement Nunavummiut who had been sent home due to COVID-19 restrictions.

Inuit employment **slightly decreased or remained unchanged**. In **2021:**

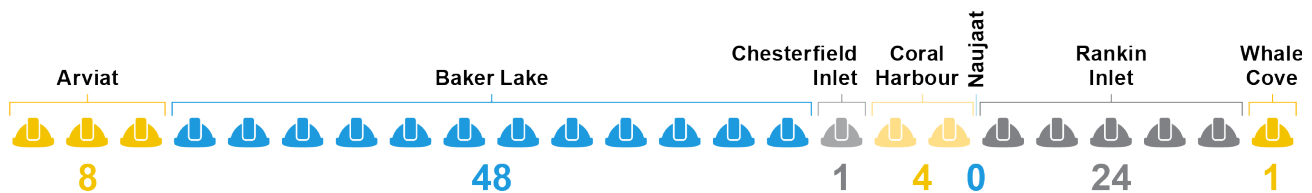


The number of Agnico's **Kivalliq-based employees decreased by 13% in 2021**.

Agnico employees in 2021 by Kivalliq community (headcount):

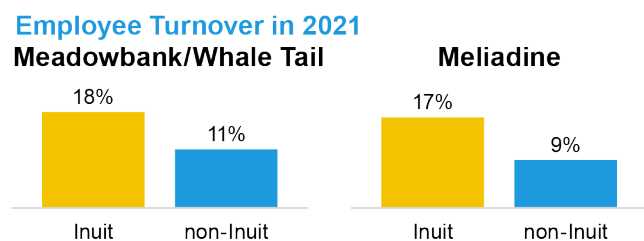


Agnico contractors* in 2021 by Kivalliq community (FTE):



The remaining employees and contractors do not reside in these communities.

Inuit employee turnover remains higher than non-Inuit employee turnover, but with notable improvements in 2020 and 2021, possibly due to the ability to retain pay while remaining at home in response to COVID-19 restrictions.



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

SUMMARY OF MITIGATION MEASURES

Several measures and programs are in place to encourage Inuit employment, skills attainment, advancement, and retention at Meadowbank, Whale Tail and Meliadine. Key measures are:

- Labour Pool Process to pre-qualify candidates for employment from Kivalliq communities.
- Inuit Employment Growth Program to increase the employment of Inuit and skill levels of Inuit.
- Rapid Inuit Specific Education (RISE) Program to prepare Inuit for future employment opportunities with Agnico Eagle and increase Inuit employee retention, satisfaction, and salary.
- Nunavut Leadership Development Program (LDP) to develop employees' leadership skills in supervisory roles.
- Career Path Program to support upward mobility / promotion of Inuit employees.
- Role Model program to recognize exemplary Inuit employees.

Mitigation measures are described in detail in Appendix A.

1.1 Total project employment (Agnico Eagle & contractors)

Predictions

MEADOWBANK

"It is expected that the construction phase workforce will average 160 and peak at 310, and the operation phase workforce is estimated at 370." (Cumberland Resources, 2006, p. 119)

WHALE TAIL

"Direct average operational employment is expected to be 1,166 positions." (Golder Associates, 2018, p. 9)

MELIADINE

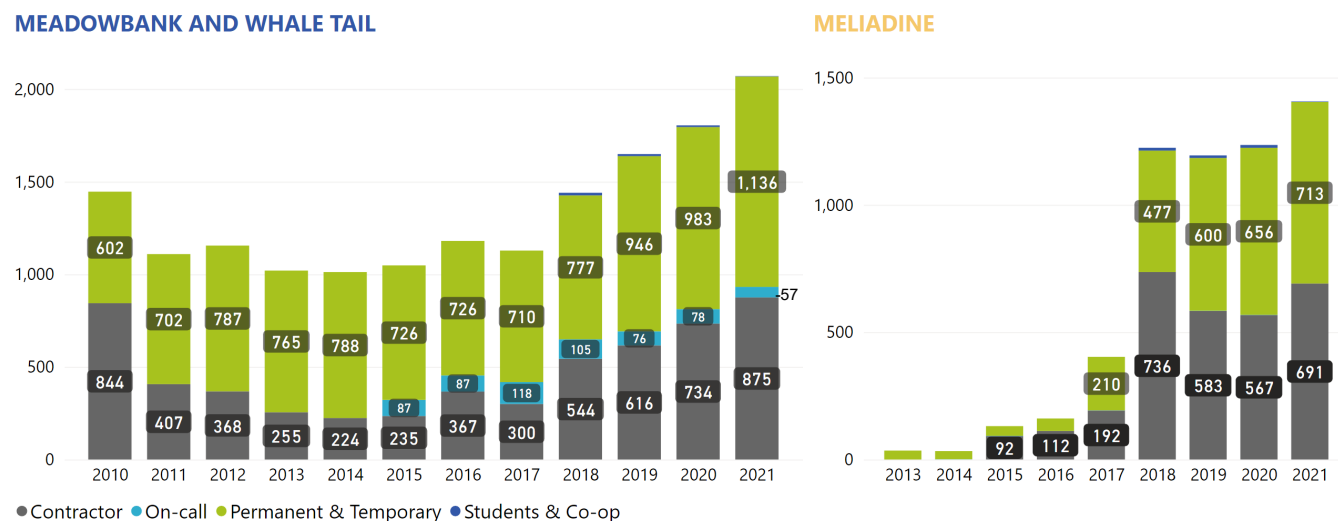
"1,700 positions, mostly contractors during construction phase." (Golder Associates, 2014, p. 1-117)

"700 positions during operational phase." (Golder Associates, 2014, p. 1-118)

Data & Trends

Chart 1. Project employment (permanent & temporary, on-call, students & co-op & contractor) provides an overview of direct employment (i.e., Agnico Eagle and contractor employees) at Agnico Eagle's Kivalliq projects. It is not currently possible to provide separate data for Meadowbank and Whale Tail, as there is no clear distinction between employees working at the two sites.

Chart 1. Project employment (permanent & temporary, on-call, students & co-op & contractor)



(Agnico Eagle Mines, 2021) | *note that from 2018 onwards contractor data represent FTEs (rather than headcount) due to changes in data collection requirements.

Chart 1 presents employment at the three mines using **headcount**, which is a count of employees in December of each year and represent an estimate of the total number of individuals with either part-time or full-time employment. However, contractor employment after 2018 uses **full-time equivalents** (FTEs), which normalizes employment according to an average full-time worker. Accordingly, employment as measured using FTEs will tend to be lower than with headcounts.

There are several types of employees at the mines:

Permanent & Temporary: Agnico Eagle employees whose current jobs are not specifically tied to a short-term project, with positions expected to be required throughout the life of the mines (Permanent) and Agnico Eagle employees whose current job will not continue beyond a specified period (Temporary).

On-call: Agnico Eagle employees with an indefinite contract who are called upon when the need arises.

Contractors: Employees of contractor firms.

Students and co-op: Temporary employment for students currently in a degree or diploma program.

Interpretations

Total employment by Agnico Eagle and contractors at both projects was 3,480 in 2021, representing a 14% increase from 2020. This included 2,070 employees² at Meadowbank / Whale Tail and 1,140 employees³ at Meliadine.

Agnico Eagle and contractor employment at Meadowbank / Whale Tail has grown each year since 2018, despite COVID-19 challenges in 2020 and 2021. The employment growth was due to the expansion of the Whale Tail project, and the changes required by COVID-19, and how employment numbers are counted. In response to Nunavut government health restrictions, Inuit employees were sent home in March 2020 but still received partial pay for the rest of 2020, while southern employees (mostly contractors) were brought in to fill the labour gap, increasing the total headcount and FTEs while also increasing the contractor proportion of total employment.

Reintegration of Nunavummiut employees at Meadowbank / Whale Tail and Meliadine started in June 2021 and was completed in October 2021. However, as part of the isolation protocols enacted in December 2021, Agnico Eagle sent all its Nunavut-based workforce (employees and contractors) home from Meadowbank / Whale Tail and Meliadine. To compensate for the lost workforce, Agnico Eagle brought in additional contractor employees from the south during this period. In consultation with the Government of Nunavut (GN) and the Chief Public Health Officer (CPHO), once the health restrictions are lifted, Agnico Eagle will re-integrate the Nunavut-based workforce.

Agnico Eagle and contractor employment at Meliadine has had more year-to-year fluctuation but has seen overall annual growth since 2019. These employment changes were a function of transitioning Meliadine into operations in 2020, which tends to rely more on mine company employees instead of contractors. The response to COVID-19 was also a factor, which served to increase the number of employees (as described above). In general, employment at Meliadine has fallen short of the predicted 1,700 jobs for construction but surpassed the predictions for total project employment during operation. However, the number of Agnico Eagle employees and contractors at Meadowbank / Whale Tail has exceeded the prediction from the two projects' EISs every year since 2018.

² This includes two students & co-op and 57 on-call employees, data labels not provided on chart.

³ This includes four students & co-op and two on-call employees, data labels not provided on chart.

1.2 Project Inuit employment (Agnico Eagle and contractors)

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Inuit or Nunavummiut employment rates at Meadowbank.

WHALE TAIL²

“25% of direct construction positions will be sourced locally, and are expected to be filled by the existing Meadowbank Mine workforce” (Golder Associates, 2016, pp. 7-51)

“The Expansion Project serves to extend employment opportunities for the Approved Project workforce, and adds a projected 99 opportunities for Nunavummiut” (Golder Associates, 2018, p. 19)

MELIADINE⁴

“20% (340 positions) of peak construction phase workforce will be Inuit.” (Golder Associates, 2014, p. 1-117)

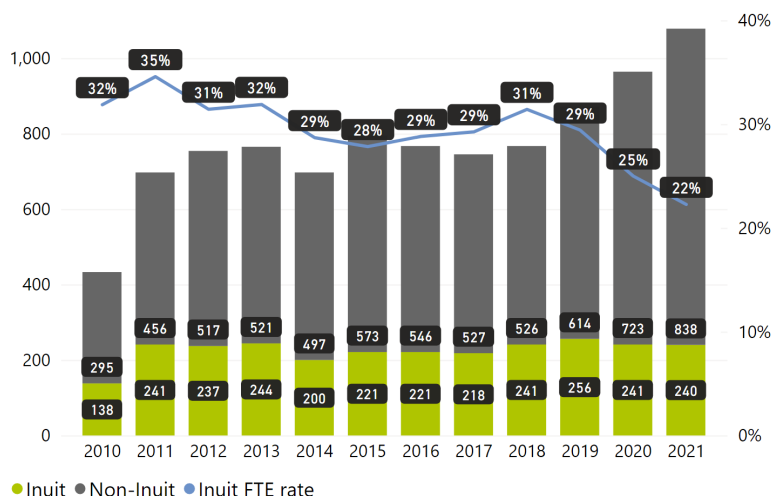
“20% (140 positions) of operational phase workforce will be Inuit.” (Golder Associates, 2014, p. 1-118)

Data & Trends

Chart 2 presents Agnico Eagle employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine.

Chart 2. Project Agnico Eagle FTE employment (Inuit & non-Inuit)

MEADOWBANK AND WHALE TAIL



(Agnico Eagle Mines, 2021)

MELIADINE

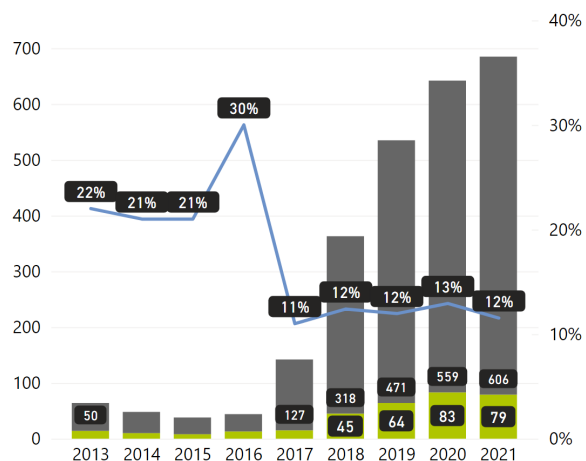
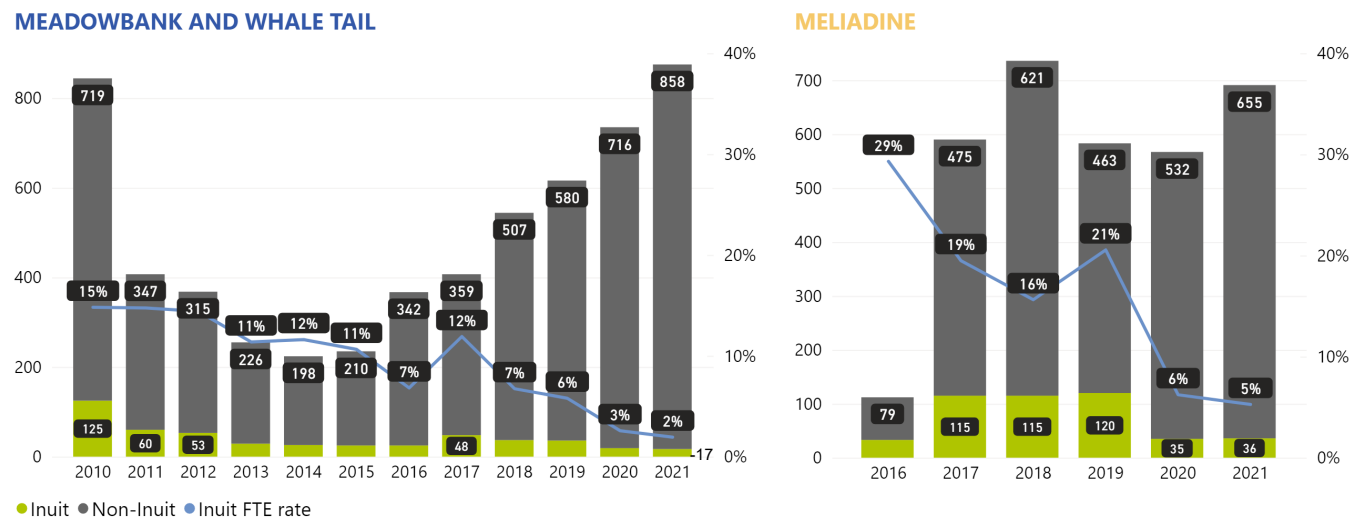


Chart 3 presents contractor employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine.

⁴ Note that the Whale Tail and Meliadine predictions include contractors.

Chart 3. Project contractor employment (Inuit & non-Inuit)⁵



(Agnico Eagle Mines, 2021)

Interpretation

In 2021, Agnico's Inuit employment slightly decreased across all projects, representing a reduction of five FTEs over 2020 levels. Contractors' Inuit employment also continued to decrease in 2021, being partially attributed to the stay-at-home policy for Nunavummiut employees.

At Meadowbank / Whale Tail, Inuit FTEs comprised 22% of the total in 2021, down from 25% in 2020 and 29% in 2019, and being significantly lower than the predicted 42% for this year. Meadowbank / Whale Tail contractors hired 17 Inuit FTEs in 2021, down from 19 in 2020 and 37 in 2019. The primary reason for this decline from 2019 is assumed to be due to the impact of COVID-19 restrictions.

At Meliadine, Agnico's Inuit FTEs comprised 12% of the total in 2021, remaining relatively stable as a proportion of the total workforce since 2017. For contractors, the Inuit FTE rate decreased to 5% in 2021. The low proportion of Inuit employees at Meliadine means that Agnico Eagle is not achieving the Meliadine Environmental Impact Statements' (EIS) prediction of 20% of operational workforce being Inuit. The relatively low level of Inuit employment at Agnico Eagle is explored in the Kivalliq Labour Market Analysis (KLMA). The 2021 KLMA repeats findings of previous versions – that the Kivalliq Inuit labour supply does not meet Agnico Eagle's labour demands due to a combination of factors related to demographics, education and skills, and willingness to work. The Inuit Workforce Barriers and Strategies (IWBS) Study identified two other unintended barriers to the recruitment and hiring of Inuit employees. The first is the challenge of navigating the recruitment process itself (Agnico Eagle has addressed this via the new 10-day Labour Pool Process described below). The second is negative perceptions of the process, such as the perception that the skills of individual applicants are not considered in the labour pool process (Mining Industry Human Resources Council (MiHR), 2018a). Other barriers to employment mentioned in the IWBS include rental price increases and the lack of housing.

⁵ Due to data availability, post 2017 Meadowbank / Whale Tail contractor data and all Meliadine contractor data represent full time equivalents (FTEs), derived based on person-hours worked. The remainder of data points (Meadowbank 2010 to 2016) represent the number of employees as a snapshot at one time of year. Trends between these years should be interpreted with caution.

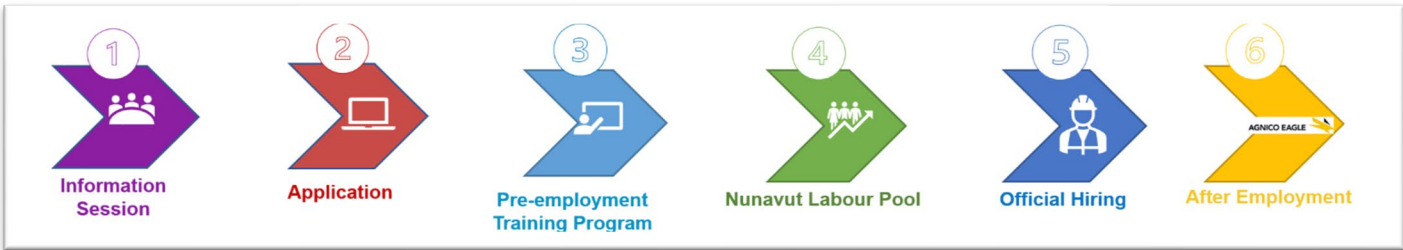
The Labour Pool Process is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. In 2021, Agnico Eagle and KIA agreed to modify the Labour Pool Process through a Memorandum of Understanding (MOU). As a result, the Work Readiness and the Mandatory Trainings were combined to become the Pre-employment Training program (10-day community-based training). This change reduced the Labour Pool Process steps to decrease the delay in applicants gaining employment.

The goal of the program is to pre-qualify candidates from Kivalliq communities through 4 steps:

1. Employment Information Sessions
2. Online application process facilitated by Employment Information Sessions
3. Pre-Employment Training Program
4. Labour Pool List which the Labour Pool Coordinator facilitates

In 2021, Agnico Eagle re-introduced the employment information sessions. Eleven (11) employment information sessions were completed and in total, 98 individuals attended those sessions. In addition, Community Liaison Officers (CLOs) were present in the seven (7) Kivalliq communities to support the online application via the phone or in-person from the Agnico Eagle Hamlet offices. A Labour Pool Coordinator was also hired in May 2021 at the Agnico Eagle Rankin Inlet Office who supported the applicants and the CLOs in all the communities. Agnico collaborated with Ilitaqsiniq (Nunavut Literacy Council) to review the Pre-employment Training program and adapt the curriculum to the Nunavummiut clientele. Furthermore, Inuit Qaujimajatuqangit (IQ) and Adult Education principles were integrated into the teaching approach. In 2021, three (3) Pre-employment Training programs were delivered—one in Baker Lake and two in Rankin Inlet. A total of 25 participants completed the Pre-employment Training program in 2021. The Labour Pool list has been updated following each step of the Labour Pool process by the Labour Pool Coordinator.

Chart 4. Labour Pool Process



1.3 Project Agnico Eagle employment by Kivalliq community

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

WHALE TAIL

“The FEIS estimates 217 positions will be filled by employees from Baker Lake.” (Golder Associates, 2016, pp. 7-53)

MELIADINE

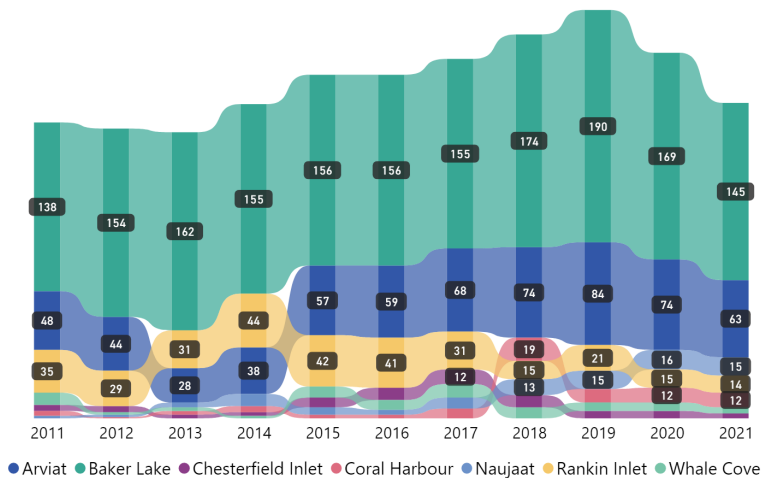
There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

Data & Trends

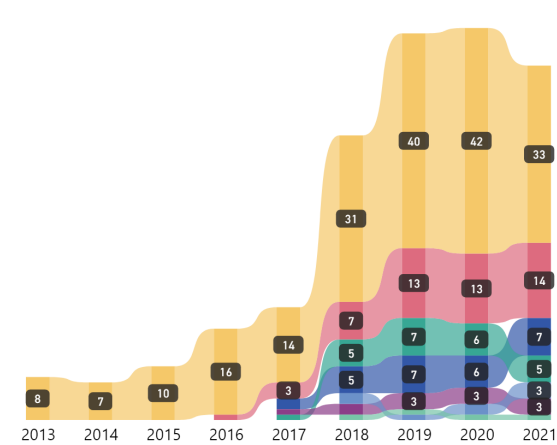
Chart 5 provides an overview of the number of Agnico Eagle employees (i.e., headcount) by community in the Kivalliq region.

Chart 5. Project (Agnico Eagle) employment by Kivalliq community

MEADOWBANK AND WHALE TAIL



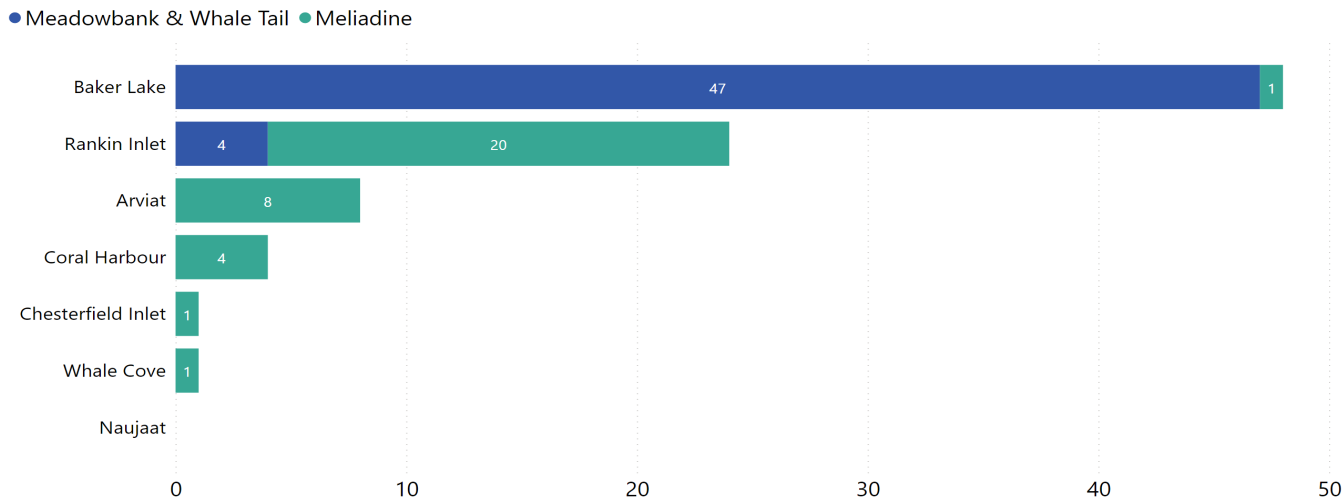
MELIADINE



(Agnico Eagle Mines, 2021)

Chart 6 provides an overview of the number of contractors' employees (in FTE terms) by community in the Kivalliq region.

Chart 6. Project (contractor) employment by Kivalliq community (2021)



(Agnico Eagle Mines, 2021)

Interpretation

While generally trending upward, the number of Kivalliq-based employees decreased in 2020 (-8%) and 2021 (-13%), reaching 258 at Meadowbank / Whale Tail and 66 at Meliadine in 2021. As a result, the Whale Tail EIS prediction of 217 employees from Baker Lake is not currently being achieved.

In 2021, 56% of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake, and 50% of Meliadine's Kivalliq-based employees were from Rankin Inlet. Across all operations, Baker Lake contributed 47% of employees, and Rankin Inlet 15%. These two communities have always contributed the most to the Meadowbank / Whale Tail and Meliadine mines, respectively, due to several factors, including the size of those communities; mine proximity; hiring provisions in the IIBAs that give preference to Inuit from nearby communities; as well as training and recruitment efforts by Agnico Eagle focused in Rankin Inlet and Baker Lake.

Overall, in 2021, Agnico hired the following number of employees from each community: Baker Lake (150), Arviat (70), Rankin Inlet (47), Coral Harbour (26), Nauyasat (18), Chesterfield Inlet (7), and Whale Cove (6).

Additionally, information on the number of contractor employees (in FTE terms) hired from each Kivalliq community is available for 2021. In 2021, the following number of contractor employees were hired from each community: Baker Lake (48), Rankin Inlet (24), Arviat (8), Coral Harbour (4), Chesterfield Inlet (1), and Whale Cove (1); no contractors were hired from Nauyasat.

1.4 Employee turnover

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding Kivalliq community resident employment rates.

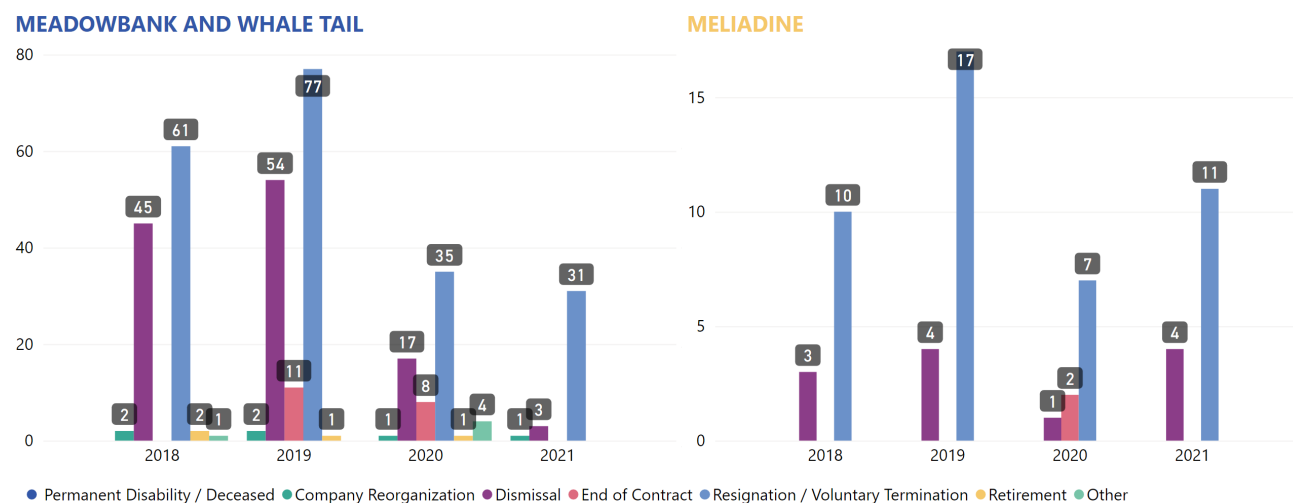
MELIADINE

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

Data & Trends

Chart 7 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle's employment each year) by reason for leaving for Meadowbank / Whale Tail and Meliadine.

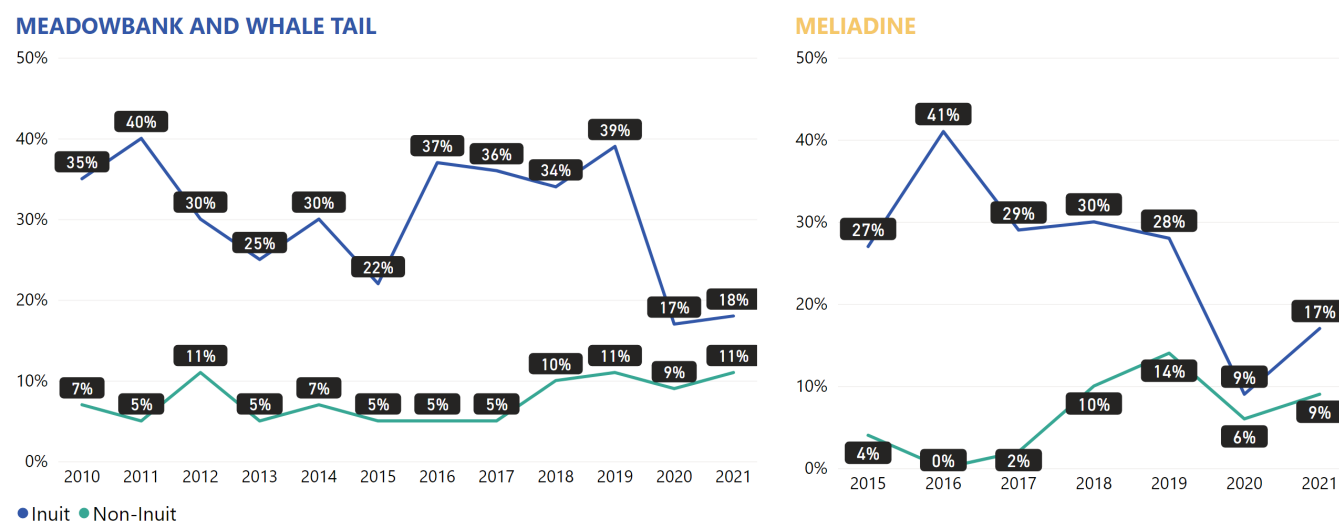
Chart 7. Agnico Eagle Inuit employee turnover by reason



(Agnico Eagle Mines, 2021)

Chart 8. Turnover rates (Inuit and non-Inuit) provide an overview of Inuit and non-Inuit turnover rates over time. Turnover rate (expressed as a percent) is calculated by dividing the number of terminations in a year by the average number of employees in that year.⁶

Chart 8. Turnover rates (Inuit and non-Inuit)



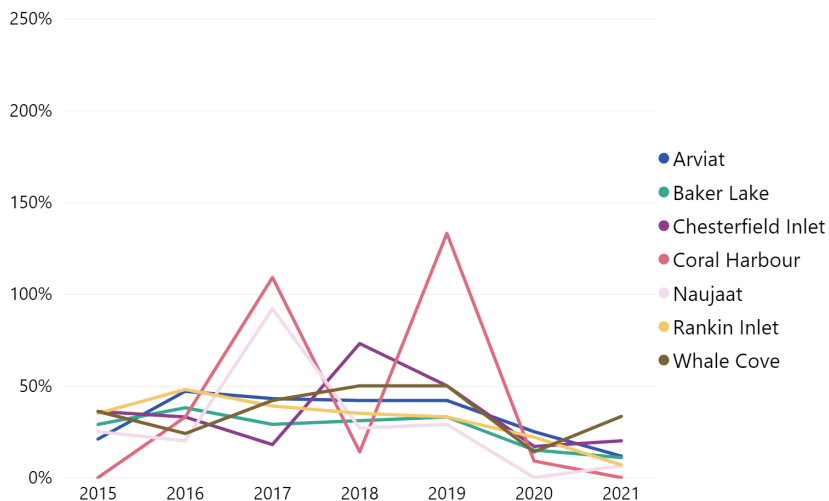
(Agnico Eagle Mines, 2021)

Chart 9 below shows each community's turnover rate across all Agnico Eagle projects.

⁶ Termination includes all reasons for leaving other than 'end of contract' and 'student leave'.

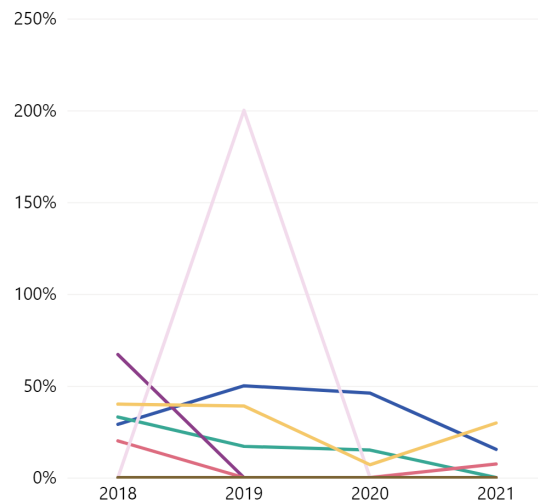
Chart 9. Turnover rate by community

MEADOWBANK AND WHALE TAIL



(Agnico Eagle Mines, 2021)

MELIADINE



Interpretation

In 2021, resignations / voluntary departure accounted for 42 out of 50 Inuit terminations. Resignations and dismissals have accounted for most Inuit departures across Agnico Eagle projects since 2015. Agnico Eagle conducts one-on-one exit interviews to gather information on reasons for resignation and voluntary departure. Exit interviews collect qualitative information on common reasons why employees have left. The most recent reasons for resignations at Meadowbank / Whale Tail and Meliadine included:

- Moving to another job,
- Family situation,
- Not liking camp life and / or missing family,
- Not liking the job,
- Conflict with an employee, and
- Not having a child minder.

The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. At Meliadine, Inuit employee turnover was 17% in 2021 compared to 9% for non-Inuit, and at Meadowbank / Whale Tail Inuit employee turnover was 18% compared to 11% for non-Inuit. Overall, Inuit employee turnover was much lower in 2020 than in 2019 – possibly due to the ability to retain pay while remaining at home in response to COVID-19 restrictions. In 2021, while there was a slight increase in turnover rates for Inuit employees, those turnover rates were still lower than pre-pandemic levels.

Turnover rates by community remained stable year-over-year until 2020 when turnover rates dropped markedly in most communities. In 2021, turnover rates dropped for some communities while increased for others, without a detectable trend. Large year-over-year fluctuations in smaller communities should be interpreted cautiously and are mainly due to the small number of total employees. Turnover rates over 100% result when the number of employees leaving employment in a particular year exceeds the average number of employees in that year (e.g., Meadowbank employee turnover in 2017 and 2019 for Coral Harbour).

2 Gender

IMPACT / GOAL STATEMENT

Contribute to the success and well-being of women in the workplace and Kivalliq communities

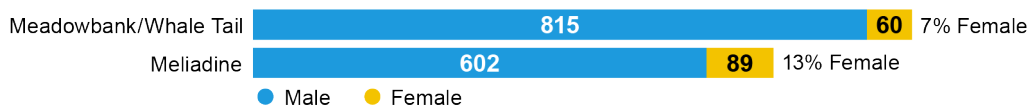
OVERVIEW OF FINDINGS

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

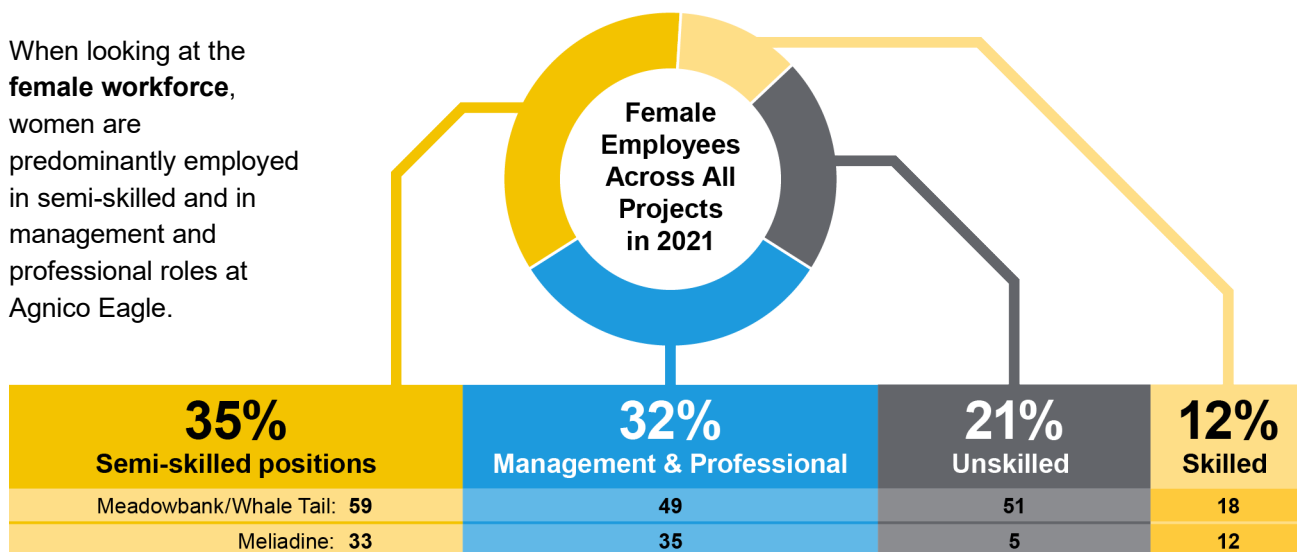
Agnico Employees

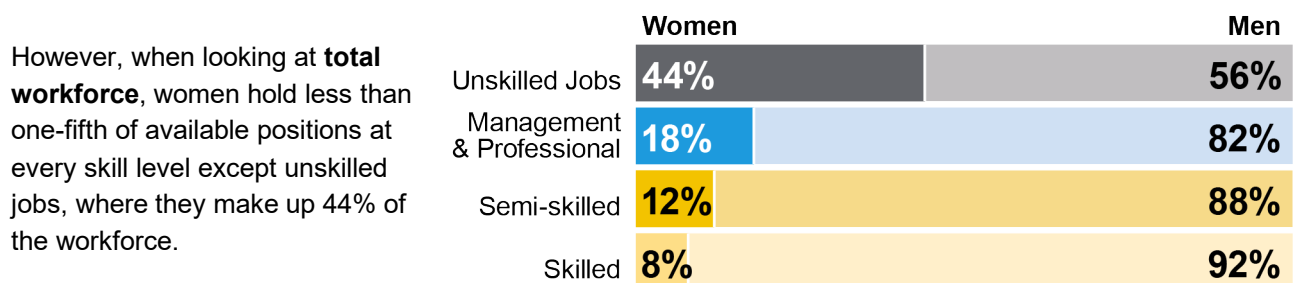


Contractors



When looking at the **female workforce**, women are predominantly employed in semi-skilled and in management and professional roles at Agnico Eagle.





SUMMARY OF MITIGATION MEASURES

Several measures and initiatives are in place to encourage and increase women's participation, skills, career advancement, and retention in project roles at Meadowbank, Whale Tail and Meliadine. More specifically, these initiatives include diversity training, mentorship for female employees, scholarships for advancement into leadership roles, sharing of success stories, and providing 100% of base salaries to those who cannot work on-site during pregnancy / maternity leave / parental leave. Additional programs are under development.

Mitigation measures are described in detail in Appendix A.

2.1 Gender-specific initiatives

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding gender.

WHALE TAIL

There are no predictions in the Meadowbank FEIS regarding gender.

MELIADINE

There are no predictions in the Meadowbank FEIS regarding gender.

Data & Trends

Agnico Eagle has a Diversity and Inclusion Policy that outlines company commitments and responsibilities, and in 2019 the company created a Diversity and Inclusion Council. Agnico Eagle seeks to remove systemic barriers to the participation and advancement of women in the mining industry. Chart 10 outlines several gender-specific initiatives and gender-based components of other initiatives that are active, under development, or under consideration at Agnico Eagle Kivalliq projects.

Chart 10. Gender-specific initiatives

Program	Description	Action in 2021
Active Programs		
Civility at Workplace Program	Workplace training to address sexual behaviour, sexual harassment, and diversity issues.	No update for 2021. Planning to work with Pauktuutit Inuit Women of Canada to review the Civility at the Workplace training.
International Women in Resource Mentoring	The program provides mentees with an opportunity to work closely with a mentor on professional and individual growth with the goal of building the next pipeline of female leaders in the industry. The program also offers webinars	Several Agnico Eagle employees participated in the program as mentees and mentors. Going forward Agnico Eagle will continue to support the IWRMP designed to attract, retain, and

Program	Description	Action in 2021
Program (IWRMP)	on additional leadership topics and opportunities for participants to connect and network.	promote women in mining and help them realize their full potential.
Dr. Leanne Baker Scholarship and Development Program	The 2-year Scholarship and Development Program supports up to 6 women at a time working for Agnico Eagle and facilitates their advancement into leadership positions.	This program was introduced in 2021 and accepted applications, with selections made in 2022. Participants will receive up to \$10,000 per year for educational / professional development support and will be matched with a mentor from management.
Baker Lake Prenatal Nutrition Project (BLPNP)	This is a community-based health promotion program supporting the health and wellbeing of expectant mothers and new mothers and their babies and young children.	In 2021, aligned with the Baker Lake Wellness Plan, Agnico Eagle initiated a 3-year contribution agreement for a total of \$128,000 with the BLPNP. In 2021, \$64,000 was allocated.
Baker Lake Camp Engies	Camp Engies is a not-for-profit, volunteer-led camp created by women in engineering to inspire and support young women to pursue engineering.	In 2021, Agnico Eagle contributed \$2,000 of in-kind support for activity coordination in Baker Lake during the summer.
Communication of Women Success Stories and Role models	This program seeks to inspire new and existing Agnico Eagle employees by sharing success stories, promoting stories of female Long-Haul Truck (LHT) drivers (sharing their skills and work ethics), as well as sharing stories from other mines.	After completion of the IWRMP in 2021, stories and testimonials of participants were shared on the Agnico Eagle website and social media channels to summarize the experience of mentees and mentors.
Maternity Leave Program	Agnico Eagle pays 100% of base salaries to those who cannot work on-site during pregnancy, maternity leave, and parental leave.	In 2021, women unable to remain on-site due to pregnancy were eligible for this program.
Representation on Collaboration Committee	Collaboration Committee Members (CCM) represent their colleagues while discussing issues, concerns, solutions, meeting with management to discuss or resolve issues, supporting employees and representing them at annual negotiations.	As of 2021, there were five Inuit women in the Collaboration Committee in Meadowbank, but currently no women in the Meliadine Collaboration Committee.
Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry	This is a webinar on Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry led by The Pauktuutit Inuit Women of Canada and The Firelight Group. The webinar also included a panel discussion.	In 2021, Agnico Eagle's IIBA Coordinator participated as a panelist. In addition, Agnico Eagle agreed to work with The Pauktuutit Inuit Women of Canada, to review Human Resource policies, the Civility at Workplace program, as well as coordinating a visit at the sites to have a better understanding of the work environment.
Tusaajugut – Grievance Mechanism	Tusaajugut, the formal Nunavut Community Communication System, addresses questions, comments and concerns from individuals and organizations in the Kivalliq region, including gender specific barriers, challenges, and issues.	In 2021, 16 communications were received via Tusaajugut. Nine communications were complaints, and seven were enquiries. As a result, eight complaints have been resolved and one remains active.
Programs Under Development		
Pre-employment Program	This program will develop two initiatives: <ul style="list-style-type: none"> A workshop on workplace harassment; and 	In 2021, a harassment workshop was integrated into the pre-employment training program. The

Program	Description	Action in 2021
	<ul style="list-style-type: none"> A Buddy System, whereby new female employees are paired with another female 'buddy' to help increase the on-site comfort levels of new employees. 	<p>Harassment Policy is reviewed, and harassment complaint procedures are explained.</p> <p>The Buddy System is still in development. This initiative be part of phase 2 pre-employment training implementation in 2022.</p>
Employment Information Session	Create a 'Women in Mining' video to present during employment information sessions to show women that there are many opportunities at Agnico Eagle Mines, beyond unskilled positions.	The video project was initiated in 2021 and is still in the development phase. It is planned for 2022.
Programs Under Consideration		
Facebook outreach	Agnico Eagle will promote programs, initiatives, and resources to address gender-specific challenges and promote success stories.	
Family Support Program	<p>Two initiatives will be developed to support families:</p> <ul style="list-style-type: none"> Teaching new skills and enhancing the social lives of women who remain in the employees' home communities through a workshop series, and Childcare services to support women working on the site. 	
Training Accommodation	Agnico Eagle will provide training in the community or on-site, using a 4/3 schedule, to ease women's transition into mining work.	
Training in Community	Agnico Eagle will establish training and education camps in communities in the region, covering technical skills and health& safety.	

(Agnico Eagle Mines, 2021)

Interpretation

Agnico Eagle continues to develop its policy and programs to encourage greater gender equality. At present, eight programs are active, two are under development, and four more programs are under consideration. In 2021, Agnico Eagle made two investments, and one webinar was attended, with an Agnico Eagle Inuit employee present on the panel. While no predictions were made in the FEISs of these projects concerning gender issues, Agnico Eagle is working to refine and enhance its awareness and response to gender issues.

2.2 Project employment by gender

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding employment rates by gender.

WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding employment rates by gender.

MELIADINE

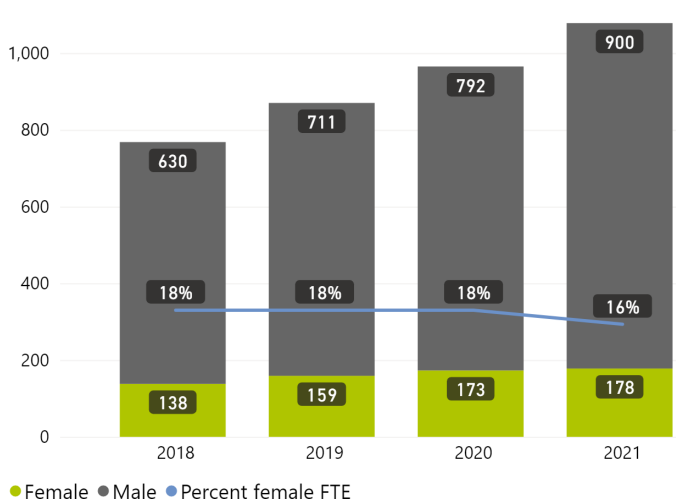
There are no specific predictions in the Meliadine FEIS regarding employment rates by gender.

Data & Trends

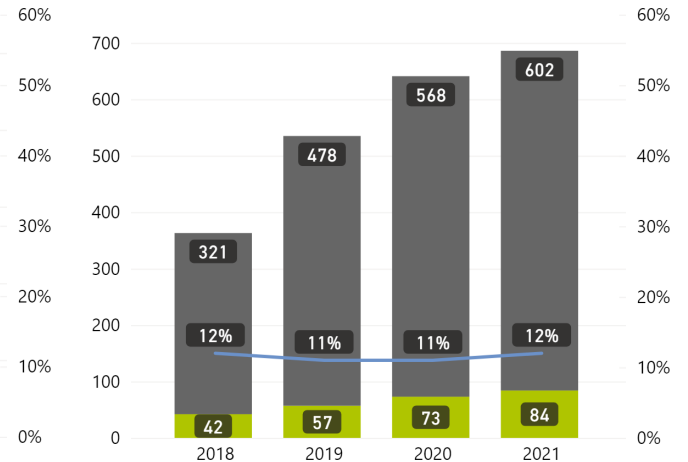
Chart 11 presents the numbers and rates of Agnico Eagle female employment at Meadowbank / Whale Tail and Meliadine.

Chart 11. Project employment by gender (FTEs)

MEADOWBANK AND WHALE TAIL



MELIADINE

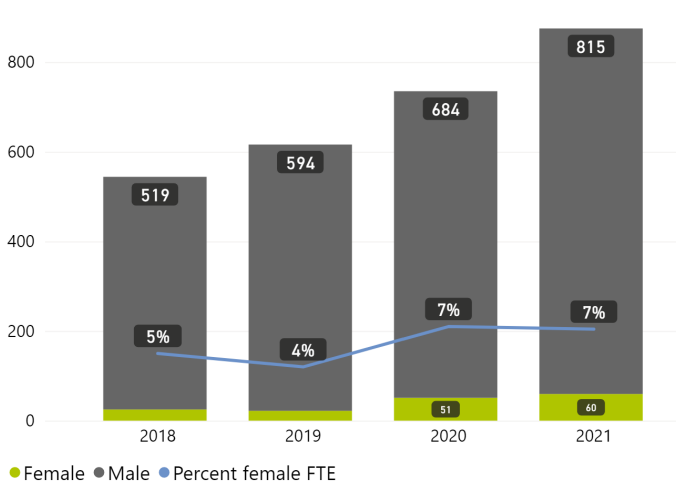


(Agnico Eagle Mines, 2021)

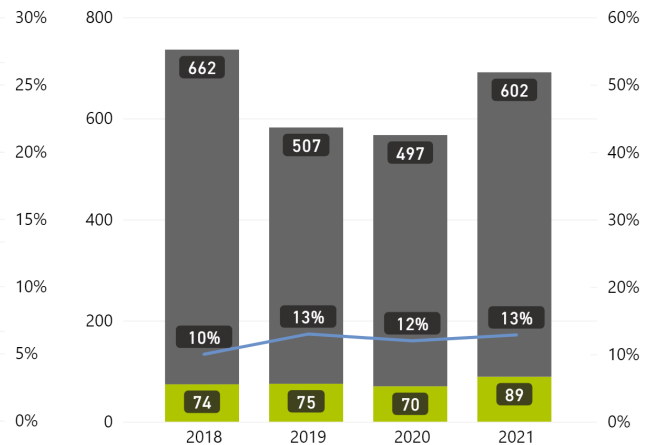
Chart 12 presents the numbers and rates of female contractors at Meadowbank / Whale Tail and Meliadine.

Chart 12. Contractor employment by gender (FTEs)

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2021)

Interpretation

Agnico Eagle seeks to promote diversity in its employees, provide equal access to opportunities, and remove systemic barriers to the participation and advancement of women in the mining industry (Agnico Eagle Mines, 2020a). The total number of female employees working both for Agnico Eagle and for contractors has gradually increased since 2018, with 411 FTEs worked by female employees across all projects, averaging 15% female FTE rate for Agnico and 9% for contractors.

The KLMA provided some additional insight into female employment at Agnico Eagle mines. First, there is a disproportionate number of women who may not be considered labour market participants under conventional measurement by Statistics Canada, largely due to the uniqueness of the Nunavut context (Mining Industry

Human Resources Council (MiHR), 2018b). The high proportion of women within this group suggests that hiring efforts geared towards Inuit women may be required to increase Kivalliq employment further. The KLMA also indicated that turnover at the mine is highest among Inuit women; potential reasons for this could include not liking camp life, being away from family and children, family situations, childcare challenges, and/or not liking the job (KLMA, 2021).

2.3 Project employment by gender and skill level

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding project employment by gender and skill level.

WHALE TAIL

There are no predictions in the Meadowbank FEIS regarding project employment by gender and skill level.

MELIADINE

There are no predictions in the Meadowbank FEIS regarding project employment by gender and skill level.

Data & Trends

Chart 13 presents statistics with respect to the gender, ethnicity, and skill level for Agnico Eagle employees for 2021.

Chart 13. Agnico Eagle employment (FTEs) by gender, ethnicity, and skill level, 2021

	Unskilled		Semi-skilled		Skilled		Management & Professional	
Meadowbank / Whale Tail								
Inuit	110	46%	126	52%	3	1%	1	<1%
Female	49	62%	28	36%	1	1%	1	1%
Male	61	38%	98	61%	3	2%	0	0%
Non-Inuit	5	1%	328	39%	226	27%	279	33%
Female	3	3%	31	31%	17	17%	48	49%
Male	2	<1%	297	40%	209	28%	231	31%
Meliadine								
Inuit	6	7%	63	79%	4	<1%	7	9%
Female	0	0%	15	85%	0	0%	3	15%
Male	6	9%	47	77%	4	<1%	4	7%
Non-Inuit	7	1%	245	40%	164	9%	191	31%
Female	5	7%	17	26%	12	1%	32	48%
Male	2	<1%	228	42%	152	9%	159	29%

(Agnico Eagle Mines, 2021)

Chart 14 presents statistics with respect to the gender, ethnicity, and skill level for contractor employees for 2021.

Chart 14. Contractor employment (FTEs) by gender, ethnicity, and skill level, 2021

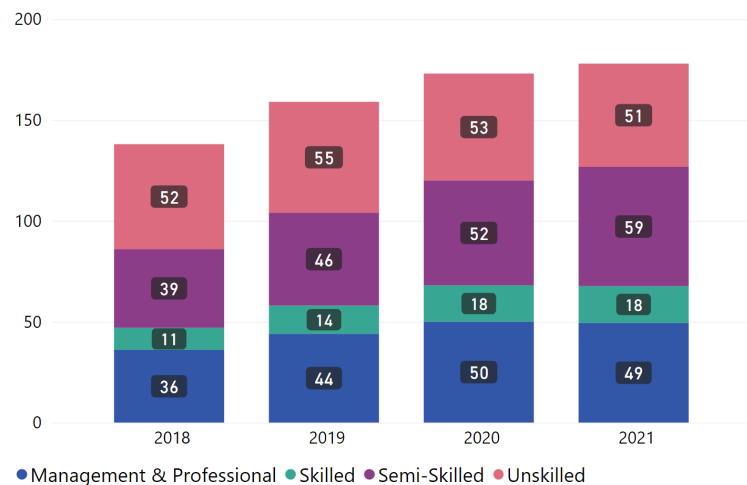
	Unskilled		Semi-skilled		Skilled		Management & Professional	
Meadowbank / Whale Tail								
Inuit	2	11%	14	81%	1	8%	0	0%
Female	0	0%	2	100%	0	0%	0	0%
Male	2	12%	12	79%	1	9%	0	0%
Non-Inuit	93	11%	348	41%	369	43%	48	6%
Female	30	53%	10	17%	9	16%	8	14%
Male	63	8%	338	42%	360	45%	40	5%
Meliadine								
Inuit	22	59%	14	38%	1	0%	0	0%
Female	9	72%	4	28%	0	0%	0	0%
Male	12	52%	10	44%	1	0%	0	0%
Non-Inuit	106	16%	299	46%	208	13%	43	6%
Female	48	63%	15	20%	8	0%	5	7%
Male	58	10%	283	49%	200	13%	37	6%

(Agnico Eagle Mines, 2021)

Chart 15 shows the number of Agnico Eagle female employees represented within each of the skill level categories.

Chart 15. Agnico Eagle female employment (FTE) by skill level

MEADOWBANK AND WHALE TAIL



● Management & Professional ● Skilled ● Semi-Skilled ● Unskilled

(Agnico Eagle Mines, 2021)

MELIADINE

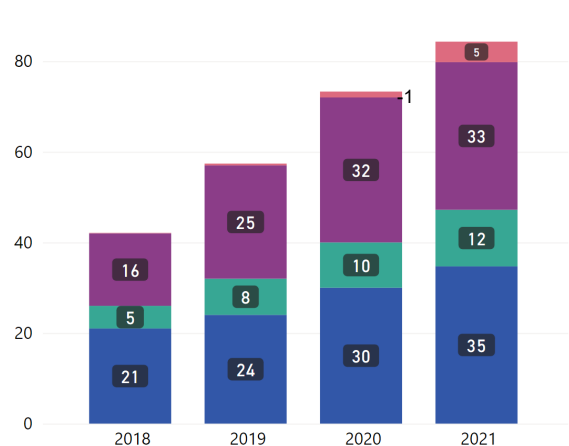
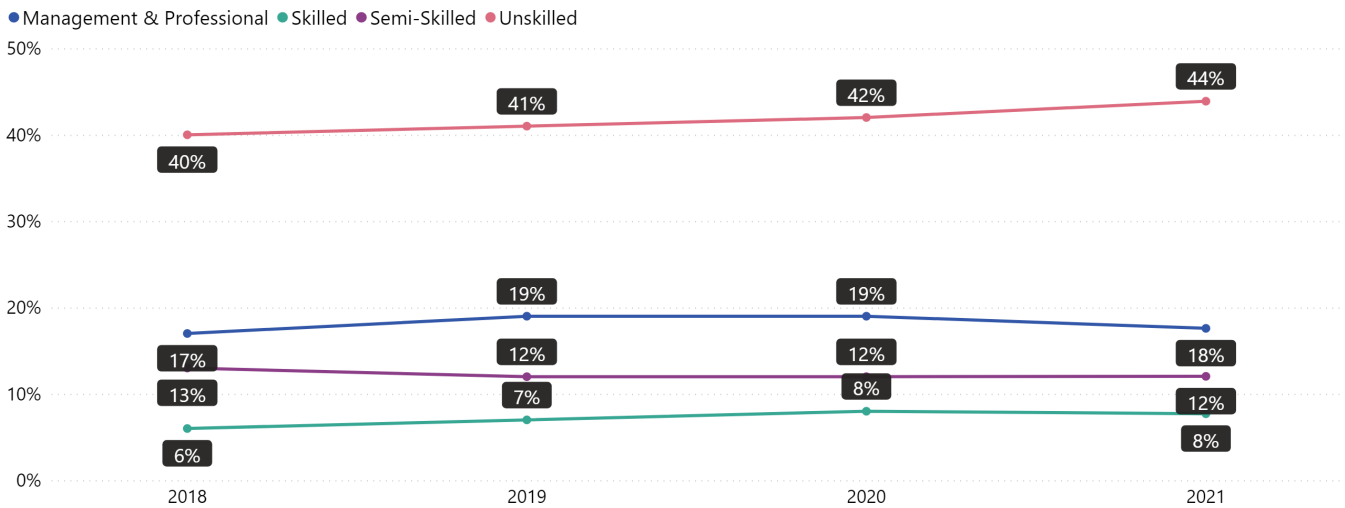


Chart 16 depicts the proportion of jobs in each skill level that are held by female employees at Agnico Eagle Projects.

Chart 16. Proportion of skill levels held by female employees (FTEs)



(Agnico Eagle Mines, 2021)

Interpretation

Agnico Eagle and contractor employment by gender, ethnicity and skill level confirms that Inuit females are generally underrepresented in mining. Across all the Projects, approximately one-third of female employees are in semi-skilled positions (35%), one-third are in management and professional positions (32%), and the remaining third is split between unskilled (21%) and skilled positions (12%). Over the past three years, the most significant growth has occurred in the number of semi-skilled and management and professional jobs that women are filling.

When looking at the proportion of jobs in each skill level held by women and men, female employees hold 44% of all unskilled jobs. In all other categories, females hold less than one-fifth of the available positions (18% for management and professional, 12% for semi-skilled, and 8% for skilled). While no predictions were made regarding project employment by gender and skill level, this data shows that there are opportunities to grow the proportional representation of women within most of the skill levels (except unskilled positions where they are nearing parity).

3 Income

IMPACT / GOAL STATEMENT

Increased income in Kivalliq communities

OVERARCHING FEIS PREDICTIONS

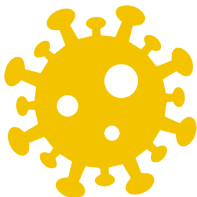
Meadowbank: “The potential impacts of increased income are considered of high magnitude, positive, long-term and of high significance, particularly to those individuals and their families who are able to benefit. It is expected that overall community effects, moderate in significance, are likely to be most experienced in Baker Lake, as most direct employment will occur here.” (Cumberland Resources Ltd., 2006, p. 121)

Whale Tail: “The Expansion Project will generate direct, indirect and induced incomes.” (Golder Associates, 2018, p. 12)

Meliadine: “Project would directly and indirectly contribute to disposable income of employees and other local people.” (1-C-48)

OVERVIEW OF FINDINGS

In 2021, total income paid to Inuit employees increased to **\$19.1M** at Meadowbank/Whale Tail, and **\$8.6M** at Meliadine. A cumulative total of **\$239M** of employment income has been paid to Inuit employees since 2010.



In 2021, Inuit employees residing in Nunavut, who stayed at home due to COVID-19 isolation protocols, **received 75%** of their base pay.

SUMMARY OF MITIGATION MEASURES

Programs aimed at encouraging greater educational attainment, recruiting local employees, supporting professional development and skill advancement, and increasing local procurement that hire local workers can all positively affect income indicators in the Kivalliq region.

Mitigation measures are described in detail in Appendix A.

3.1 Income paid to projects' Inuit employees

Predictions

MEADOWBANK

“Direct project wages paid to people in Kivalliq Region, primarily Baker Lake, could exceed \$4 M annually.”
(Cumberland Resources, 2006, p. 121)

WHALE TAIL

“During operations, the Expansion Project is projected to generate \$421.1 million (cumulatively) in direct labour income in Nunavut, and \$509.3 million in total territorial labour income.” (Golder Associates, 2018, p. 12)

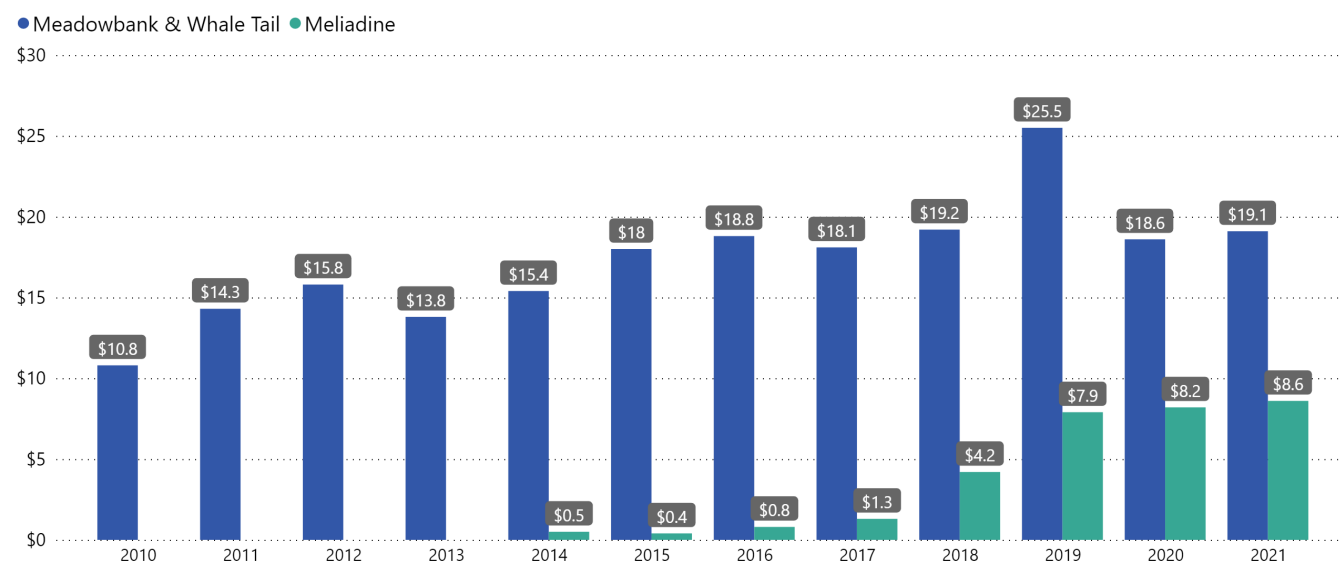
MELIADINE

“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, 1-C-48)

Data & Trends

Chart 17 shows employment income paid to Agnico Eagle's Inuit employees from 2010 to 2021 by project. This metric does not include income paid to Inuit contractors.

Chart 17. Income paid to Agnico Eagle project Inuit employees (\$M)



(Agnico Eagle Mines, 2021)

Interpretation

Total income paid to Inuit employees (excluding contractors) in 2021 was \$27.7M, representing a slight increase since 2020. In 2021, Inuit employees received 75% of their base pay for most of the year due to the stay-at-home policy to prevent the spread of COVID-19 to Kivalliq communities. However, this benefit does not extend to contractors and their Nunavut-based employees, who were also sent home. Agnico Eagle is working with its Nunavut contractors to discuss implementing similar measures for their Nunavummiut workforce.

With 87% of Inuit employees residing in the Kivalliq region, there continues to be a significant and positive impact on the personal income of people in the region, in line with FEIS predictions. By the end of 2021,

Agnico Eagle has paid a cumulative total of \$239M of employment income to Inuit employees of all Agnico Eagle projects since 2010.

One initiative Agnico Eagle put in place to help supplement some of the loss of income of Nunavummiut employees is the Good Deeds Brigade. Through this initiative, the company paid employees’ full salaries to support local projects that may be lacking a workforce. Placements across all Kivalliq communities included: sewing programs, young hunters’ programs, video creation, food basket distribution, and landfill support (among others). In total, over 8,000 hours of work were performed by 91 employees.

Differing skill level requirements influences average income across projects. While many Inuit earn substantial income with Agnico Eagle, many still struggle with personal finances, dampening the income benefits of the mining projects in terms of the Meliadine EIS goal of increasing ‘disposable income’. The high cost of living in Nunavut, and the low employment rate in the territory, mean that many employees must financially support a relatively large number of family members in a costly environment. This consumes a large proportion of earned disposable income. Continuing to support Inuit employees with money management and financial planning through Agnico Eagle programs could have a significant positive impact on the financial stability of households.

3.2 Income by Kivalliq community

Predictions

MEADOWBANK

The Meadowbank FEIS makes no specific predictions regarding changes in the median income of Kivalliq communities but does predict that Baker Lake will experience the most positive effects of increased income.

WHALE TAIL

Whale Tail makes no specific predictions regarding changes in the median income of Kivalliq communities.

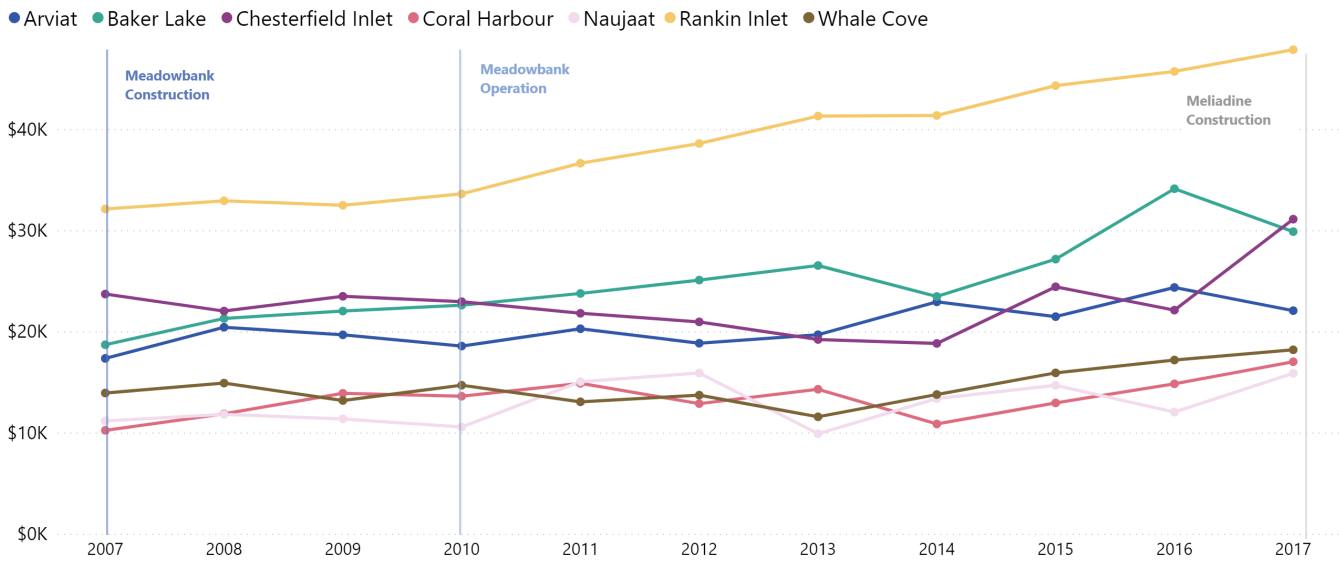
MELIADINE

“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, 1-C-48)

Data & Trends

Chart 18 shows the median income of tax filers in each Kivalliq community from 2000 through to 2017. No data has been available since 2018.

Chart 18. Median employment income of tax filers by Kivalliq community



(Statistics Canada, 2020)

Interpretation

Baker Lake and Rankin Inlet have generally been the two communities with the highest median employment income for the Kivalliq region. Rankin Inlet employment income has risen steadily since 2006. In 2017, Chesterfield Inlet surpassed Baker Lake. While there is a direct relationship between the level of Agnico Eagle employment and community median income, other factors influence each community (e.g., the extent of spin-off effects, unrelated economic development, changes in public sector employment), and these factors may mask the effect of Meadowbank / Whale Tail and Meliadine employment income. This effect is most notable for communities with relatively few Agnico Eagle employees or a high median employment income to start with (e.g., Rankin Inlet, as the Government of Nunavut regional centre for the Kivalliq Region, has significant public-sector employment).

4 Education and Training

IMPACT / GOAL STATEMENT

Improved educational attainment in Kivalliq communities, increasing mining-related skill level of Kivalliq workforce, and enhanced skill profile and promotion of Inuit employees

OVERARCHING FEIS PREDICTIONS

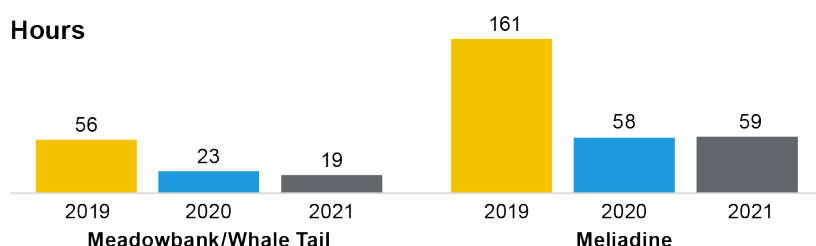
Meadowbank: “The potential impacts of education and training are considered of medium magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121)

Whale Tail: “The Project will provide training opportunities for its workforce... The project will contribute to community education” (Golder Associates, 2016, pp. 3-C-38).

Meliadine: “Improved educational attainment in Kivalliq communities (i.e., high school graduation rates), increasing mining-related skill level of Kivalliq workforce, and an enhanced skill profile and promotion of Inuit employees.” (Golder Associates, 2014, p. 1-C-48)

OVERVIEW OF FINDINGS

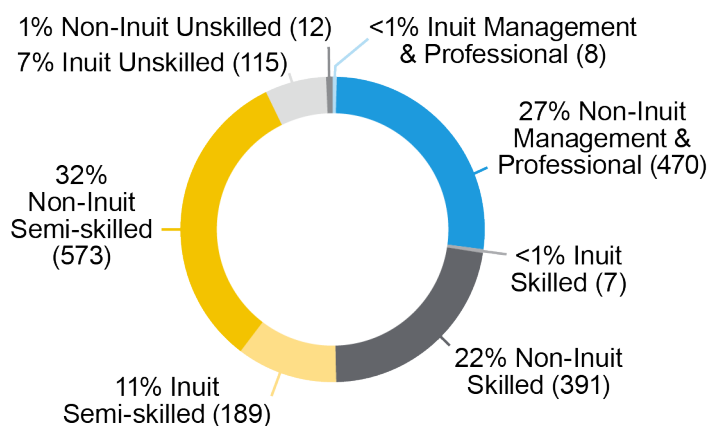
Compared to 2019 pre-pandemic levels, role-related training provided to Inuit employees in 2021 fell to an average of 19 hours at Meadowbank /Whale Tail, and 59 hours at Meliadine.



The Labour Pool Process is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. In 2021, this process was modified to reduce the number of steps and decrease the delay for applicants to get employment.



In 2021, the number of Inuit employees continued to **decrease in semi-skilled and unskilled job categories**. While levels remained constant or increased for skilled and management & professional positions, Inuit employees continue to be notably underrepresented in these higher roles.



In 2021, Agnico Eagle made **\$155,000** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling over \$2.7 million. However, this represents a decrease due to COVID-19 related interruptions.

SUMMARY OF MITIGATION MEASURES

Agnico Eagle supports programs and initiatives intended to increase educational and skills attainment among Kivalliq residents, as well as training, career development, and upward mobility programs for existing employees:

- Summer employment programs offered to the children of all Agnico employees (both Inuit and non-Inuit) that are undertaking post-secondary education.
- Super Operator Program to teach the basics of maintenance principles.
- Training Formula program to improve the proficiency of Agnico trainers.
- Provision of funding that supports education-based initiatives.
- Partnership with the Kivalliq Mine Training Society (KMTS) to support Mine Training Initiatives.
- Arviat Community Training Programs to support a community-based drilling school.
- MOU with the GN to increase the number of students in the Kivalliq region who can successfully transition from high school to trades and mining-related career opportunities.
- Adult Educators to support pre-trades skills and/or studying for trades and apprenticeships.
- Mining Matters programs to educate young people on earth sciences, the minerals industry, and career opportunities.
- Career fairs held in the Kivalliq region.
- Apprenticeship Program that combines on-the-job learning and in-school technical instruction to allow Inuit employees the opportunity to be educated and trained in nine trades.
- Trades Awareness Skills and Knowledge Week (TASK Week) program to allow students to focus on one trade for the entire week.
- Work Readiness program, accessible through the Employee Assistance Program (EAP), and Financial Literacy Program.
- Career development and training delivered to Inuit employees hired by contractors.

Mitigation measures are described in detail in Appendix A.

4.1 Investment in education-based initiatives

Predictions

MEADOWBANK

“Cumberland and KIA will address the need for broader based project education and training initiatives to assist those who wish to develop skills that will position them for project employment.”
(Cumberland Resources Ltd., 2006, p. 121)

WHALE TAIL

“The Project will provide workforce training and support community education.” (Golder Associates, 2016, pp. 7-55)

MELIADINE

“Positive impact on the funding of the education system.” (Golder Associates, 2014, p. 1-C-48)

Data & Trends

Agnico Eagle offers two summer employment programs that are accessible to students. One of them is from Agnico Eagle’s company-wide policy that offers a summer employment program to the children of all Agnico employees (both Inuit and non-Inuit) that are undertaking post-secondary education. Another is the Inuit Summer Employment Program, initiated in 2019, targeting Inuit students in high school or post-secondary education. This program tries to match students to positions in their areas of interest. In 2021, the Inuit Summer Employment program was offered only in the communities and not at the mine site to accommodate the COVID-19 situation. Despite the widespread advertising for these Programs, Agnico Eagle Mines (AEM) received very few applicants. As a result, a summer employment position was provided to one person at the Rankin Inlet office with the Community Relations team. In 2022, AEM and KIA will be working on a new strategy to encourage and support Inuit youths to participate in the Program.

Chart 19 shows Agnico Eagle’s investments in a range of education-based initiatives from 2010 to 2021.

Chart 19. Agnico Eagle investments in education-based initiatives (In thousands of dollars)

Program	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
TASK weeks									\$25	\$40	\$20	
Internal Education Programs (Hiring of Adult Educator and Academic Material)									\$90	\$170	\$90	\$70
Internal Education Programs (Take Our Kids to Work Day)									\$2	\$2		
Kivalliq Science Educators Community Programs (KSEC)		\$15	\$15	\$25	\$25	\$25	\$25	\$25	\$25	\$25	\$25	\$25
Mining Matters Science Program		\$90	\$80	\$70	\$70				\$35	\$40	\$30	
MOU with GN Department of Education		\$175	\$175	\$175	\$175							
Non-IIBA bursaries/scholarships									\$2	\$10		
Nunavut Literacy Council program									\$100	\$200		
Nunavut Literacy Council contribution for Rankin Inlet programming space										\$250		
Scholarships (including KIA scholarship fund)	\$14	\$14	\$14	\$14	\$14	\$14	\$14	\$30	\$30	\$30	\$30	\$60
Other education and social investments									\$5	\$29		
TOTAL	\$14	294	284	284	284	\$39	\$39	\$55	\$314	\$796	\$195	\$155

Interpretation

In 2021, Agnico Eagle made \$155,000 in contributions to school-based initiatives, with investments since the beginning of operations totalling over \$2.7 million. The large investments since 2018 reflect better reporting of ongoing investments and significant contributions to Nunavut Literacy Council programming in 2018 and 2019. Much of the decrease in 2020 and 2021 can be attributed to a pause in program delivery due to COVID-19.

In 2021, all education initiatives were cancelled due to the COVID-19 pandemic. Agnico Eagle took this opportunity to review the framework of the education programs for Kivalliq youths. The revised mining awareness program should be launched in 2022 (depending on the COVID-19 pandemic situation). In 2020 and 2021, due to COVID-19, Agnico Eagle did not participate in any KSEC initiatives. However, AEM continues to make \$25,000 contributions each year.

In 2017, Agnico Eagle and the Government of Nunavut renewed a Memorandum of Understanding that identified ten (10) priority areas for collaboration, including education. Planned activities relating to the MOU in 2020 were largely paused due to COVID-19. Agnico Eagle had one meeting in 2021 with Government of Nunavut Representatives from the Department of Economic Development and Transportation. This meeting was the first meeting of the renewed MOU.

4.2 Secondary school graduation by region

Predictions

MEADOWBANK

There are no specific predictions made in the Meadowbank FEIS regarding school attendance or graduation.

WHALE TAIL

There are no specific predictions made in the Whale Tail FEIS regarding school attendance or graduation.

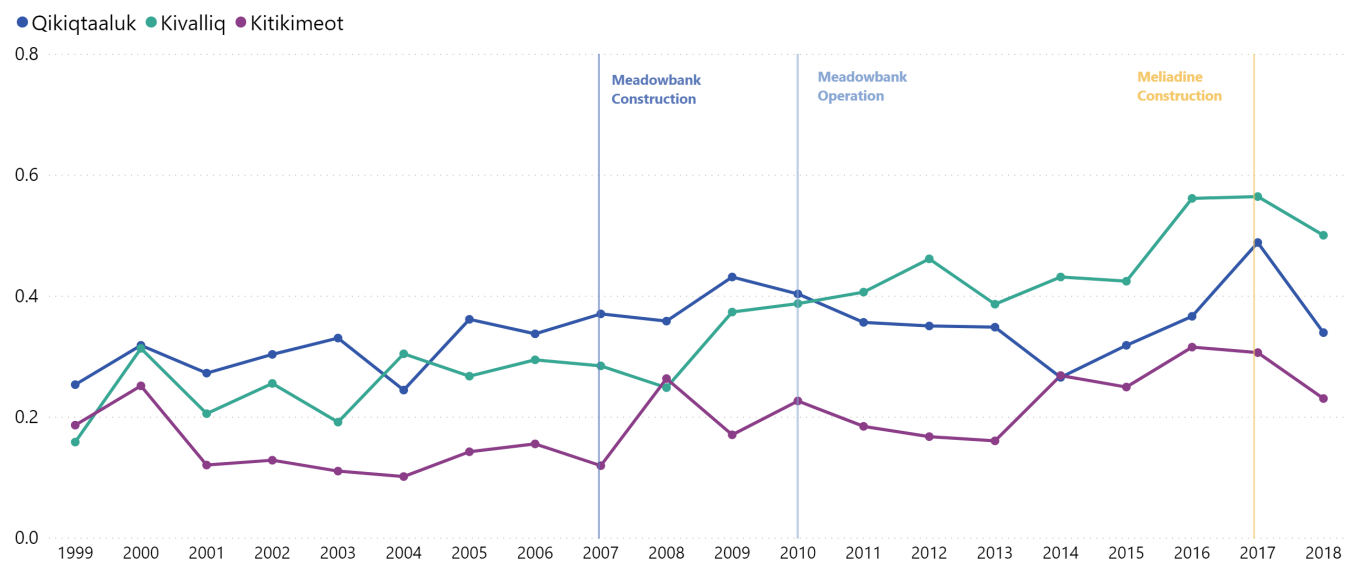
MELIADINE

“Positive impact on educational achievement, dropout rates, school attendance.” (Golder Associates, 2014, p. 1-C-48)

Data & Trends

Chart 20 provides secondary school graduation rates by region between 1999 and 2018, the latest year for which data is available.

Chart 20. Secondary school graduation rate by region



(Department of Education, 2019)

Interpretation

The graduation rate in the Kivalliq region has fluctuated since the opening of the Meadowbank mine, with an overall upward trend that began in 2008. In 2017, graduation rates in the Kivalliq region were at an all-time high, being consistently higher than those in the other two regions (since 2010). However, in 2018, there was a general decrease in graduation rates in Nunavut. More recent data on secondary school graduations is not available.

In 2016, only 32% of Inuit living in Nunavut reported having a high school diploma, compared to 86% of the non-Indigenous population in Canada (Statistics Canada, 2016a). Direct engagement with Agnico employees identified the need for Agnico to be more present in schools and communities to promote jobs and other opportunities in mining (Agnico Eagle Inuit Survey, 2019).

According to Inuit Tapiriit Kanatami's (ITK's) 2018 Inuit Statistical Profile: *"The difference between Inuit and the non-Indigenous population in Canada is a result of several factors including the impact of residential school attendance on many generations of Inuit, children often having to learn in a second language, insufficient numbers of Inuit teachers and culturally irrelevant curriculum, among others. Addressing the Inuit education deficit will fulfill the goal of graduating bilingual Inuit students, grounded in Inuit culture, history and world view who have the skills and knowledge to contribute to Inuit Nunangat, Canada and the world with pride and confidence."* (Inuit Tapiriit Kanatami, 2018)

Agnico Eagle contributes to several initiatives that address these challenges, including literacy and adult education programs, apprenticeships, summer employment opportunities, and various scholarships and bursaries. In 2021, during the absence of Nunavummiut employees for half the year due to COVID-19, Meadowbank's Adult Educator supported the management of the Leadership Development Program (LDP). Starting with the return of the apprentices in the summer, the Meadowbank Adult Educator started to work with them on pre-trades skills and/or studying for their level and trade.

Another vehicle to promote educational achievement is the Trades Awareness Skills and Knowledge Week (TASK Week). This full week program that allows students to focus on one trade for the entire week. In 2021, TASK Week was not held due to COVID-19.

4.3 Project training and education

Predictions

MEADOWBANK

“Cumberland and KIA will address the need for broader based project education and training initiatives to assist those who wish to develop skills that will position them for project employment.”
(Cumberland Resources Ltd., 2006, p. 121)

WHALE TAIL

“The Project will continue the workforce training programs in place at Meadowbank Mine” (Golder Associates, 2016, pp. 7-55)

MELIADINE

The Project’s *“effects on education, training, and capacity in the RSA and LSA should be positive and long lasting.”* (Golder Associates, 2014, p. 1-120)

“Agnico Eagle will provide and promote Project-related education and training programs.” (Golder Associates, 2014, p. 1-120)

Data & Trends

Chart 21 provides an overview of Agnico Eagle’s investments in mine training and education programs.

Chart 21. Agnico Eagle investments in mine training and education programs (in thousands of dollars)

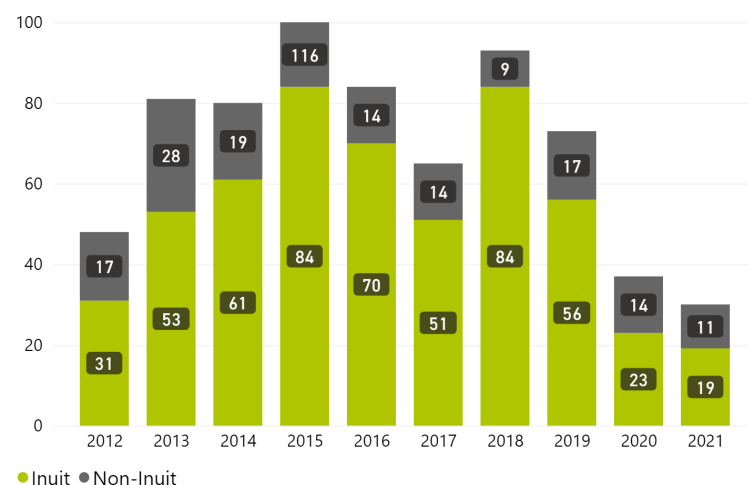
Program	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Kivalliq Mine Training Society (cash & in-kind)				\$1,188	\$2,267	\$1,937	\$2,339					
Arviat Diamond Drillers & Welders Program	\$250	\$60	\$190	\$190	\$190	\$190	\$190	\$195	\$195			
Sponsorship of Skills Canada Nunavut for the Territorial and National Skills Competition									\$5	\$29		
Total	\$250	\$60	\$190	\$1,378	\$2,457	\$2,127	\$2,529	\$195	\$200	\$29	\$0	\$0

(Agnico Eagle Mines, 2021)

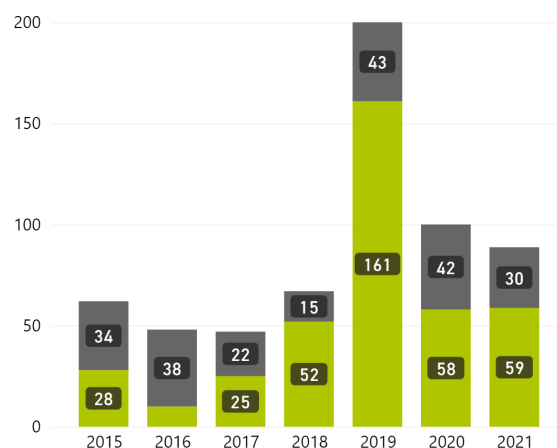
Chart 22 shows the average specific training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of specific training hours by the number of FTEs.

Chart 22. Average specific training hours provided to Agnico Eagle employees

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2021)

Specific training is focused on developing individual competencies related to a specific position. This training qualifies individual employees for promotion following their progression through the Career Path. These training programs are provided through a combination of in-classroom (theory) learning as well as practical (applied) learning.

Chart 23 shows the participants in and/or graduates of a range of career and skills programs supported by Agnico Eagle.

Chart 23. Participation in career and skills programs

Program	2013	2014	2015	2016	2017	2018	2019	2020	2021
Arviat Diamond Drillers & Welders Program Graduates	24	18	18	15	6	-	-	-	
Underground Trainee Program									
Participants	-	-	-	-	-	8	8	8	4
Graduates	-	-	-	-	-	-	8	4	
Haul Truck Trainee Program									
Participants	19	33	28	34	26	43	8	7	2
Graduates							6	4	
Process Plant Trainee Program	-	-	-	-	-	-			
Long Haul Truck Trainee Program	-	-	-	-	-	-		1	

(Agnico Eagle Mines, 2021)

The **Underground Trainee Program** at Meliadine is a 28-day (336 hour) program that has been managed by Nunavut Arctic College and supported by Agnico Eagle. This program is led by an Inuk trainer and runs for approximately two months.

The **Haul Truck Trainee Program**, run at Meadowbank, is a 28-day program to certify haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry-level positions. A maximum of four trainees is permitted at a time with one trainer to provide the best training possible.

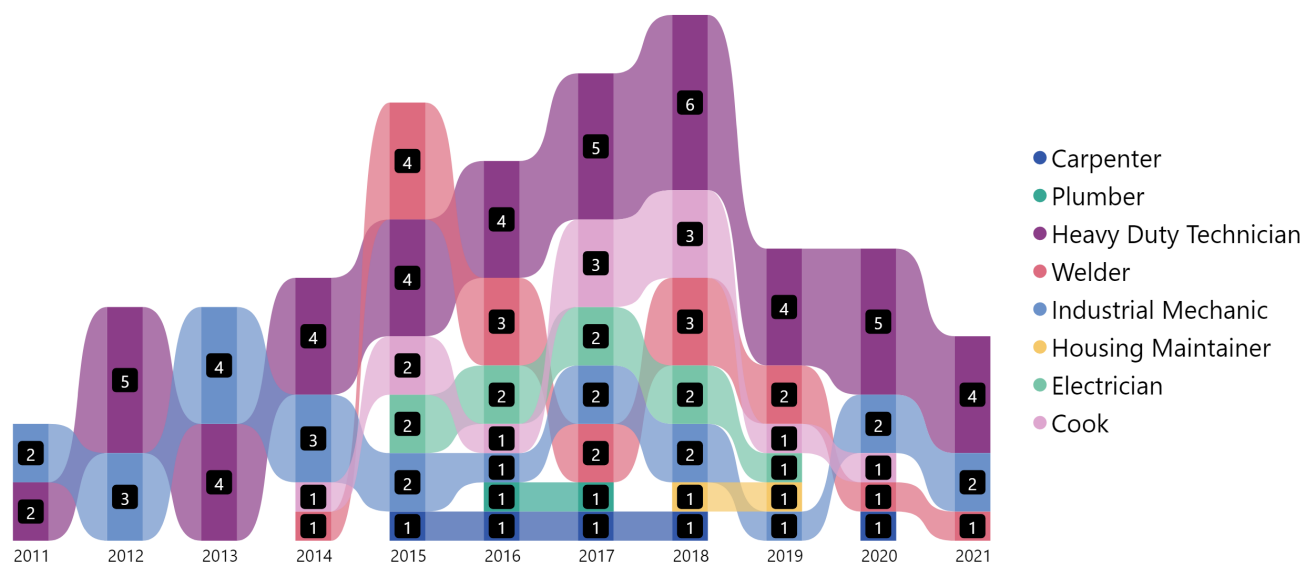
A **Process Plant Trainee Program** was developed in 2015. The 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person.

The **Super Operator Program** is an extension of the Process Plant Trainee Program. This 168-hour training is provided to employees who have completed the Process Plant Trainee Program. These employees will eventually be able to perform specific basic maintenance repairs throughout the plant.

The **Long-Haul Truck Trainee Program** is a 28-day program to certify long haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mining department. A maximum of four trainees is permitted at a time with one trainer to provide the best training possible.

Chart 24 shows the number of Inuit employees in pre-apprenticeship or apprenticeship roles at Meadowbank, categorized by the type of apprenticeship (heavy duty technician, industrial mechanic, and others).

Chart 24. Pre-apprenticeship and apprenticeship participation by type, Inuit employees



(Agnico Eagle Mines, 2021)

Interpretation

Agnico Eagle's financial investments in externally delivered training programs have dropped substantially since 2016 due to the Kivalliq Mine Training Society (KMTS) loss of federal funding and the loss of funding for the Arviat training programs in 2019. In response to this situation, Agnico Eagle increased internal spending to maintain the levels required by the IIBA with the KIA. Agnico Eagle has, until 2020, maintained a minimum of \$3.6M in annual mine training and education spending as per the IIBA since 2016. In 2021, Agnico Eagle spent about 90% of the allocated \$3.6M. The distribution of the unspent amount is in discussion with the IIBA Implementation Committee.

While Agnico Eagle continues to support training efforts across Projects, in 2021, there was a general decrease in training hours delivered to Inuit and non-Inuit employees. Compared to the pre-pandemic levels, average specific training hours provided to Meadowbank / Whale Tail Inuit employees in 2021 decreased to 19 hours from 56 in 2019, and to 59 hours from 161 in 2019 at Meliadine. The substantial decrease in training hours for Inuit employees is mostly attributed to the stay-at-home policy implemented to protect Kivalliq communities from the spread of COVID-19.

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

Training efforts for 2021 were as follows:

- In 2020 and 2021, Agnico did not participate in the **Arviat Community Training Program** due to COVID-19.
- In 2021, four trainees continued the **Underground Trainee Program** from 2020. They all completed the program. There were no other cohorts of the Underground Trainee Program in 2021 due to the reintegration phase of the Nunavummiut on site.
- In 2021, two trainees continued the **Haul Truck Trainee Program** started in 2020. They both completed the program. There were no other cohorts of the Haul Truck Trainee Program in 2021 due to the reintegration phase of the Nunavummiut on site.
- In 2021, there was no cohort of the **Process Plant Trainee Program** or the **Long-Haul Truck Trainee Program** due to the reintegration phase of the Nunavummiut on site, and the **Super Operator Program** was on hold in 2021 due to COVID-19.
- At the end of 2021, there were seven active **apprentices and pre-apprentices** in technical and on-the-job training, compared to 10 in 2019 and 2020, but down from a peak of 18 in 2018.

Since 2017, there has also been an additional \$1M spent annually on initiatives to support achieving 50% **minimum Inuit employment**, of which half (\$500k) is given to the Kivalliq Inuit Association to spend and half (\$500k) is spent by Agnico Eagle.

Agnico Eagle also operates the **Career Path Program**, which identifies the incremental steps that an employee must complete to advance in their chosen career of interest. The objective of the Career Path Program is to achieve 100% internal promotions for Inuit and no external candidates (southerners) hired to fill a position that is part of the program. In 2021, two Career Paths were launched: the Warehouse Career Path at Meadowbank and the Warehouse Career Path at Meliadine. Three existing Career Paths were also reviewed in 2021: the Energy & Infrastructure Career Path at Meadowbank and the Underground and the Process Plant Career Paths at Meliadine.

At the end of 2021, a working committee has been formed at Agnico Eagle in the context of the **Inuit Employment Growth Initiative**. This working committee was created to review Agnico's development initiatives and includes 14 Agnico Eagle employees representing Inuit, community relations, training, and organizational development. The working committee's goals are to maximize ways to increase Inuit employment and development across all levels, define a common clear vision and goals on the process, evaluate current programs and initiatives in place and add new programs/initiatives of value or improve actual programs/initiatives. The committee's first meeting took place in December 2021.

Currently, there are 79 active **Emergency Response and Mine Rescue** members of which two are Inuit members. In 2021, two (2) basic mine rescue courses were given to onboard new Emergency Response

Team (ERT) members. In total, 61 training sessions were given that included weekly practices, mock scenarios, and specialized trainings. The Whale Tail and Meliadine FEISs predicted the projects would have a positive effect on education, training, and capacity. In 2021, Agnico Eagle continued to provide training and skills development opportunities to Kivalliq Inuit; however this continued to be impacted by COVID-19 restrictions.

4.4 Project employment by skill level

Predictions

MEADOWBANK

There are no specific predictions in the Cumberland FEIS regarding the skill level of Inuit employees at Meadowbank.

WHALE TAIL

“As Nunavummiut employees achieve further training and education, it is expected that they will be better poised to advance to more skilled positions as they arise, thereby increasing representation of Nunavut residents in the skilled, professional and management employment categories.” (Golder Associates, 2016, pp. 7-55)

MELIADINE

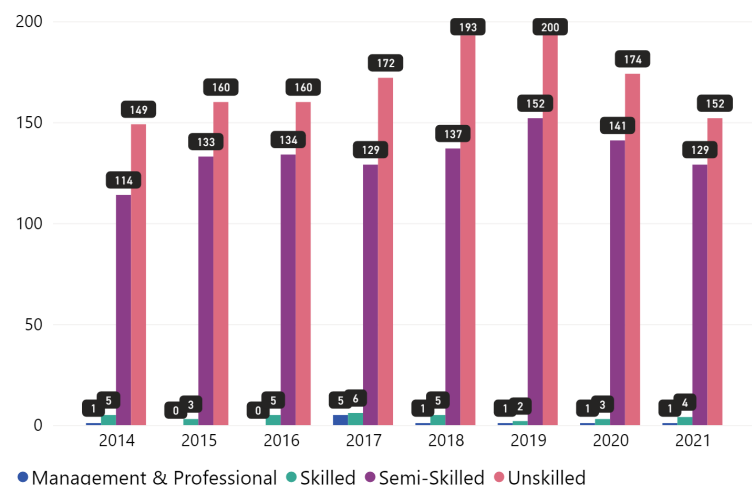
The Project will have a “positive impact on the skill levels of local labour force.” (Golder Associates, 2014, p. 1-C-48)

Data & Trends

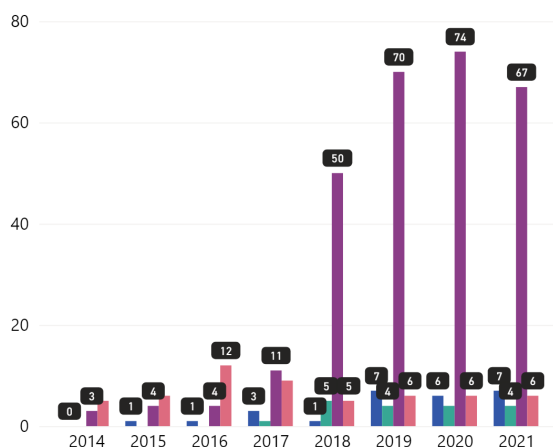
Chart 25 shows the number of Inuit employees at each skill level between 2014 and 2021. Agnico Eagle changed how various skill levels are classified in 2013 and 2014, and consequently year-over-year trends of Inuit employment by skill level cannot be drawn pre-2014.

Chart 25. Project Agnico Eagle Inuit employees by skill-level

MEADOWBANK AND WHALE TAIL



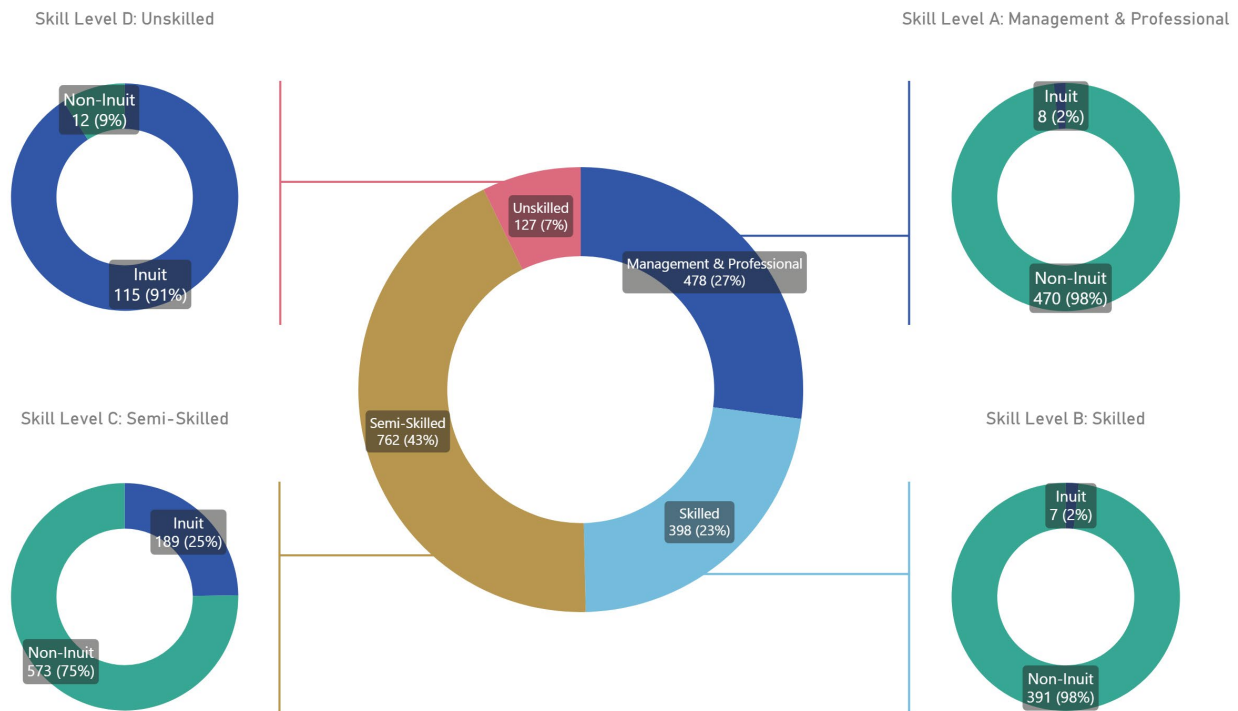
MELIADINE



(Agnico Eagle Mines, 2021)

Chart 26 below shows the relationship between job skill levels and proportion of Inuit labour.

Chart 26. Agnico Eagle FTEs by skill level (Inuit and non-Inuit), 2021



(Agnico Eagle Mines, 2021)

Interpretation

In 2021, the number of Inuit employees continued to decrease in semi-skilled and unskilled job categories, but remained constant or increased for management & professional, and skilled positions. Overall, most unskilled jobs and a quarter of semi-skilled jobs are held by Inuit employees, while Inuit employees are underrepresented in management & professional / skilled roles.

The COVID-19 pandemic impacted the delivery of training and career advancement programs to Nunavut-based workers. Nunavut-based employees were therefore not able to participate in existing and newly developed career paths or other programs that would allow skill and career advancements.

There are several longer-term barriers identified in the KLMA to retention and advancement of Inuit in the workplace. These include family needs, cultural priorities, language barriers, and access to support programs. Ultimately, there are three pathways through which higher skilled employment can be achieved: (1) direct hiring, (2) greater retention, or (3) internal career progression. The IWBS Study (Mining Industry Human Resources Council (MiHR), 2018a) also identified several challenges to increasing Inuit representation in higher-skilled positions through internal advancement programs, including inadequate skillsets, high absentee rates, impact of cultural norms, and lack of adequate time and space for training.

Overall, despite the investments Agnico Eagle has been making since project initiation, as well as COVID-19 challenges in recent years, the data points to limited success at growing the number of Kivalliq Inuit labour in higher-skilled positions.

4.5 Trade certificates / apprenticeships in Nunavut

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding apprenticeships and trade certificates.

WHALE TAIL

There are no predictions in the Whale Tail FEIS regarding apprenticeships and trade certificates.

MELIADINE

There are no predictions in the Meliadine FEIS regarding apprenticeships and trade certificates.

Data & Trends

At the time of this report, data on trade certificates and apprenticeships by Kivalliq community was not available. Agnico Eagle-specific apprenticeship data is available in previous sections.

5 Contracting and Business Opportunities

IMPACT / GOAL STATEMENT

Increased opportunities for Inuit-owned and local businesses

OVERARCHING FEIS PREDICTIONS

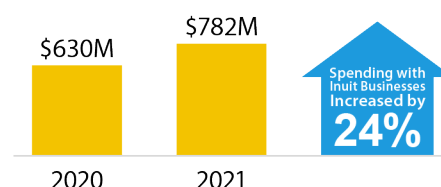
Meadowbank: “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121)

Whale Tail: The Project will generate “continued local economic activity” (Golder Associates, 2016, p. 68) and is expected to have “high positive impacts...” (Golder Associates, 2016, p. 68) on local procurement.

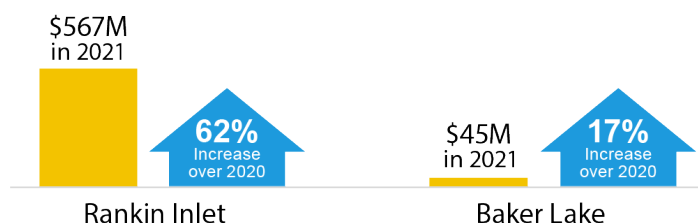
Meliadine: “Project spending on goods and services would increase the demand locally, allowing local businesses (and new businesses) to grow and become more cost-effective.” (1-C-47)

OVERVIEW OF FINDINGS

Agnico Eagle spending with Inuit businesses in 2021 increased by 24% compared to 2020, accounting for 68% of total procurement in 2021.



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



Total business expenditure in Nunavut reached

\$831M

\$509M at Meadowbank / Whale Tail

\$322M at Meliadine

SUMMARY OF MITIGATION MEASURES

While procurement is a beneficial impact, enhancement measures are implemented to maximize benefits to Inuit businesses. Agnico IIBAs contain a prequalification procurement process which requires all suppliers to prequalify in categories to submit a tender; this process also gives preference for hiring Inuit businesses. Additional IIBA commitments detail assistance to Inuit businesses to promote and facilitate their access to Agnico Eagle's business opportunities as well as entrepreneurial training. Mitigation measures are described in detail in Appendix A.

5.1 Contract expenditures

Predictions

MEADOWBANK

“With continuing preferential contracting, local business participation in the project is expected to grow with time.” (Cumberland Resources Ltd., 2006, p. 7)

WHALE TAIL

“...about \$271 million procured from Nunavut-registered companies. Of this, roughly 84% (\$223 million) will be through Kivalliq-registered businesses... [of which] ...67% is expected to accrue to those in Rankin Inlet, with 32% accruing to those in Baker Lake.” (Golder Associates, 2018, p. 19)

MELIADINE

“\$866M (2012 dollars) over 3.5-year construction phase on contracted goods and services; 20% (\$175M) in Kivalliq” (Golder Associates, 2014, 1-117)

“\$127M over 10-year operations phase; 20% (\$25M annually) in Kivalliq.” (Golder Associates, 2014, 1-118)

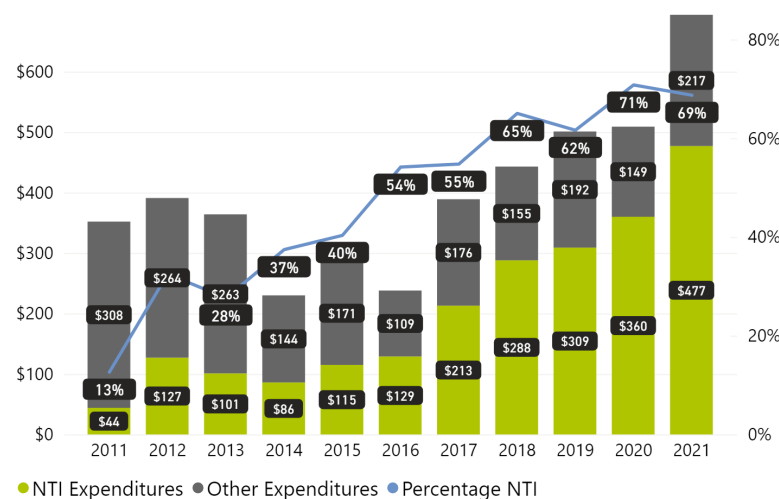
Data & Trends

Chart 27 shows the value and proportion of contract expenditures that went to Nunavut Tunngavik Incorporated (NTI)-registered businesses over time. NTI-registered businesses are those appearing on the Inuit Firm Registry, and which meet at least one of the following 3 requirements:

- A limited company with at least 51% of the company’s voting shares beneficially owned by Inuit, or
- A cooperative controlled by Inuit, or
- An Inuk sole proprietorship or partnership.⁷

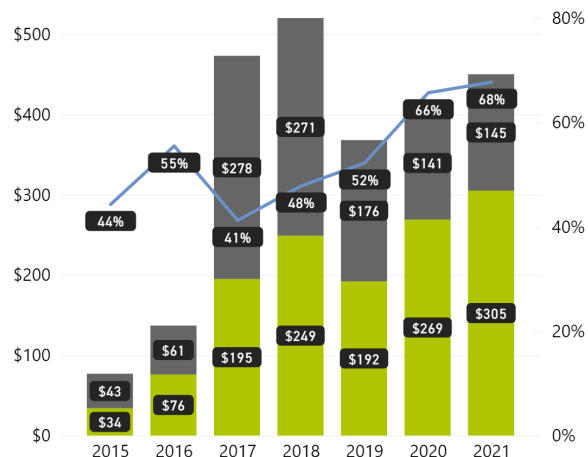
Chart 27. Contract expenditures on NTI-registered businesses (\$M)

MEADOWBANK AND WHALE TAIL



(Agnico Eagle Mines, 2021)

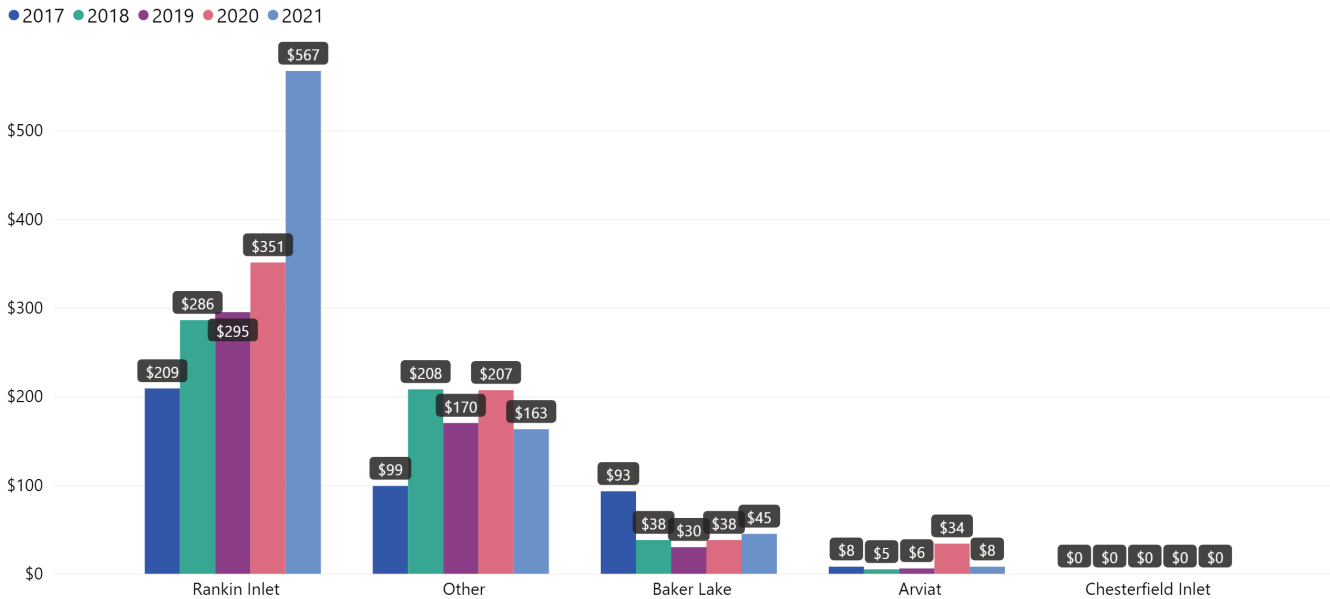
MELIADINE



⁷ NTI maintains a registry of Inuit firms in accordance with Article 24 of the *Nunavut Land Claims Agreement*.

Chart 28 further breaks down contract expenditures across all Agnico Eagle projects with NTI-registered businesses (covering the period of 2017 to 2021) by the community in which those businesses are registered.

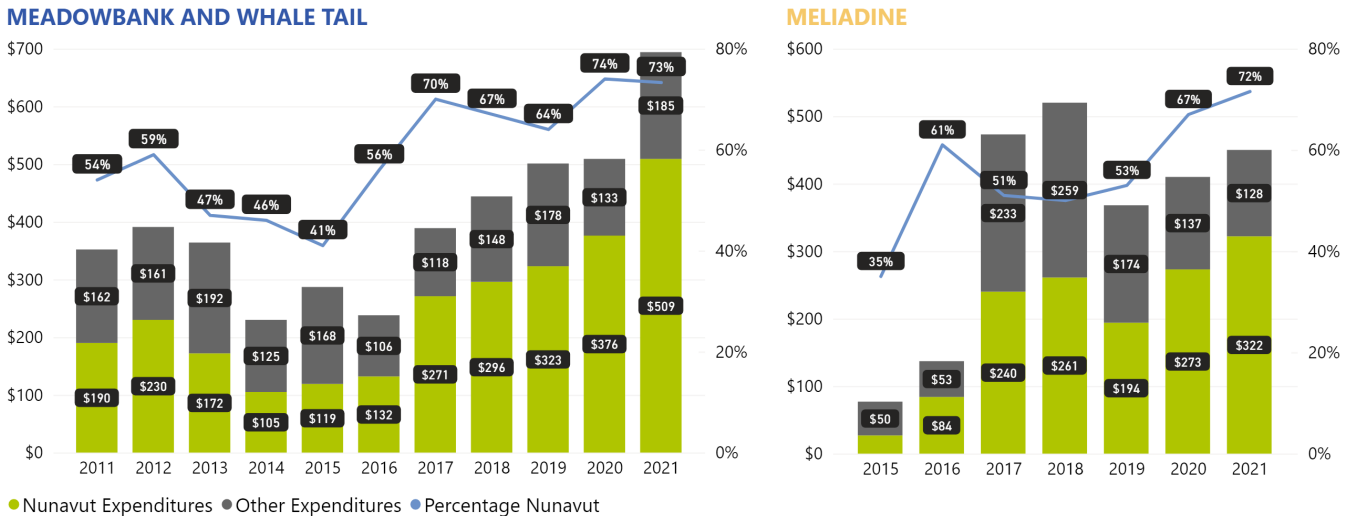
Chart 28. NTI-registered business expenditures by Nunavut community (\$M)



(Agnico Eagle Mines, 2021)

Chart 29 shows the value and proportion of contract expenditures that went to Nunavut-based businesses over time. Nunavut-based businesses are those that are headquartered in the territory. While often overlapping with NTI-registered businesses, these businesses are not necessarily Inuit-owned as outlined in the description for Chart 27.

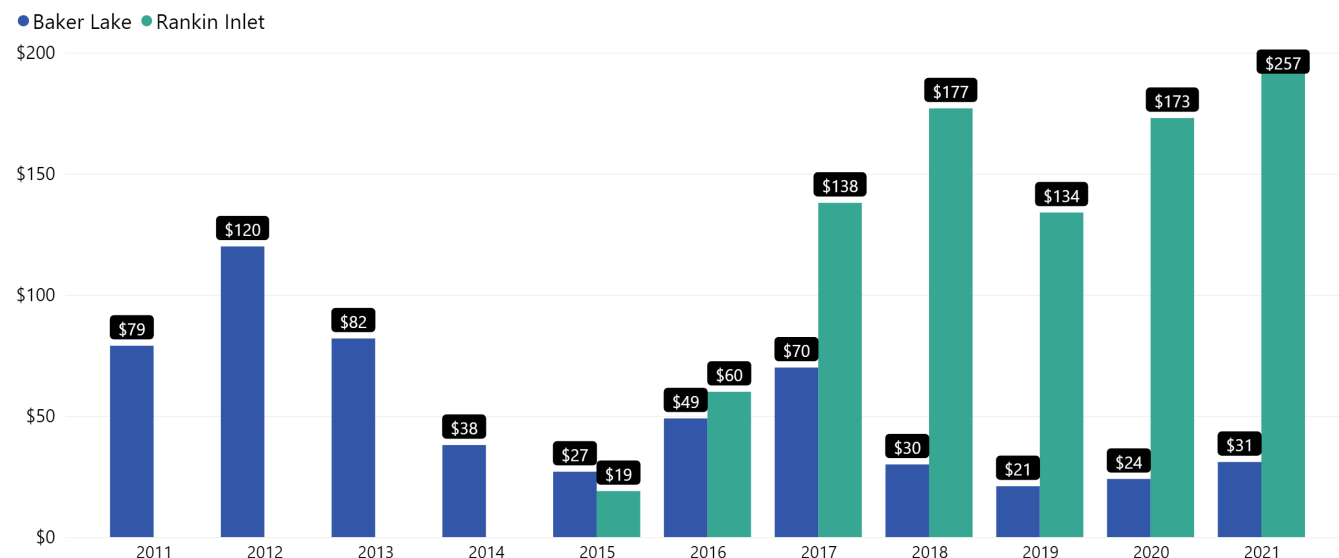
Chart 29. Contract expenditure on Nunavut-based businesses (\$M)



(Agnico Eagle Mines, 2021)

Chart 30 shows the value from contract expenditures on Baker Lake-based and Rankin Inlet-based businesses.

Chart 30. Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses (\$M)



(Agnico Eagle Mines, 2021)

Interpretation

Agnico Eagle projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses in 2021. Contracting to NTI businesses across both projects increased by 24%, from \$630M in 2020 to \$782M in 2021, representing 68% of total procurement at both projects. There has been an almost continual rise in procurement going to NTI firms as a proportion of total spending. Two reasons for this include the preferred contract provisions outlined in the IIBA with Sakku Investments Corporation companies, as well as the IIBA procurement and tendering process, which advantages Inuit owned firms. At a community level, procurement from NTI businesses reached \$567M in 2021 in Rankin Inlet, representing a 62% increase over 2020 levels, while procurement from Baker Lake NTI businesses increased to \$45M, representing a 17% increase from 2020 levels.

Through the implementation of the Meliadine IIBA in 2015, Agnico Eagle moved to a prequalification procurement process, which requires all suppliers to pre-qualify in categories to submit a tender. Additionally, NTI-registered companies are eligible for preference points. In 2021, 896 pre-qualification categories were available, and 115 NTI firms pre-qualified for a total of 5,996 categories in 2021.

Virtual Pre-Qualification sessions were held in 2021. Invitations were extended to all seven communities via radio spots for the public, KIA's business contacts, and Community Liaison Officers' invitations for NTI registered firms not pre-qualified with Agnico Eagle. Agnico invited a total of 16 NTI registered firms to participate. Three businesses participated in the first virtual session and five businesses participated in the second virtual session. Generic business engagement campaigns on the pre-qualification and tendering process continued in 2021 via radio announcements, published advertisements, and Facebook posts on Meadowbank and Meliadine Pages.

In 2021, total Nunavut expenditures at Meadowbank / Whale Tail reached \$509M, and \$322M at Meliadine –73% and 72% of total spend at each project respectively, meeting and/or exceeding the prediction growth in Nunavut-based procurement. Mine- and community- specific procurement also exceeded prior year achievements, with Meadowbank / Whale Tail total procurement of \$31M from Baker Lake, and Meliadine total procurement of \$257M from Rankin Inlet.

6 Health and Safety

IMPACT / GOAL STATEMENT

Strong health and safety culture. Zero workplace accidents.

OVERARCHING FEIS PREDICTIONS

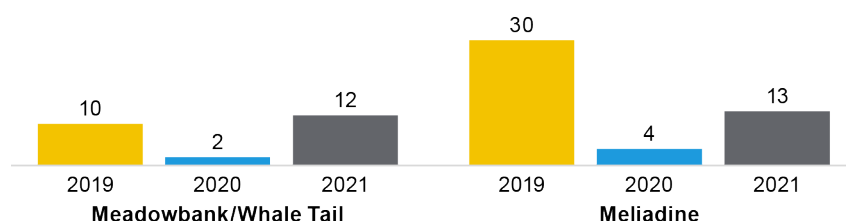
Meadowbank: The FEIS considers both the health and safety of workers and the public and recognizes that one may affect the other. *“Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has applications in personal life – workers often not only use new health and safety training on-the-job, but also at home in the course of daily tasks.”* (Cumberland Resources Ltd., 2006, p. 126)

Whale Tail: *“The Expansion Project may improve worker and public health and safety.”* (Golder Associates, 2018, p. 13)

Meliadine: *“Project health and safety training may improve health and safety at mine site and outside of the workplace.”* (Golder Associates, 2014, p. 1-C-49)

OVERVIEW OF FINDINGS

In 2021, mandatory training delivered to Inuit employees averaged 12 hours at Meadowbank / Whale Tail and 13 hours at Meliadine, representing an **increase in health and safety training over 2020 levels**.



Meadowbank / Whale Tail and Meliadine health clinics were accessed less frequently in 2021, and this decline was in line with a **reduction in lost-time and light-duty accident frequency**.

SUMMARY OF MITIGATION MEASURES

Programs in place to support a strong health and safety culture and minimize health and safety incidents include:

- Provisions of on-site clinics and programs to support personal and work-related health needs.
- Provision of mandatory health and safety training on a regular basis to all employees.
- Creation of the Emergency Response Team (ERT) of internal employees that volunteer to respond to on-site emergencies such as fires.
- The Daily Communicator, a one-pager communication by the Health & Safety Department, that is sent sitewide daily, covering various safety topics, incidents from the day before, mitigation measures and other related health and safety preventative information for employees.
- Joint Occupational Health & Safety Committee (JOHSC) Committee Training sessions offered by external consultants.

Mitigation measures are described in detail in Appendix A.

6.1 Health and safety training

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding health and safety training at Meadowbank.

WHALE TAIL

“The Expansion Project may improve worker and public health and safety.” (Golder Associates, 2018, p. 13)

MELIADINE

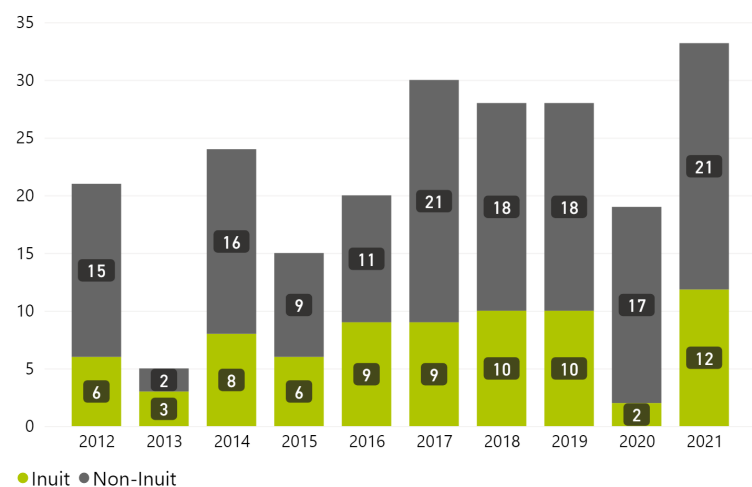
“Project health and safety training may improve health and safety at mine site and outside of the workplace.” (Golder Associates, 2014, p. 1-C-49)

Data & Trends

Chart 31 shows average mandatory training hours provided to Inuit and non-Inuit employees each year.

Chart 31. Average mandatory training hours per FTE provided to Agnico Eagle Inuit and non-Inuit employees

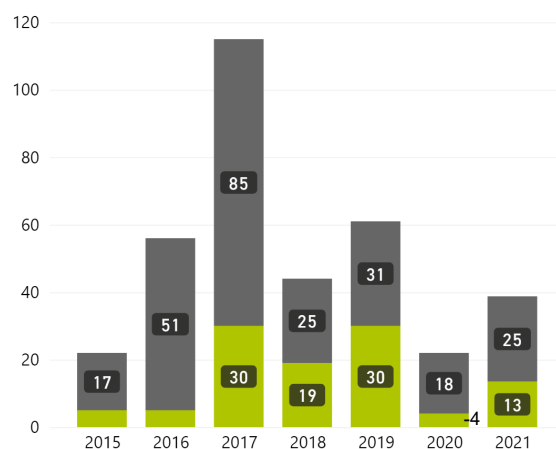
MEADOWBANK AND WHALE TAIL



● Inuit ● Non-Inuit

(Agnico Eagle Mines, 2021)

MELIADINE



Mandatory training includes:

Health and Safety (H&S) training, including mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle's Health and Safety policies. Many of these training sessions are offered via e-learning prior to the employee's arrival on site. Other health and safety training relevant to an individual's job is provided on site.

General training, consisting of training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment, enterprise software systems, and cross-cultural topics.

Emergency Response Team (ERT) training for certain individuals to assist and help in a variety of emergency situations.

Interpretation

The level of mandatory training of Inuit employees has been increasing at Meadowbank / Whale Tail, but generally decreasing at Meliadine. While mandatory training hours at Meadowbank / Whale Tail and Meliadine declined in 2020, largely due to the Nunavummiut workforce being sent home due to COVID-19, there was an increase in mandatory training hours in 2021. This can be attributed to the re-integration of the Nunavut-based workforce that took place June through October 2021.

6.2 Health and safety on-site

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding health and safety on-site at Meadowbank.

WHALE TAIL

“The Expansion Project has the potential to result in accidents and emergencies.” (Golder Associates, 2018, p. 13)

MELIADINE

There are no predictions in the Meliadine FEIS regarding health and safety on-site at Meliadine.

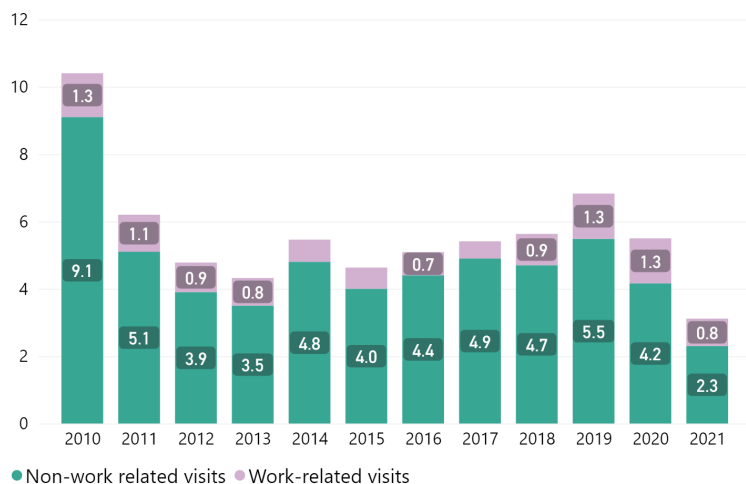
Data & Trends

The following charts provide an overview of the health and safety performance for Meadowbank / Whale Tail and Meliadine.

Chart 32 shows the visits per FTE to an Agnico Eagle clinic for work-related reasons (e.g., injuries) or other reasons (e.g., personal conditions ranging from minor ailments such as colds to severe conditions such as heart attacks).

Chart 32. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons

MEADOWBANK AND WHALE TAIL



(Agnico Eagle Mines, 2021)

MELIADINE

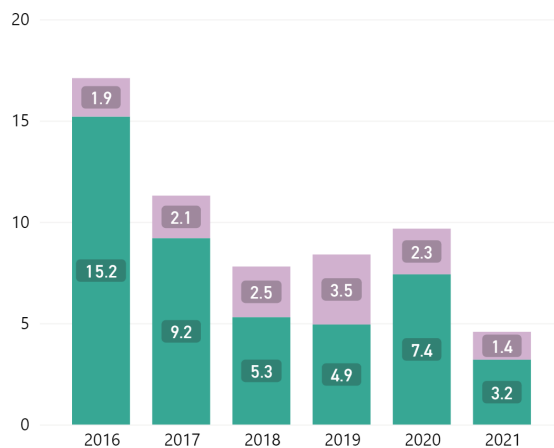
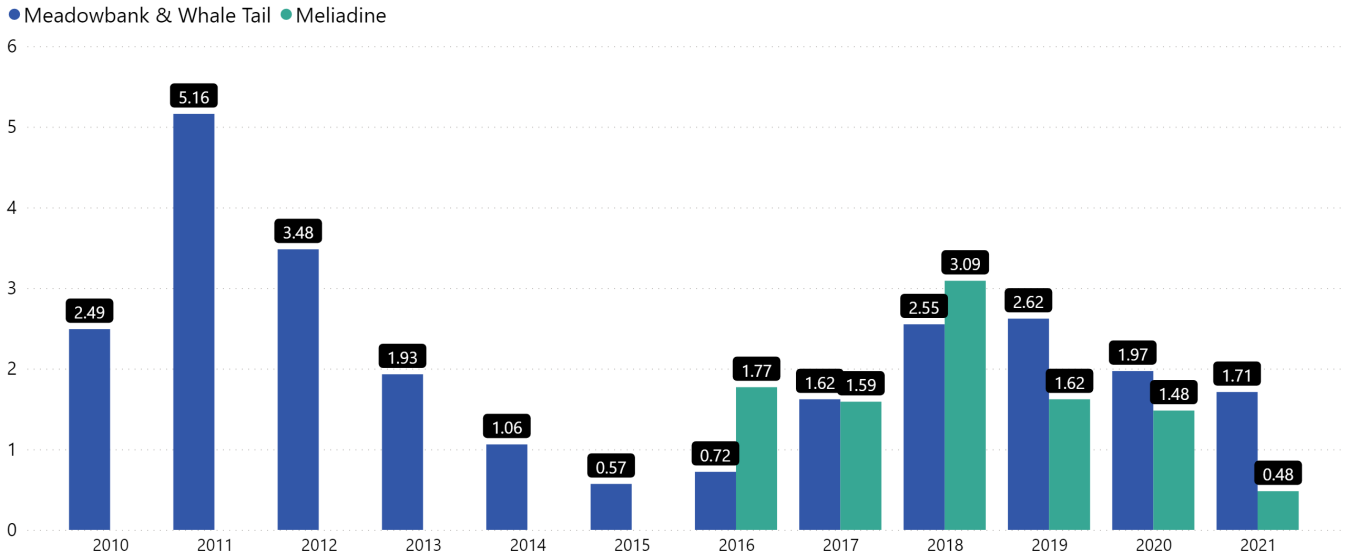


Chart 33 shows the combined lost-time and light-duty accident frequency, per 200,000 person-hours worked.

Chart 33. Project combined lost-time and light duty accident frequency (per 200,000 person-hours)



(Agnico Eagle Mines, 2021)

Interpretation

The use of the Meadowbank / Whale Tail and Meliadine clinics declined in 2021, and this decline was in line with the reduction in lost-time incidents across the projects. On-site clinics were mostly used for non-work related reasons, with work related reasons representing less than one third of all visits. On-site clinics serve an important function in addressing community needs in addition to work needs, reducing the pressure on the region’s healthcare infrastructure.

7 Population Demographics

IMPACT / GOAL STATEMENT

Understand what changes are occurring in Kivalliq migration, if any.

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The potential impacts of migration are complex and are likely to have both positive and negative components, but of low magnitude. Any effects of migration are long term but are likely to be low significance. It is not likely that migration to any other community than Baker Lake would be significant.” (Cumberland Resources Ltd., 2006, p. 126)

Whale Tail: “Expansion Project employment opportunities could spur migration to Baker Lake and Rankin Inlet...dependent on scale of speculative migration.” (Golder Associates, 2018, p. 18)

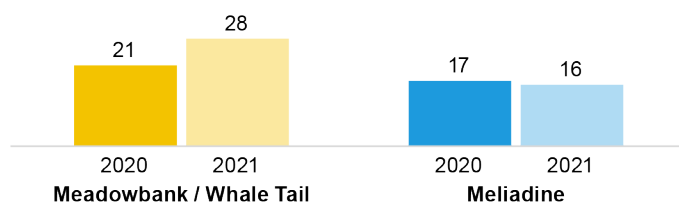
Meliadine: “The cumulative effects of the Meliadine, Kiggavik, and Meadowbank Projects on in-migration might be less than the effects of each project individually considering the dampening effects on the volume of in-migration caused by the variation in the current progress of each project, presumed interdependence of certain projects, and resulting estimated labour force growth.” (Golder Associates, 2014, p. 1-147)

“Migration impacts were projected only in Rankin Inlet, the closest community to the mine and the only one connected to the Project by road.” (Golder Associates, 2014, p. 1-110)

OVERVIEW OF FINDINGS

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

In 2021, the **number of Agnico Inuit employees residing outside Nunavut slightly increased** as additional workforce was hired to supplement Nunavummiut sent home:



To date, there is no indication of people moving into Kivalliq communities because of mining.

The change in population in Kivalliq communities between 2016 and 2021 has varied:



There was an overall population **increase of 6%** in the Kivalliq region over that 5-year period.

SUMMARY OF MITIGATION MEASURES

As per Agnico Eagle's IIBAs, each of the Kivalliq communities is a point of hire. Agnico provides, at its cost, transportation for its workers and contractors' workers from and to their respective points of hire to all Nunavut Projects. Unless otherwise requested, Agnico uses commercially reasonable efforts to transport all workers in such a way as to minimize the duration of their transit time. Covering transportation costs from each community reduces or eliminates the potential incentive to move between communities or to the Kivalliq region for work reasons.

Mitigation measures are described in detail in Appendix A.

7.1 Employee migration

Predictions

MEADOWBANK

The Meadowbank FEIS suggests that in-migration of Southerners to Baker Lake would be the primary concern.

WHALE TAIL

"Project is not expected to generate employment-driven migration." (Golder Associates, 2016, pp. 3-C-38)

MELIADINE

"It is likely that much of the potential in-migration happens when members of Kivalliq resident families return home in the expectation of employment." (Golder Associates, 2014, p. 1-109)

"In-migration could also happen by out-of-area workers, especially during the operations phase." (Golder Associates, 2014, p. 1-110)

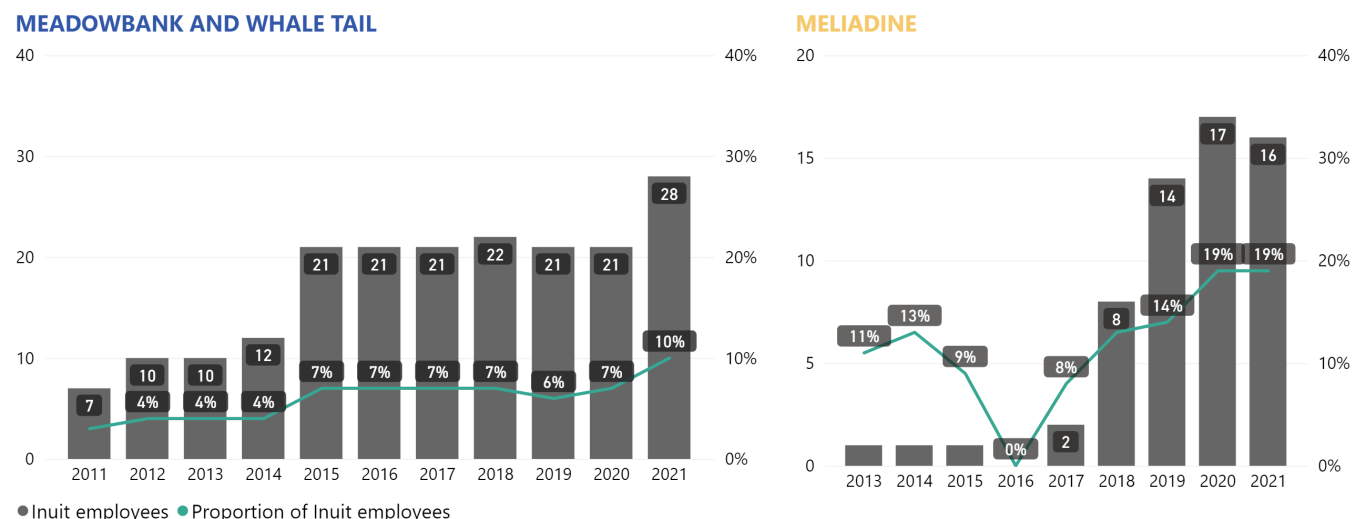
Data & Trends

Agnico Eagle monitors the movement of employees into- and out of Nunavut. In 2021, net employee movements included:

- Five Inuit employees moving out of Nunavut;
- Two Inuit and one non-Inuit employees moving into Nunavut;
- No net migration impacts were reported for Baker Lake or Rankin Inlet.

Chart 34 shows the number and proportion of Agnico Eagle Inuit employees who are currently residing outside Nunavut.

Chart 34. Project Agnico Eagle Inuit employees residing outside Nunavut



(Agnico Eagle Mines, 2021)

Note that these numbers describe Agnico Eagle employees (not contractors) and represent ‘net employee movements’. Therefore, it is possible there were more individual movements between communities.

Interpretation

At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut has increased modestly since 2015, rising from 21 to 28, and accounting for 10% of the Inuit workforce in 2021. At Meliadine, there was a steep increase in the number of Inuit employees residing outside Nunavut, from none (0) in 2016 to 16 in 2021, accounting for 19% of the Inuit workforce in 2021.

The number of Inuit and non-Inuit employees moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – remains minimal. Employment at Agnico Eagle’s projects provides Inuit employees with income and skills that may facilitate moving out of the territory. Other factors unrelated to the mines, such as the housing shortage in Nunavut, and the lower cost of living and educational and job opportunities elsewhere in Canada, may also contribute to out-migration.

The predictions of the Whale Tail EIS therefore seem to be accurate for Meadowbank / Whale Tail, while the experience at Meliadine is the opposite - out-migration of Inuit employees rather than in-migration. Engagement with Agnico employees in 2019 revealed that over one quarter of Nunavut-based Inuit employees wanted to move to a southern community in the following year (Agnico Eagle Inuit Survey, 2019).

7.2 Population estimates in Kivalliq communities

Predictions

MEADOWBANK

"It is not likely that migration to any other community than Baker Lake would be significant," but does not provide any specific predictions on changes to populations in Kivalliq communities. (Cumberland Resources, 2006, p. 126)

WHALE TAIL

"No Project employment-driven migration or population change is anticipated." (Golder Associates, 2016, 3-C-38)

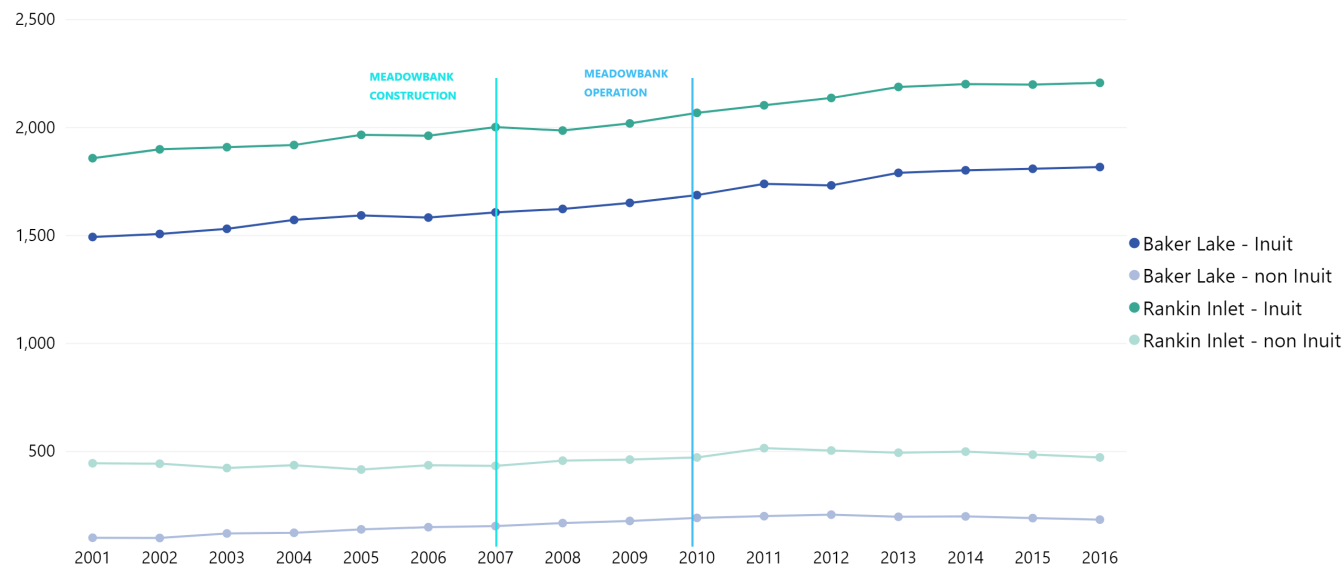
MELIADINE

"A large majority of in-migration is expected to occur in Rankin Inlet where the supply of public services could accommodate for increased demand." (Golder Associates., 2014, p. 1-125)

Data & Trends

Chart 35 shows the population estimates of Rankin Inlet and Baker Lake, Inuit, and non-Inuit employees from 2001 to 2016 (population by Inuit status is only available up to 2016).

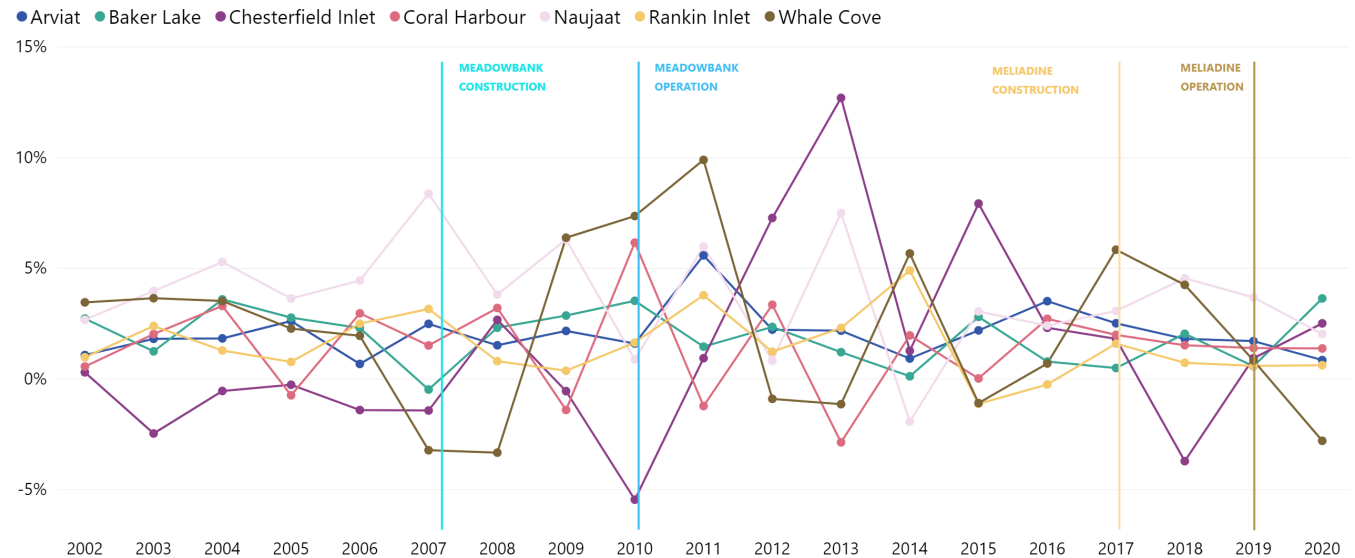
Chart 35. Population estimates of Rankin Inlet and Baker Lake, Inuit and non-Inuit.



(Statistics Canada, 2016c)

Chart 36 shows the annual (year-over-year) change in the population for Kivalliq communities based on estimates prepared by the Government of Nunavut.

Chart 36. Annual change in population estimates of Kivalliq communities



(Statistics Canada, 2021a)

Interpretation

Population changes result from the interaction of three variables: births, deaths, and migration. Historical data on population change shows notable variations on an annual basis prior to 2016, without specific trends at a community level. Since 2016, and using 2016 and 2021 Census counts, the population decreased in Baker Lake (<1%) and Chesterfield (9%), while it increased in Arviat (8%), Coral Harbour (16%), Naujaat (13%), Rankin Inlet (5%), and Whale Cove (8%) (Statistics Canada, 2022a).⁸ Despite the annual variation in the population numbers, the ratio of Inuit to non-Inuit employees in Rankin Inlet and Baker Lake remained relatively stable from 2001 to 2016 (the last year for which data is available).

Agnico Eagle's employee migration data indicates minimal impact on Kivalliq communities. Based on available and current data, there is no indication of mining-induced in-migration, in line with EIS predictions for both Meadowbank and Whale Tail, but counter to the prediction for Meliadine.

⁸ NBS population estimates have not been yet updated for the 2021 Census counts released in February of 2022. Furthermore, it appears that there is discrepancy between 2016 NBS and 2016 Census population counts.

8 Community Infrastructure and Services

IMPACT / GOAL STATEMENT

- Community infrastructure (transportation, energy, water, services) is maintained
- Social assistance costs are reduced during and beyond the life of the mines

OVERARCHING FEIS PREDICTIONS

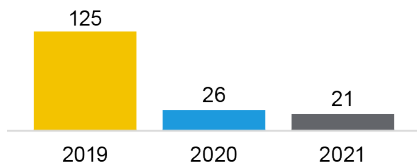
Meadowbank: “The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006, p. 128)

Whale Tail: “Project-induced migration can increase demand on physical infrastructure...[but] no Project employment-driven migration or population change is anticipated.” (Golder Associates, 2016, pp. 3-C-39)

Meliadine: “The Project will increase demand on various public services, putting additional pressure on resources, and human resources in particular. This would have a negative effect on users. However, increased training of labour force could have a beneficial effect on capacities in the long-term.” (Golder Associates, 2014, p. 1-C-53)

OVERVIEW OF FINDINGS

In 2021, 21 employees were referred to **community health care** centres, down from 125 in 2019 and 26 in 2020. Since 2010, 70% of referrals to community health care centres have been for non-work-related conditions.



14 Incidents at Meadowbank / Whale Tail required the use of GN health services in 2021. While above 2020 levels, this is below levels reported in previous years.

SUMMARY OF MITIGATION MEASURES

Local community infrastructure and services capacity were considered in the project design for Meadowbank / Whale Tail and Meliadine, leading to several operational decisions, including having on-site clinics and on-site airstrips. Further, payment of taxes and royalties, and Agnico Eagle’s economic programs, contribute to improving community infrastructure and services in the long-term. For example, programs which aim to increase local employment, contracting and business opportunities can reduce social assistance expenditures over time.

Mitigation measures are described in detail in Appendix A.

8.1 Use of GN health services

Predictions

MEADOWBANK

“Increased employment and business opportunities will result in increased income, a measure of economic security, capacity building that will contribute to employability over the long term, and improved self-image of employees and their families. This could result in reducing dependence on government social services.” (Cumberland Resources Ltd., 2006, p. 128)

WHALE TAIL

“Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet ... [including] healthcare services.” (Golder Associates, 2018, p. 17)

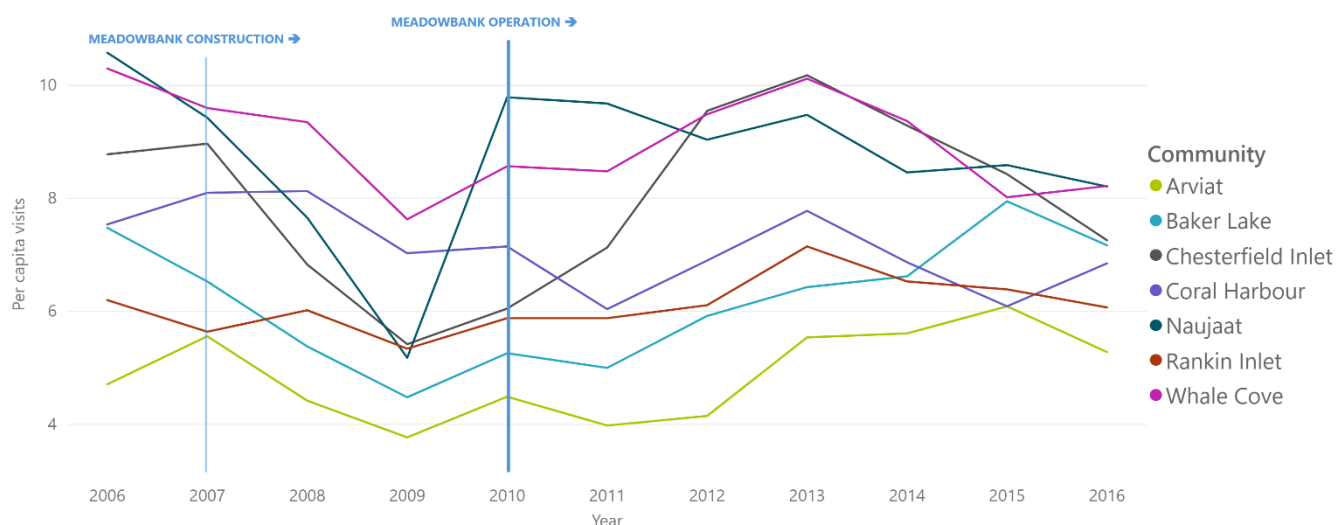
MELIADINE

“Project-induced in-migration may increase demand on health services.” (Golder Associates, 2014, p. 1-C-58)

Data & Trends

Chart 37 shows the number of per capita visits to community health centres in Kivalliq communities through 2016, the latest year for which data is available.

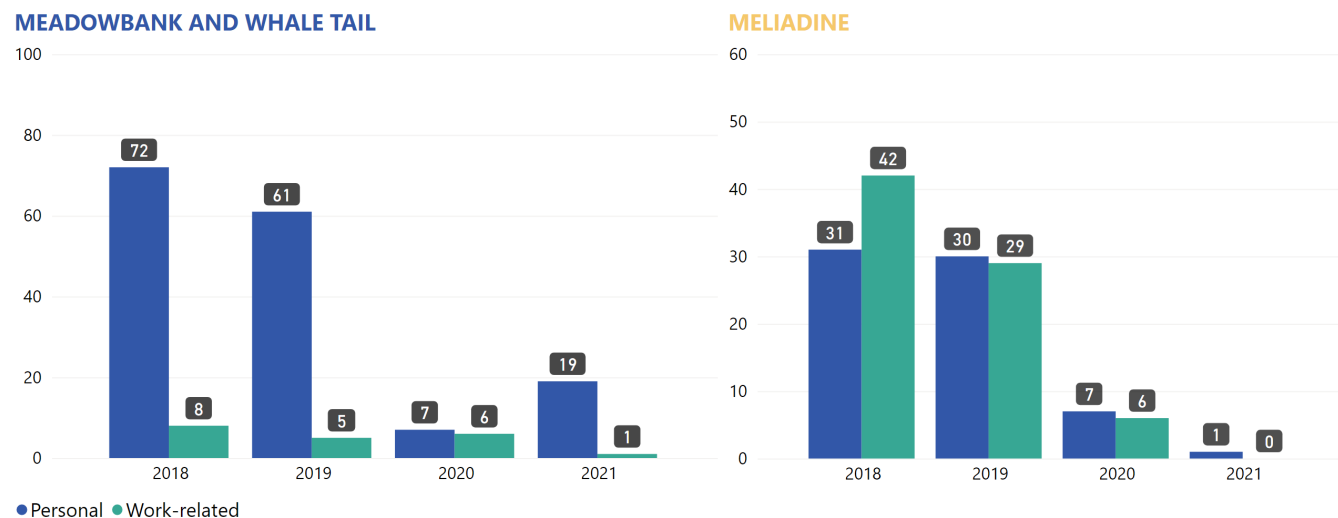
Chart 37. Kivalliq community health centre visits per capita



(GN Department of Health, 2018)

Chart 38 shows the number of Inuit employees referred to community health centre for both personal and work-related reasons in 2021.

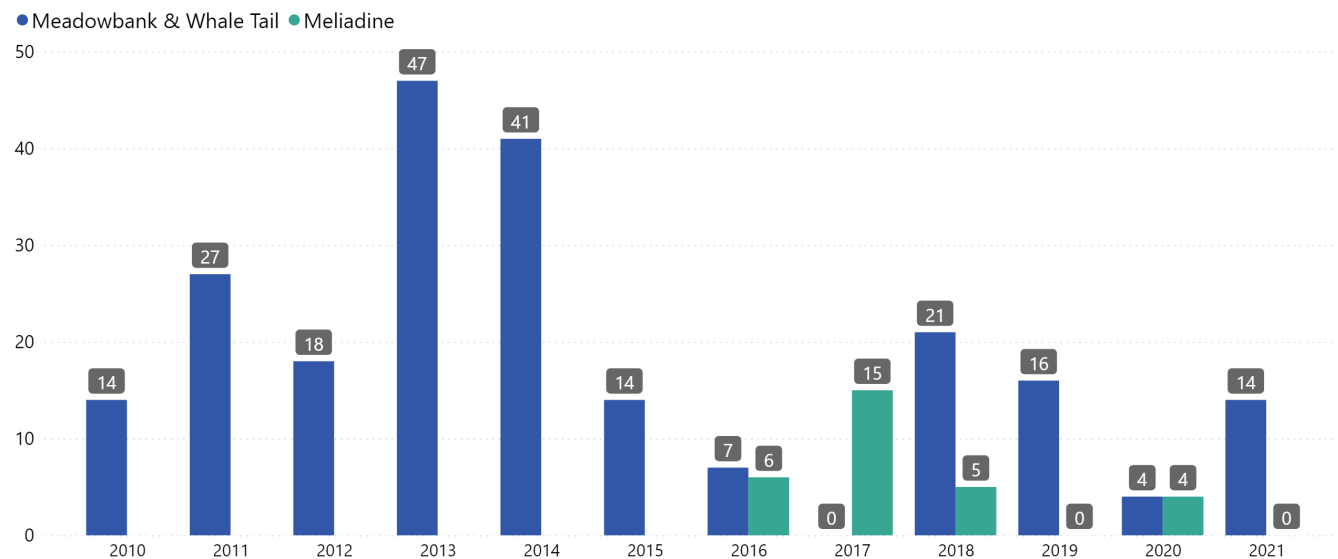
Chart 38. Employees referred to community health care centre (personal and work-related)



(Agnico Eagle Mines, 2021)

Chart 39 shows the incidents requiring use of GN health services from 2010 to 2021.

Chart 39. Incidents requiring use of GN emergency health services



(Agnico Eagle Mines, 2021)

Interpretation

It is unclear whether and to what extent Agnico Eagle's projects have impacted usage of health centres in Kivalliq communities, and therefore it is unclear how the projects are performing with respect to FEIS predictions. Health centre visits per capita do not show any clear trends, except for all communities generally settling into a range of 5 to 9 visits per capita per year. The GN Department of Health stopped updating this dataset five years ago, making it challenging to identify any recent trends.

In 2021, 21 employees were referred to community health care centres, down from 125 in 2019 and 26 in 2020. Of these 21, only one was work-related and the remaining were for personal reasons. In fact, since 2010, 70% of referrals to community health care centres have been for non-work-related conditions. From a health and wellness perspective, additional visits to clinics do not necessarily represent a negative trend, as it may be indicative of residents seeking care for ailments or preventive treatment rather than or in addition to increases in ailments themselves. Finally, incidents at both Meadowbank / Whale Tail requiring the use of GN health services increased to 14 in 2021, being above 2020 levels, but below those reported in previous years. There were no incidents in 2021 requiring the use of GN health services at Meliadine.

8.2 Use of public infrastructure

Predictions

MEADOWBANK

“The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.”
(Cumberland Resources Ltd., 2006, p. 128)

WHALE TAIL

“Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet.”
(Golder Associates, 2018, p. 17)

MELIADINE

There are no specific predictions in the Meliadine FEIS regarding the use of public infrastructure.

Data & Trends

Meadowbank / Whale Tail have dedicated energy, water, transportation (airstrip and road), health and communications infrastructure and are therefore largely non-reliant on the public physical infrastructure of Baker Lake. Areas of potential impact on public infrastructure include the use of Kivalliq community airports to transport Nunavut employees between their home communities and the mine site and the use of community meeting spaces for public engagement. The operation also uses the community barge landing facilities, which are located east of the hamlet. Travel through the hamlet is not required to transport sealift materials from the barge to the site. The AWAR connecting Baker Lake to the Meadowbank site was constructed and paid for by Agnico Eagle. Meadowbank / Whale Tail controls traffic on this road, but it is accessible to community members to provide access to hunting trails and participate in traditional activities by snowmobile and all-terrain vehicle (ATV).

2021 estimates of use for this infrastructure directly related to Meadowbank are as follows:

- Use of Baker Lake Airport to access commercial flights (estimates not available, but very limited due to COVID-19);
- 9 vessels received in Baker Lake for 182,000 m³;
- Baker Lake Community Centre not used due to COVID-19 pandemic and community restrictions;
- AWAR was used 3,079 times for traditional activities by the community in 2021, representing an increase from 2,223 uses in 2020 and 2,134 uses in 2019.

Meliadine also has its own dedicated energy, water, and communications infrastructure, as well as an on-site health clinic. However, unlike Meadowbank / Whale Tail, Meliadine may use local health care facilities in certain cases, and Meliadine also uses community meeting spaces for public engagement. Regarding transportation infrastructure, Meliadine uses the Rankin Inlet airstrip for all employee transport, although the airport itself is not used for chartered flights. Meliadine also uses the community barge landing and boat launch area, and the location of this area is much more central in Rankin Inlet compared to Baker Lake. The AWAR connecting Rankin

Inlet to the Meliadine mine was constructed and paid for by Agnico Eagle from kilometer 7, with the addition of a new bridge spanning Char River on the hamlet's section of road.

2021 estimates of use of infrastructure directly related to Meliadine are as follows:

- Use of Rankin Airport to access commercial flights (estimates not available);
- 254 flights using Rankin Inlet airstrip for cargo and passengers (compared to 240 in 2020);
- 10 vessels received in Rankin Inlet for 147,000 m3 (compared to 13 vessels for 152,000 m3 in 2020);
- Use of Rankin Inlet Community Hall (estimates not available);
- Use of the community boat launch area for barge landings (estimates not available);
- Use of hamlet roads to transport goods from the barge to the operations following COVID-19 protocols;
- No use of the community tank farm during commissioning of the Agnico Eagle tank farm;
- AWAR was used 3,368 times for traditional activities by the community in 2021, representing a decrease from 4,199 uses in 2020 (uses for 2019 are not available).

Interpretation

The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports, and this usage has been relatively consistent since operation began in 2010. With respect to Meliadine, there is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank / Whale Tail, largely due to the use of the Rankin Inlet airstrip, local roads, and the relatively central location of the community boat launch area for barge landings for Meliadine.

8.3 Social assistance

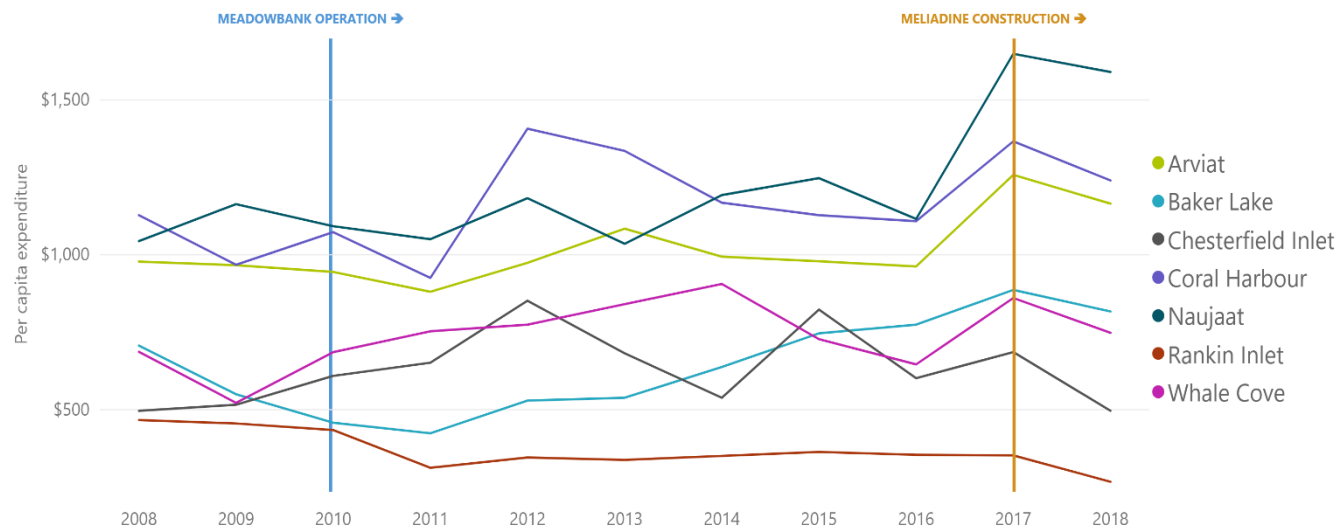
Predictions

MEADOWBANK	WHALE TAIL	MELIADINE
<i>“The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.”</i> (Cumberland Resources Ltd., 2006, p. 128)	The Whale Tail FEIS makes no specific predictions on the subject of social assistance in Kivalliq.	<i>“Project will also contribute to a better standard of living for the residents of the region as well as reducing dependence on social assistance programs.”</i> (Golder Associates, 2014, p. 1-xlvi)

Data & Trends

Chart 40 shows per capita social assistance expenditures (in dollars) for Kivalliq communities over time.

Chart 40. Per capita social assistance expenditures by community

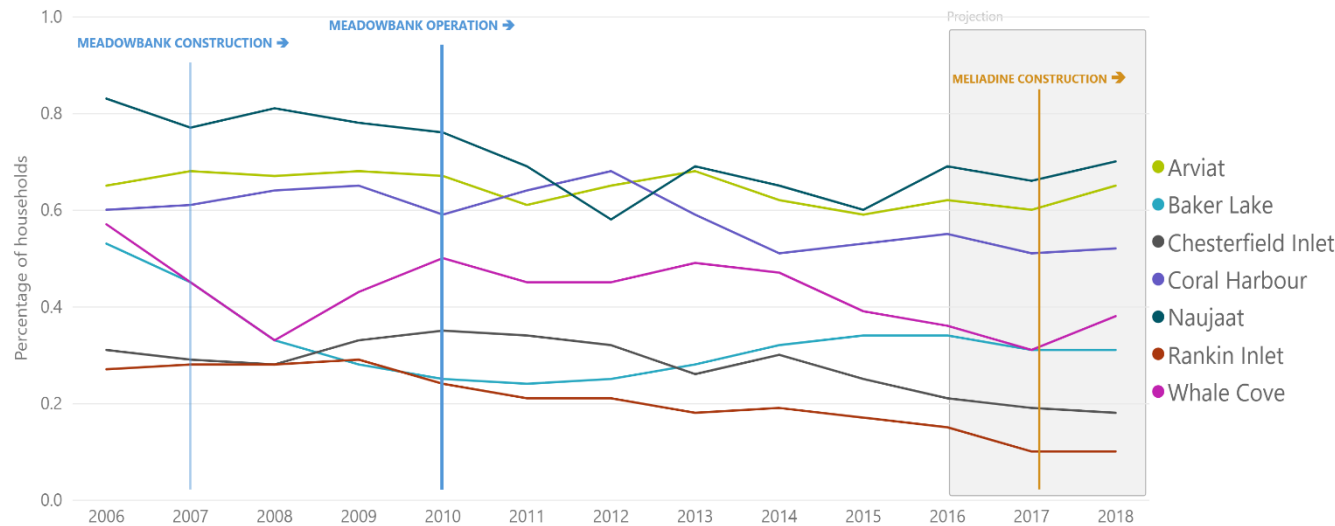


(Department of Family Services, 2019; Statistics Canada, 2021a; Statistics Canada, 2019)

Social assistance, i.e., income support, is a program of last resort for Nunavummiut, and is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All residents of Nunavut between the ages of 18 and 59 can apply for social assistance. Expenditures are payments to social assistance recipients for food, shelter, utilities, and fuel. This financial support is calculated to meet the basic needs of recipients and their dependents.

Chart 41 shows the percentage of households receiving social assistance by Kivalliq community.

Chart 41. Percentage of households receiving social assistance by community



(Department of Family Services, 2019; Statistics Canada, 2006a; Statistics Canada, 2011a; Statistics Canada, 2016a)

The **percentage of households** in a community receiving social assistance was determined by dividing the average monthly caseload by the estimated number of households, with caseload being the number of households receiving social assistance. The number of households is based on 'private dwellings occupied by usual residents' as reported in the national census. Data from the 2006, 2010, and 2016 censuses were used, interpolating the number of households for intervening years by assuming a constant rate of change between censuses, and extrapolating the number of households for 2017 and 2018 using a constant, annual rate of change from the 2011 to 2016 census.

Interpretation

In 2018, per capita social assistance expenditures declined in all Kivalliq communities (this was the latest year for which data is available) following an increase across communities starting in 2012. No new data is available since 2018. The percentage of households receiving social assistance has been steady or declining across the region over the past decade, with the population centre of Rankin Inlet having consistently lower rates. Despite declines from historical highs, social assistance data do not show a strong correlation between Agnico-related employment and social assistance requirements, which are likely also influenced by other factors.

9 Individual and Community Wellness

IMPACT / GOAL STATEMENT

Contribute and collaborate to enhance individual and community wellness

OVERARCHING FEIS PREDICTIONS

Meadowbank: “Individual and community wellness is intimately associated with potential impacts on traditional ways of life...In addition, however, individual decisions on the use of increased income, household management in relation to rotational employment, migration, public health and safety, disturbance particularly during the construction phase, and Cumberland’s support for community initiatives are being negotiated in the IIBA are [sic] the other drivers that have the potential to effect [sic] individual and community wellness.” (Cumberland Resources Ltd., 2006, p. 123)

Whale Tail: “Project incomes may adversely affect family and community cohesion through social ills (e.g., substance abuse, sexual misconduct, family violence, crime);” Incomes may also “exacerbate income inequality, social disparity, and, potentially, related conflict in families and crime in communities.” (Golder Associates, 2016, 3-C-38). “Project rotational employment may adversely affect family and community cohesion related to extended time away from family and community.” (Golder Associates, 2016, 3-C-38) “Expansion Project-induced in-migration could increase demand for housing in Baker Lake and Rankin Inlet... dependant on scale of speculative migration.” (Golder Associates, 2018, p. 18)

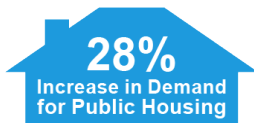
Meliadine: The “Project may contribute to weakening of traditional culture.” (Golder Associates, 2014, p. 1-C-46) “The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community.” (Golder Associates, 2014, 1-C-50)

OVERVIEW OF FINDINGS

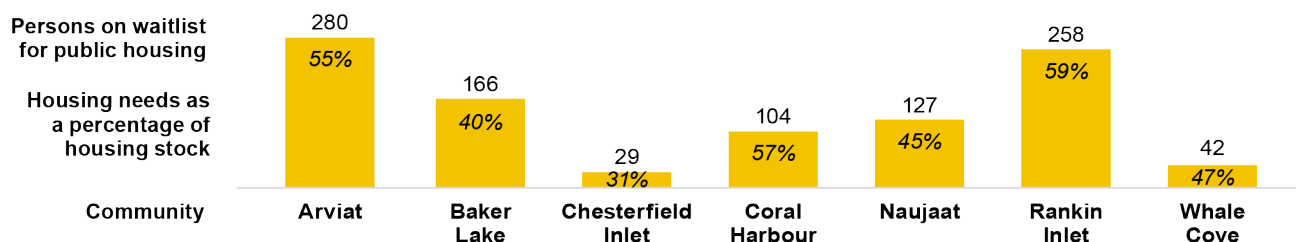
28 mental health presentations were provided during morning meetings, **reaching 800 employees**, and nine training sessions **reached over 160 supervisors**.



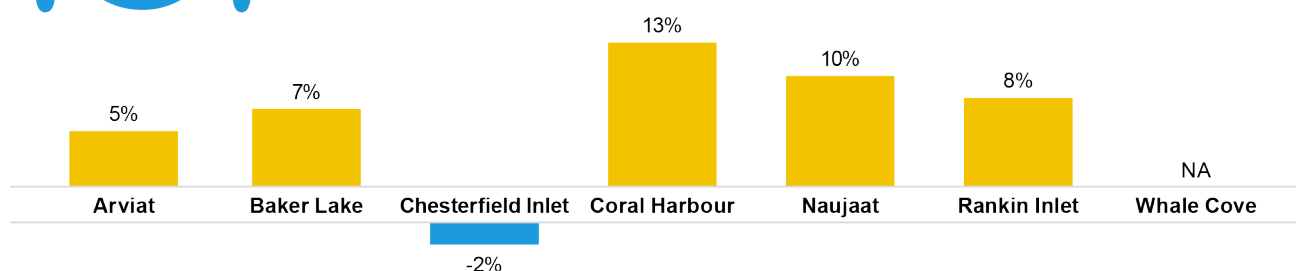
Rankin Inlet and Baker Lake generally have higher **crime rates** than other communities; **in 2020 the crime rate in Rankin Inlet reached its highest level since 2001**. Mischief, disturbing the peace, and assault were the most common offences in Rankin Inlet, Baker Lake, and Chesterfield Inlet.



In 2021, there was a **28% increase in the demand for public housing**, with 1,006 people on the waitlist in the Kivalliq region. Housing demand by community was highest in Arviat and Rankin Inlet, remaining high or increasing in all communities compared to 2020.



There was a **significant increase in the average food prices** of 67 common foods across most Kivalliq communities in 2021, this being in line with or above the high inflation experienced elsewhere in Canada.



The **suicide rate** in the Kivalliq region remains at crisis levels, being **6 times the rate of suicide in Canada**.



SUMMARY OF MITIGATION MEASURES

Agnico Eagle has programs in place to encourage individual and community wellness in the Kivalliq region, these include:

- Community Liaison Officers Program to provide a point of contact in each community to facilitate communications and provide information on Project activities, provide services, and coordinate activities
- Mental health training sessions, and preventative health outreach, including sexual health and mental health information and resources.
- Employee Assistance Programs (EAP), including financial literacy training and work readiness.
- Elder visits, special events, spouse visits, site tours, and summer camp.
- Baker Lake wellness support for communities that includes funding and provision of wellness initiatives.
- Community Funding Agreements to invest in community-based activities to enrich cultural and social well-being.
- Baker Lake and Rankin Inlet Liaison Committees to discuss and plan for community needs.

Mitigation measures are described in detail in Appendix A.

9.1 Agnico Eagle Programs

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding community wellness programs and usage at Meadowbank.

WHALE TAIL

“The Project will continue existing individual and family wellness programming (e.g., Employee Family Assistance Program).” (Golder Associates, 2016, pp. 3-C-38)

MELIADINE

There are no predictions in the Meliadine FEIS regarding community wellness programs and usage at Meliadine.

Data & Trends

Agnico Eagle provides a variety of wellness programs for both community members and employees:

- Mental Health & First Aid Training sessions at both sites, given by external trainers, staff, and key health community stakeholders (nurses, RCMP, KIA);
- Preventative health outreach, including sexual health and mental health information and resources;
- Employee Assistance Programs (EAP), including financial literacy training and work readiness;
- Overnight site visits for spouses of employees over Christmas and New Year at Meadowbank; and
- Elder visits, including for special events.

Descriptions of these and other programs are detailed in the existing management and mitigation section at the end of this report.

Interpretation

Agnico Eagle continues to provide individual and family wellness planning. The EAP was used 120 times in 2021, representing a drop in use since 2020 when it was accessed 208 times, but an increase over 2019 with 38 uses.

Agnico Eagle announced a major financial investment to support **Mental Health** in the Kivalliq Region in 2020. In 2021, a Kivalliq wide in-house survey was conducted with multiple local and governmental organizations and Elders to help Agnico better orient future financial support for Mental Health programs.

- **Meadowbank:** Due to COVID-19 site restrictions, no trainings were provided on Mental Health. However, mental health was covered through different site-wide communications. The Meadowbank and Whale Tail sites also provided Social Worker services at site.
- **Meliadine:** In 2021, Meliadine nurses were providing emotional support for employees dealing with stress in the workplace as well as stress at home or other mental health issues. Meliadine also had professional mental health trainers come on site to train all supervisors on techniques to detect and support mental health issues. In total, 28 mental health presentations were provided during morning toolbox meetings, reaching 800 employees, and nine training sessions reached over 160 supervisors. Virtual training sessions were also provided to employees working from home. A social worker was on-site from June to November 2021 to support the re-integration of Nunavummiut employees back to work.

In 2021, the Hepatitis A and B **vaccinations** were offered to specific employees and the flu vaccination to all employees. Clinic personnel frequently attended morning line-up meetings to cover specific health topics, attended safety meetings when requested by supervisors, and assisted in the first aid training of the Emergency Response Team (ERT) when required.

In 2021, Agnico Eagle initiated a 3-year contribution agreement for a total of \$128,000 with the **Baker Lake Prenatal Nutrition Project** (BLPNP), in alignment with the Baker Lake Wellness Plan. This community-based

health promotion program helps expectant and new mothers to have healthy pregnancies and young babies. Some activities also include fathers-to-be and fathers. Pre-schoolers are also able to attend with their mothers. In 2021, \$64,000 was contributed towards this program out of the \$128,000K agreed amount. In addition, Meadowbank and Whale Tail (Amaruq) clinics continued promoting safe sexual health practices by distributing condoms and raising awareness.

Planned **Financial Literacy Trainings** on site and in the community were cancelled in 2020 and 2021 due to the COVID-19 pandemic. Basic financial literacy training continues to be included in the Pre-employment training program and is also accessible through the EAP.

9.2 Perceptions of health & wellness

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding the perceptions of health and wellness in the Kivalliq region.

WHALE TAIL

There are no predictions in the Whale Tail FEIS regarding the perceptions of health and wellness in the Kivalliq region.

MELIADINE

"Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet)." (Golder Associates, 2014, p. 1-C-48)

Data & Trends

As part of the revised SEMP, Agnico Eagle developed an Inuit employee survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, along with other topics. The survey was conducted in 2019.

Most survey respondents (58%) indicated that they believed that Agnico Eagle had a neutral impact on their community; 41% believed the impact to be positive, and only one respondent responded negatively. Respondents from Baker Lake and Arviat were more likely to respond positively.

Regarding **workplace culture and values**, 84% of respondents strongly (60%) or somewhat (24%) agreed that respect and consideration of others and positive working relationships were encouraged in the workplace. Women were 15% more likely to strongly agree than men. Over 80% of Inuit employees reported that they had discussed important work values (working hard, being on time, being safe) with children and youth in their homes and communities. Female employees were slightly (<4%) more likely to share these messages.

Regarding **mental health and wellness**, 80% of respondents felt happy at the mine all or most of the time in the last year. Only 2% were not happy much of the time. 77% reported that they spent time at the mine with someone they like some, most, or all the time. While 66% had someone to talk to if they felt worried or needed support at the mine some, most, or all the time, women were 13% more likely to have that support than men.

Worrying about their **family situation** is one of the most difficult things at work for 54% of Inuit employees, both men and women, with loneliness and worries about their financial situation also noted as significant difficulties. While 67% of respondents reported that they worried about losing their job some, most, or all the time, less than 25% reported a work-related issue as the most difficult (such as challenges with camp life, type of work, or relationships with supervisors and colleagues).

Regarding **personal relationships**, out of 93 respondents, nearly half (47%) reported that their personal relationships were about the same since starting to work at the mine. Nearly an equal number reported that their relationships were better (19%) and worse (17%). Women were twice as likely to report a positive impact on

relationships (26% for women to 13% for men), and men were more likely to report a negative impact than women (19% to 13%).

Regarding **financial health**, many survey respondents reported that they were struggling with paying bills and debt. 20% reported that they can't pay most of their bills on time and were falling behind on debt, with 44% occasionally falling behind. 59% of Inuit employees did not save any money in the past year. 66% of Inuit employees did not seek financial advice in the past year. Nearly half of women (48%) did not know where to start with financial planning. Men were 10% more likely to not be interested in financial advice (29%, versus 19% for women). No Rankin Inlet employees reported a lack of access to financial advice, whereas roughly 25% of Arviat and Baker Lake employees said there was no financial advice in their community or workplace.

Interpretation

Survey results are now two years old and do not reflect the impacts of the COVID-19 pandemic. There were many positive results, and negative impacts were limited. There did not appear to be any significant systemic impacts on relationships related to working at Agnico Eagle, as nearly half reported no change, and the rest of the responses were split between perceptions of positive or negative impacts. Women were slightly more likely to see positive changes in relationships, and men more likely to see negative changes.

Inuit employees worried the most about family and financial situations, and some struggled with loneliness. These results differed from typical sources of mental stress: a related study estimates that the primary cause of mental illness across Canada is workplace stress (Mental Health Commission of Canada, 2018). Two-thirds of respondents indicated that they had someone they could rely on for personal support at work, with women more likely to have support than men. The difference between this high figure and the limited use of the employee assistance program demonstrates that in general, employee assistance programs tend to be underused.

Two thirds of Inuit survey respondents did not seek financial advice in the past year, nearly 60% did not save any money, and over half did not know where to start or were not aware of financial planning in their community or workplace. This result underscores the importance of providing further access to financial literacy programs and supports.

9.3 Criminal violations

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding criminality in the Kivalliq region.

WHALE TAIL

"Project incomes may exacerbate ...crime in communities." (Golder Associates, 2016, pp. 3-C-38)

MELIADINE

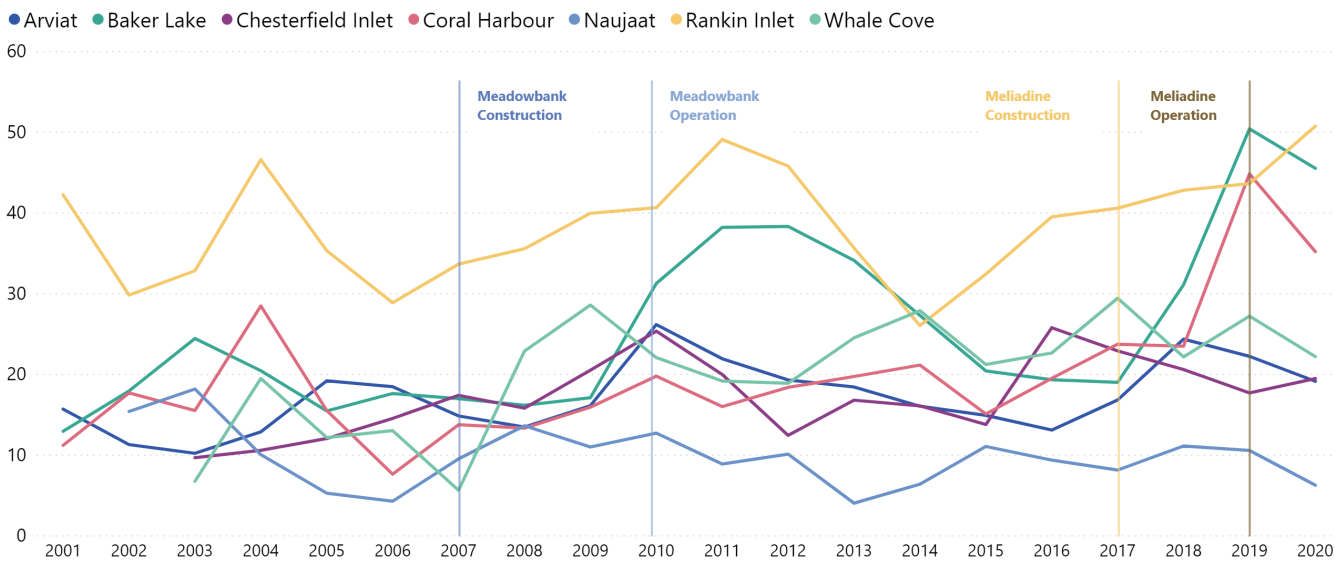
"The Project may result in increased social inequality leading to higher crime rates." (Golder Associates, 2014, p. 1-C-49)

Data & Trends

Chart 42 shows the criminal violations rate (number of violations per 100 people⁹) for each community in the Kivalliq region from 2001 to 2020, the latest year for which data is available.

⁹ Note that StatsCan provides criminal violation data per 100,000 people. The report authors use a per 100 people measurement that is more intuitive in a Nunavut context

Chart 42. Criminal violations per hundred people by Kivalliq community

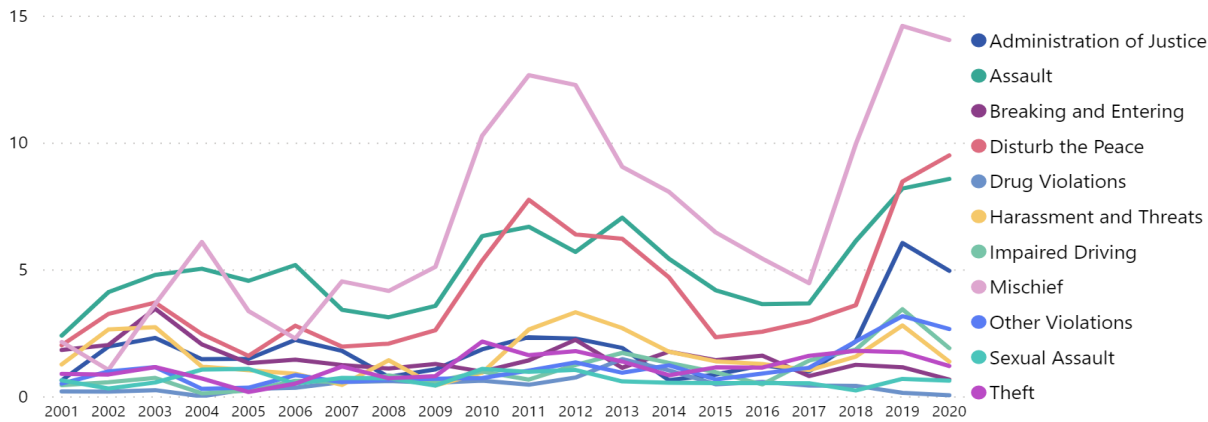


Data prior 2019 is from (Statistics Canada, 2018a). Data for 2019 and 2020 was obtained from (Statistics Canada, 2022b)

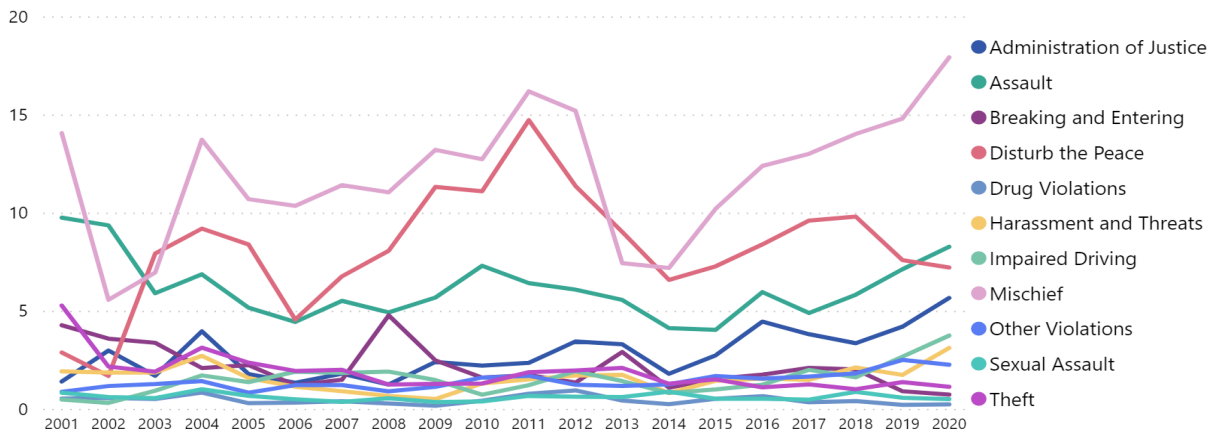
Chart 43 shows the criminal violations rate by type for Baker Lake, Rankin Inlet and Chesterfield Inlet 2001 to 2020, the latest year for which data is available.

Chart 43. Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)

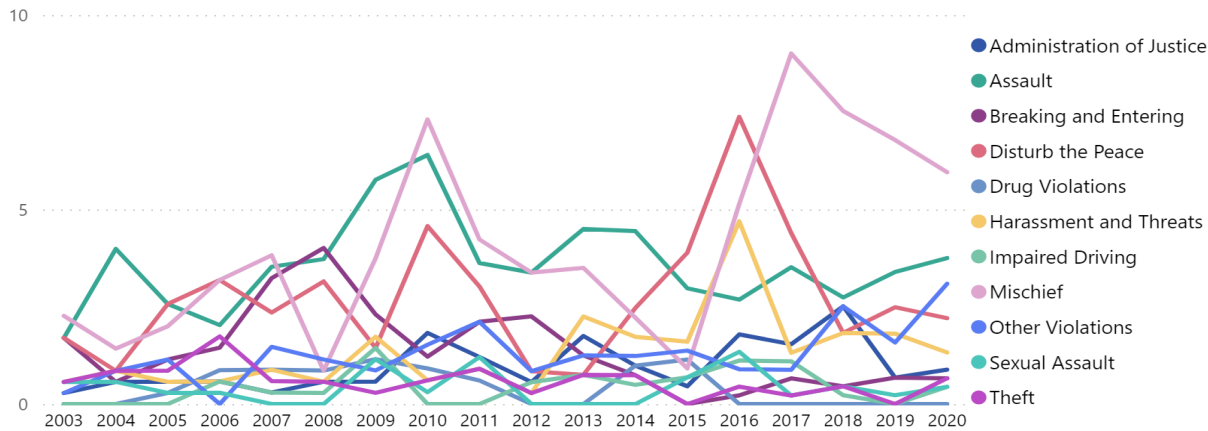
Baker Lake



Rankin Inlet



Chesterfield Inlet



Data prior 2019 is from (Statistics Canada, 2018b). Data for 2019 and 2020 was obtained from (Statistics Canada, 2022b)

Interpretation

Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour having higher crime rates since 2018. In 2020, the crime rate in Rankin Inlet reached its highest level since 2001, replicating high crime periods of 2004 and 2011 in the community. Baker Lake and Coral Harbor reached highest crime rates in 2019, both exceeding community-specific historical averages and previous crime peaks); in 2020 the crime rate fell in both communities, while remaining at high levels. By category, mischief, disturbing the peace, and assault tend to be more common in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

There are several factors that may explain any potential impact of Agnico Eagle projects on crime rates. Additional expendable income can lead to alcohol and drug abuse and intensify existing social problems such as violence; a high percentage of police callouts are believed to be related to alcohol (Buell, 2006). A related study (Godfrey, 2017) supports this, finding that proximity to mines has a larger impact on an individual’s average alcohol consumption per week than proximity to casinos or bars. The latter study found that alcohol consumption in communities within 40km of a mine tended to be approximately 1.7 drinks per week higher, but the study did not find this pattern in mines greater than 40km from a community, limiting the applicability of the results to Meliadine and Rankin Inlet.

Overall, the FEIS predictions of increased crime were accurate for the initiation of mining, but crime rates have since returned to their pre-mining rates. Specific causes responsible for recent (2019 and 2020) increases in crime are unlikely to be related to the operations of Agnico Eagle, as previous data does not support that connection, but are expected to result from complex interactions of socio-economic challenges at a community level, and recent COVID-19 challenges.

9.4 Health centre visits by reason for visit

Predictions

MEADOWBANK

“The potential public health and safety impacts of the project, of unknown magnitude, are negative, and, because there is such high impact at the individual level in the event that a risk is realized, the effects must be considered long term and of high significance.” (Cumberland Resources Ltd., 2006, p. 126)

WHALE TAIL

“Project-induced migration can increase demand for social and healthcare services...[but] no Project employment-driven migration or population change is anticipated.” (Golder Associates, 2016, pp. 3-C-39)

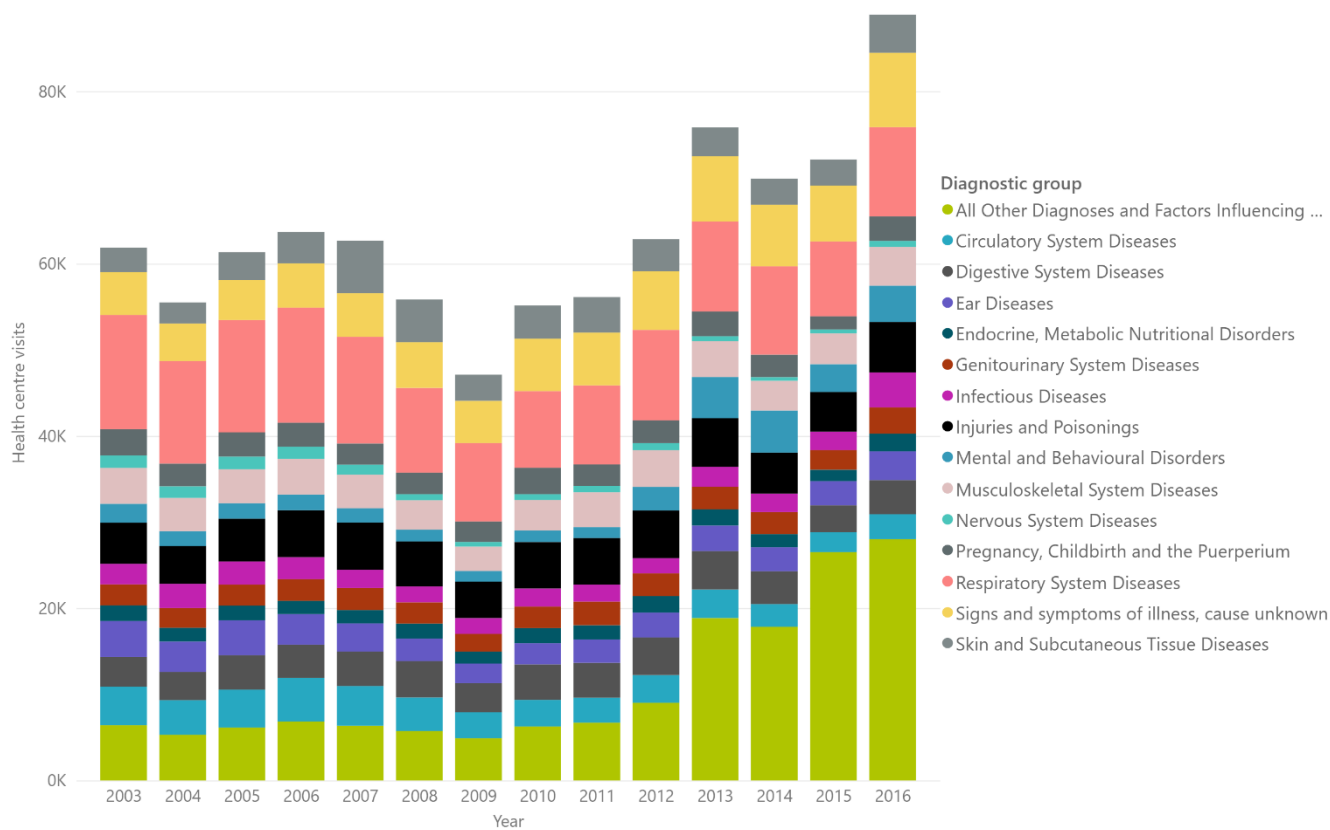
MELIADINE

There are no specific predictions on the use of GN Health services from a wellness perspective in the Meliadine FEIS, although there are other relevant predictions.

Data & Trends

Chart 44 below provides an overview of health center visits by reason for visit from 2003 to 2016. No data is available from 2017 to present.

Chart 44. Kivalliq community health center visits by reason for visit



(Agnico Eagle Inuit Survey, 2019)

Interpretations

Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, visits for mental health and behavioural disorders more than tripled, signs of symptoms of illness (cause unknown) increased by 76%, musculoskeletal system diseases increased by 60%, and injuries and poisonings increased by 39%. Several factors may be contributing to these changes, including but not limited to increased needs for medical care due to changes in community health, increased capacity of health centre (size, services), greater awareness of the health services available, and an individual's willingness to seek help. Without additional information, it is difficult to attribute changes in health centre use to Agnico Eagle's Kivalliq Projects.

9.5 Housing

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding housing in the Kivalliq region.

WHALE TAIL

“Project-induced migration can increase demand for housing and associated crowding...[but] no Project employment-driven migration or population change is anticipated.” (Golder Associates, 2016, pp. 3-C-39)

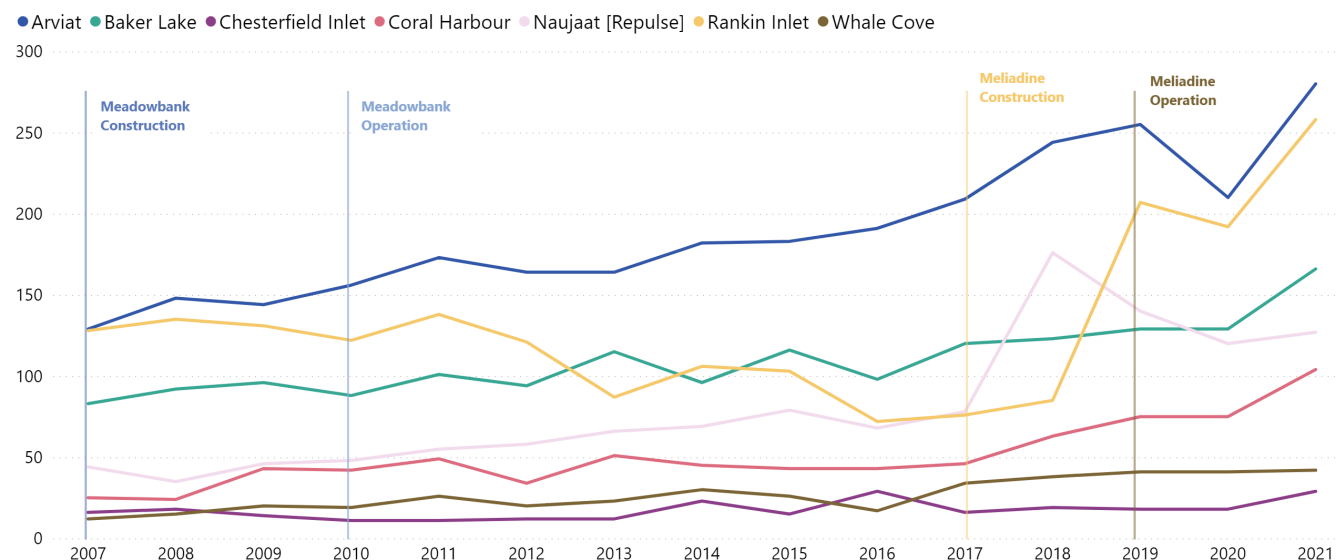
MELIADINE

“Project may induce in-migration to Rankin Inlet leading to overcrowding of housing and detrimental public health effects.” (Golder Associates, 2014, p. 1-C-48)

Data & Trends

Chart 45 shows the number of people in the Kivalliq region who were on a waiting list for public housing, broken down by community.

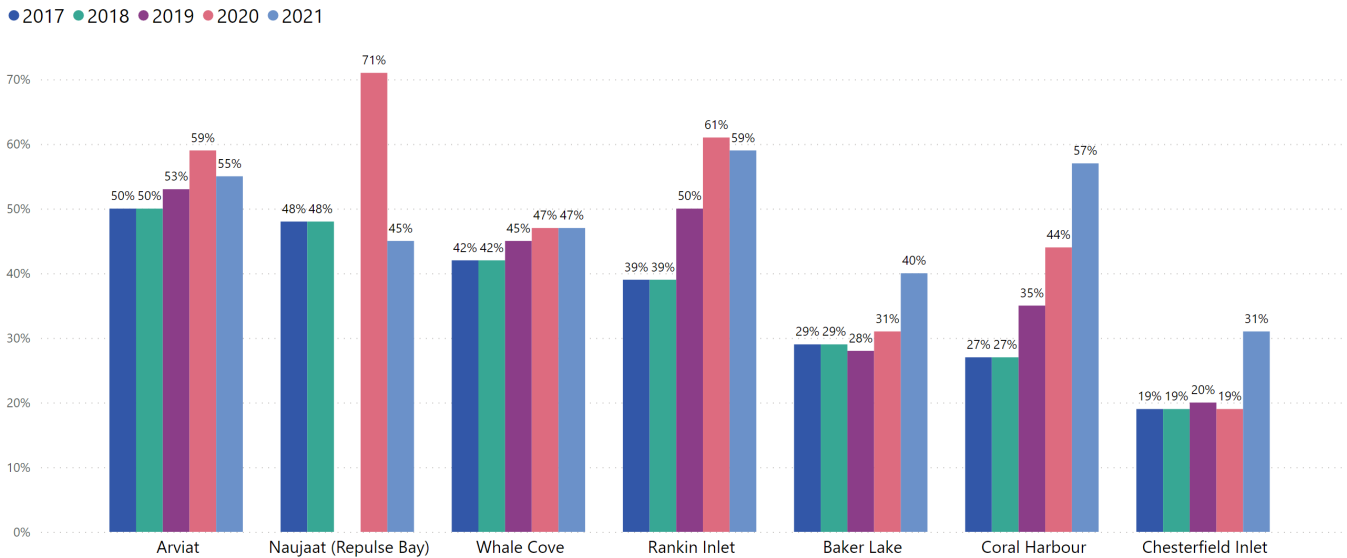
Chart 45. Persons on waitlist for public housing by community



(Nunavut Housing Corporation, 2022a)

Chart 46 show the housing needs by community as a percentage of housing stock (each community's housing demand).

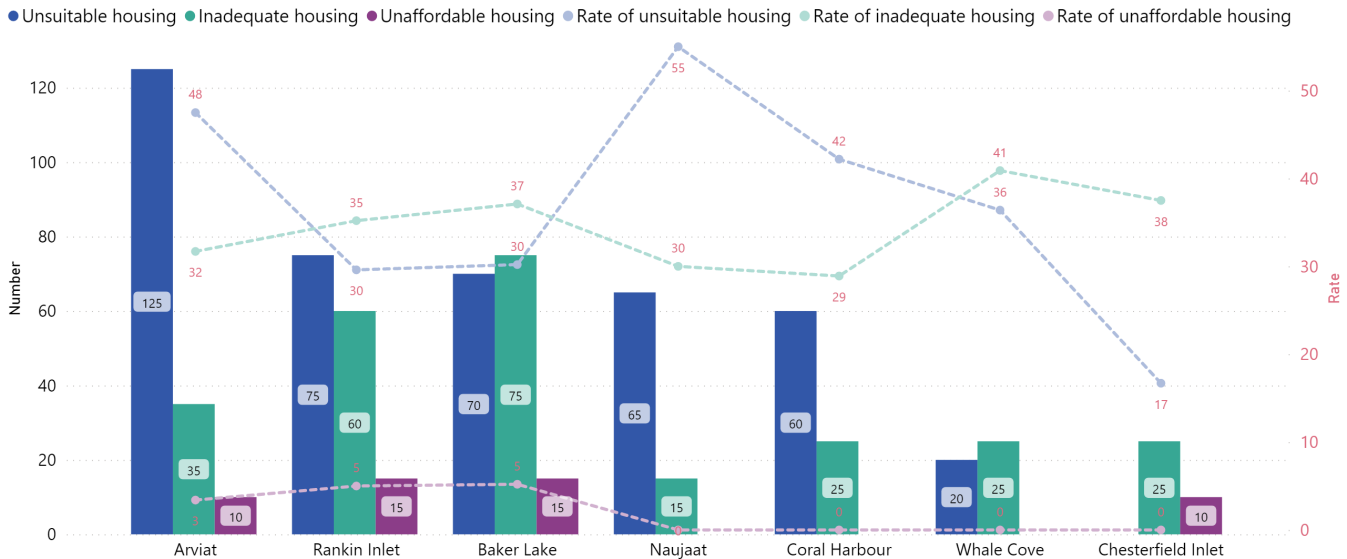
Chart 46. Housing Needs by Community as a Percentage of Housing Stock



Data for 2019 for Nauyasat was not available. (Nunavut Housing Corporation, 2022b)

Chart 47 shows the number / rates of households living in dwellings considered unsuitable, inadequate, or unaffordable based on 2016 Census data.

Chart 47. Number of People in Core Housing Need



(Statistics Canada, 2018c)

The 2019 Inuit and Nunavummiut employee survey asked several questions regarding housing. With respect to their type of housing, 53 respondents (66%) indicated that they lived in public housing, 12 in a house owned by a friend/family, seven owned their houses, seven rented from a private company, and one responded that they were

not sure. Fourteen of the respondents (18%) indicated that they had changed their type of housing in the last 12 months. At the time of this report, data on overcrowding rates in Kivalliq communities were not available.

Interpretation

The number of people on public housing waitlists is trending upward in all Kivalliq communities, being generally highest in Arviat and Rankin Inlet. In 2021, 1,006 people were on a public housing waitlist in the Kivalliq region, representing a 28% increase over 2020 demand. Housing demand by community tends to be higher in Arviat and Rankin Inlet, and remaining high or increasing in all communities. Based on housing needs as a percentage of housing stock, the Kivalliq communities with the highest needs are Rankin Inlet, Coral Harbour, Arviat, Whale Cove, Naujaat and Baker Lake (all rated as ‘critical need’), and Chesterfield Inlet (rated as ‘serious’). This represents deteriorating conditions in all Kivalliq communities. 2016 Census further informs that while the rate of unaffordable housing is low in Kivalliq communities, on average¹⁰, 40% of households in the region live in unsuitable housing, while 35% live in inadequate housing.

Housing in Nunavut is largely government owned and controlled, and this is reflected in the high number of Agnico Eagle employees who live in public housing. The dynamics of housing supply and demand in response to changes in individual income are different than those one might expect in other housing markets in Canada. Further, new housing construction is challenging and expensive in the remote communities of the Kivalliq region, and one would expect communities with higher population density to have more people on waitlists, and that the number of people on waitlists would increase with increases in population.

While there is potential for mining projects to impact housing supply and demand, negligible migration to the Kivalliq communities because of the Project suggests that the Agnico Eagle projects do not have any substantial adverse effect on housing.

9.6 Food security

Predictions

MEADOWBANK	WHALE TAIL	MELIADINE
There are no predictions in the Meadowbank FEIS specifically related to impacts on the consumption of country foods.	<i>“Project incomes may enhance individual and community wellness by providing access to... nutritious food.”</i> (Golder Associates, 2016, pp. 3-C-38)	<i>“The Project will have a negative effect on food security in that perceptions of the Project may lead to mental stress and changes in behaviors (i.e., diet).”</i> (Golder Associates, 2014, p. 113) <i>“Project employment may increase time and resources available for harvesting nutritious country foods.”</i> (Golder Associates, 2014, p. 1-C-46)

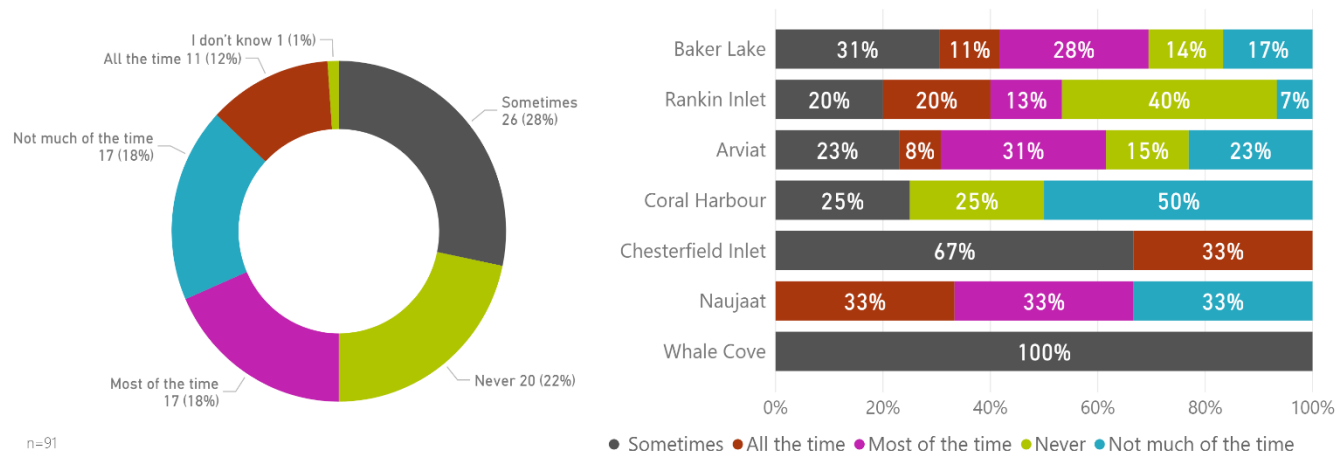
Data & Trends

Chart 48 presents the 2019 Inuit and Nunavummiut Survey results pertaining to food security. 59% reported that they were worried their food would run out before they got more money all, most or some of the time, and only 22% never worried about running out of food.

¹⁰ Calculated as weighted average.

Chart 48. Survey results pertaining to food security

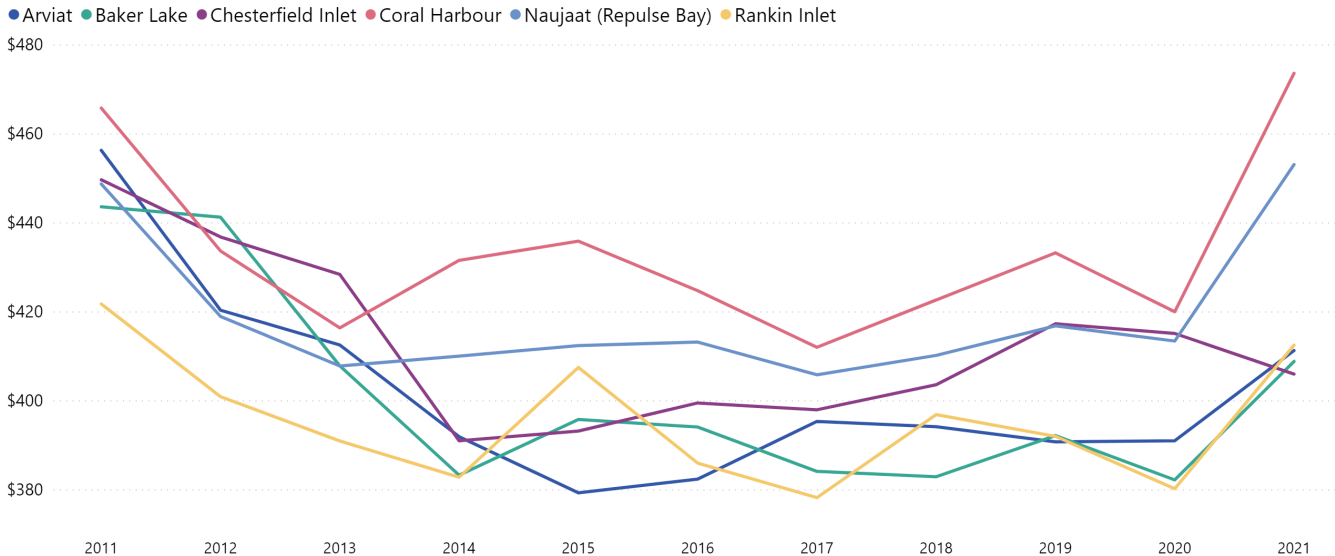
In the last 12 months, how often were you and other household members worried that food would run out before you got money to buy more?



(Agnico Eagle Inuit Survey, 2019)

Chart 49 shows the cost of the Revised Northern Food Basket (RNFB) from 2001 to 2021.

Chart 49. Cost of Revised Northern Food Basket (RNFB)



(Government of Canada, 2021)

The **RNFB** is based on the average cost of 67 foods that represent current food consumption patterns of northern residents – a family of four, with dependents including a boy and a girl (aged 9 to 13). The RNFB is designed to meet energy requirements of people with “low-active” lifestyles, representing the minimum level of activity recommended for the maintenance of good health. The RNFB can be used to understand changes in the cost of food at a community level, and therefore serve as a proxy indicator for food security.

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

- **Coral Harbour Sakku School food security** – \$10,000 to incorporate a food station, which would include a toaster, bread, a selection of spreads, and a fruit basket to ensure that no student is hungry.
- **Baker Lake Abluqta Society** – \$100,000 to support local food banks as part of a 5-year agreement. The monetary contribution will be used to provide food and clothing to those in need in Baker Lake, including a monthly Food Hamper program.
- **Baker Lake HTO Bowhead whale harvesting** – \$20,000 to the Bowhead Whale Hunt Committee of Baker Lake which was approved by Kivalliq Wildlife Board to hunt a bowhead whale.
- **Coral Harbour HTO Bowhead Whale Hunt** – \$5,000 to the Bowhead Whale Hunt Committee of Coral Harbour which was approved by Kivalliq Wildlife Board to hunt a bowhead whale.
- **Rankin Inlet Charity Ball** – \$10,000 to providing Christmas hampers, organized by the RCMP, and \$10,000 to the food bank, in partnership with the Rankin Inlet hamlet and Charity Ball donation program.
- **Baker Lake Prenatal Nutrition Program** - \$64,000 towards the BLPNP as part of a 3-year agreement to support better nutrition, improved food choices and cooking skills, and healthy pregnancies.
- **Baker Lake Hot meals program** – \$5,000 towards this program where local women are making hot meals monthly for about 20-40 community members.

In response to the COVID-19 pandemic, Agnico Eagle provided \$185,000 (in-kind and monetary) to the communities of the Kivalliq Region for food-related support during 2021.

Interpretation

The Nunavut Food Security Coalition outlines the four components of food security as “*availability* (enough wildlife on the land or groceries in the store), *accessibility* (adequate money for hunting equipment or store-bought food, and the ability to obtain it), *quality* (healthy food that is culturally valued), and *use* (knowledge about how to obtain, store, prepare, and consume food).” (Nunavut Food Security Coalition, 2014). There is no available year-over-year data on food security in Kivalliq communities, but the RNFB can serve as a proxy indicator for the cost of food and potential changes in food security. The RNFB tends to be higher in Coral Harbour and Nauyasat, being likely impacted by the geographical location of those communities. While the cost of the RNFB was generally stable from 2014 to 2020, there was an overall increase in the cost of the RNFB in 2021, this being in line with the high inflation experienced elsewhere in Canada. By community, the 2020 to 2021 change in the RNFB was the following: Arviat (+5%), Baker Lake (+7%), Chesterfield Inlet (-2%), Coral Harbour (+13%), Nauyasat (+10%), and Rankin Inlet (+8%); the RNFB is not available for Whale Cove.

Agnico Eagle makes notable efforts to reduce food insecurity in the Kivalliq Region, and in 2021 contributed \$214,000 to various programs and initiatives. Overall, it is believed that the income earned by project employees as well as Agnico's financial support provided to programs aimed at improving food security, contribute to reducing the number of food insecure people or/and the magnitude of food insecurity in Kivalliq communities.

9.7 Suicide

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding suicide in the Kivalliq region.

WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding suicide in the Kivalliq region.

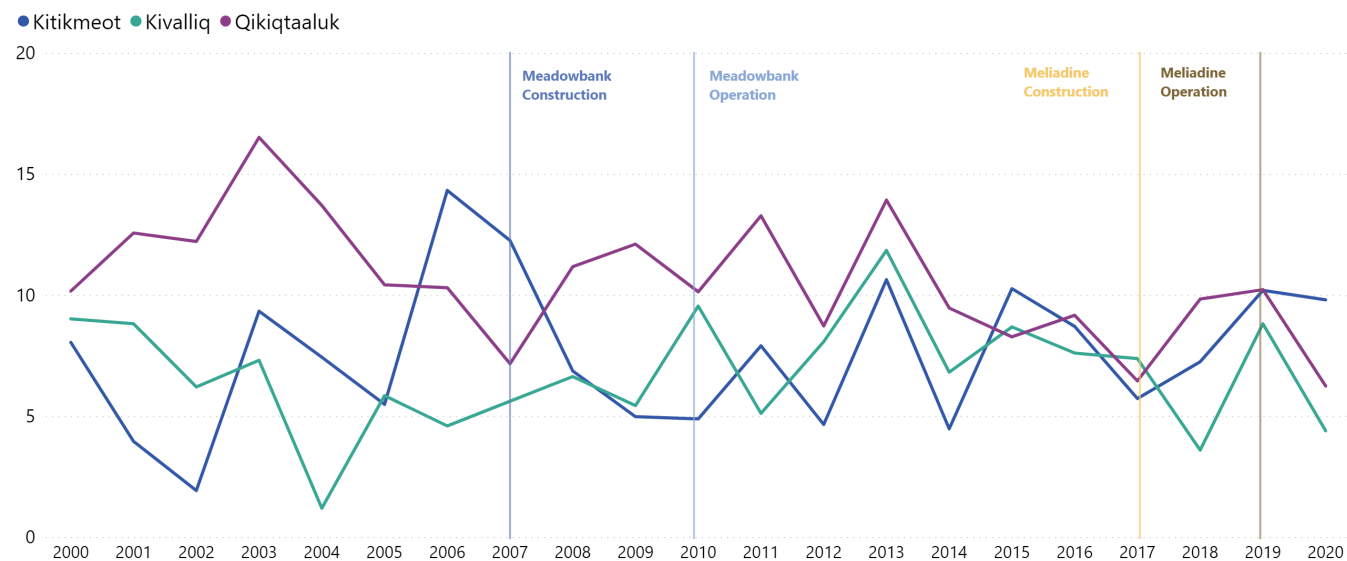
MELIADINE

There are no specific predictions in the Meliadine FEIS regarding suicide in the Kivalliq region.

Data & Trends

Chart 50 shows the suicide rate per 10,000 people by region from 2000 to 2020, the latest year for which data is available.

Chart 50. Suicides per 10,000 people by region



(Department of Justice, 2021)

Interpretation

Suicide rates in Kivalliq remain at crisis levels, being 6 times the rate of suicide in Canada in 2020. The Kivalliq region had the lowest suicide rate in Nunavut, but only marginally. Underlying risk factors are numerous and long-standing; they range from the effects of historical trauma and its symptoms to the high rates of child sexual abuse, alcohol and drug use, poverty, high school dropout rates, and the cultural losses brought about by residential schools and forced relocations.

Due to the persistent and territory-wide nature of this crisis, it is difficult to assess the impacts of Agnico Eagle's projects on suicide rates in Kivalliq communities. Furthermore, given the small populations of Kivalliq communities and the highly variable numbers of suicides observed in each community, short-term trends are difficult to discern.

In 2016, NTI released the National Inuit Suicide Prevention Strategy, which sets out a series of actions and interventions to address the high number of deaths by suicide among Inuit. The Strategy promotes a shared understanding of the context and underlying risk factors for suicide in Inuit communities and guides policy at the regional and national levels on evidence-based approaches to suicide prevention.

10 Culture and Traditional Lifestyle

IMPACT / GOAL STATEMENT

Respect and support for Inuit culture, language and traditional lifestyle in the workplace and in communities.

OVERARCHING FEIS PREDICTIONS

Meadowbank: “There is potential for both negative and positive impacts, of any magnitude, on traditional ways of life, which could be of high significance. Any net impact, since it would be an impact of cultural change, would be long term and continue beyond the life of the project. The impact would be experienced primarily in Baker Lake.” (Cumberland Resources Ltd., 2006, p. 123)

Whale Tail: “Project activities may affect continued opportunities for traditional wildlife harvesting... fishing...plant harvesting...the use of culturally important sites... [and it may] change access to traditional use area.” (Golder Associates, 2016, pp. 3-C-33-37)

Meliadine: The “Project may contribute to weakening of traditional culture.” (Golder Associates, 2014, p. 1-C-46) “The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community.” (Golder Associates, 2014, 1-C-50)

OVERVIEW OF FINDINGS

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

Meadowbank/Whale Tail



Meliadine



In 2021, Agnico Eagle developed a Kivalliq Inuit **Elders’ Advisory Committee** comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate Inuit Qaujimajatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. Two in-person meetings of the Kivalliq Inuit Elders’ Advisory Committee took place in 2021.



In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, **no country food nights/events were hosted**, and country food kitchens were not used.

SUMMARY OF MITIGATION MEASURES

To encourage respect and support for Inuit culture at Meadowbank and Meliadine, Agnico Eagle provides cross cultural training, access to traditional foods, supports Inuit arts and crafts, hosts cultural events, and provides documentation and services in Inuktitut.

Mitigation measures are described in detail in Appendix A.

10.1 Perceptions of culture and traditional lifestyle

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

WHALE TAIL

There are no predictions in the Whale Tail FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

MELIADINE

“Perceptions of [the Project’s] effects may lead to mental stress and changes in behaviour (i.e., diet).” (Golder Associates, 2014, p. 1-C-45)

Data & Trends

As part of the revised SEMP, Agnico Eagle developed an Inuit employee survey to gather data and insights on employees’ perceptions of the projects’ impacts on culture and traditional lifestyle, along with other topics. This survey was undertaken during the winter of 2019 and had been reported in previous SEMRs. Chart 51 below presents the survey results pertaining to the perceived impacts of Agnico Eagle on local communities.

Chart 51. Survey result of perceived overall impact of Agnico Eagle on communities

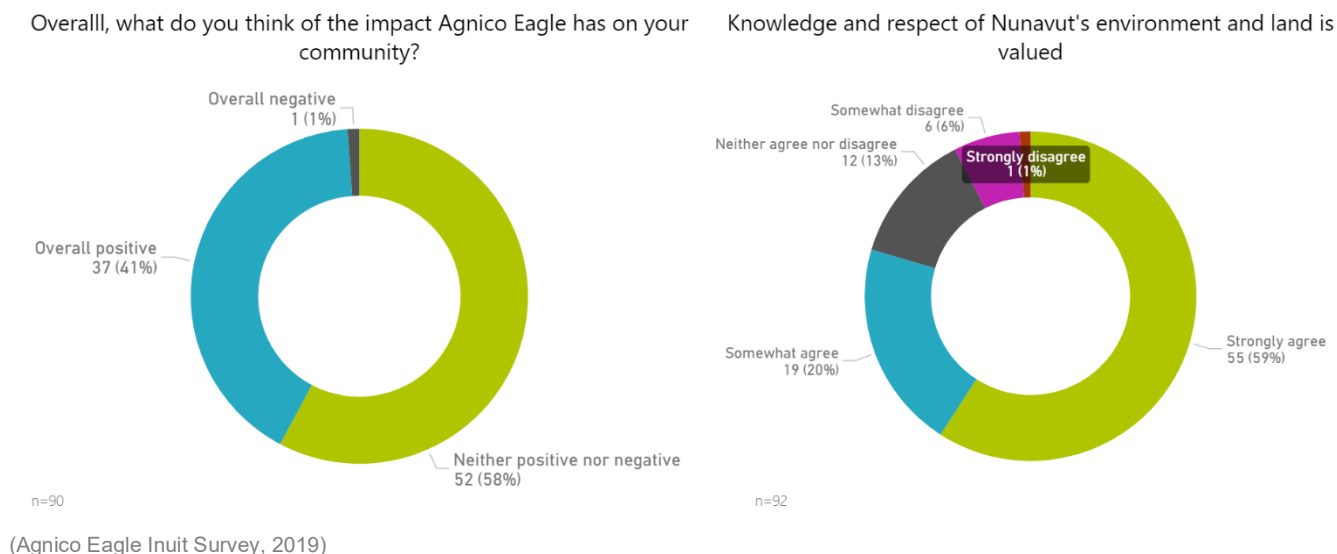
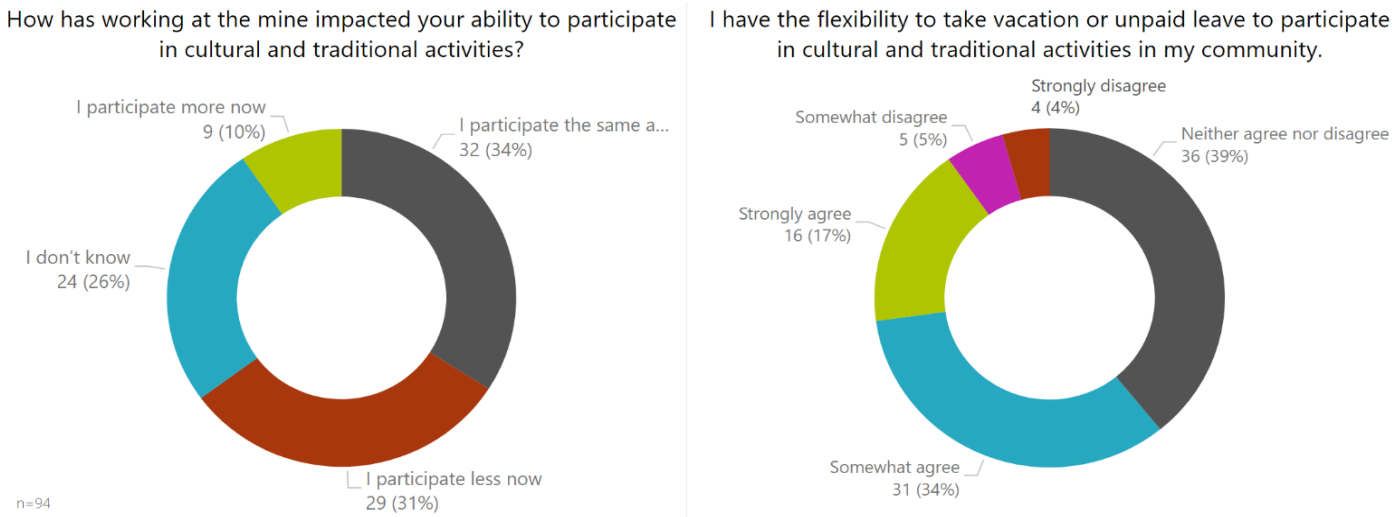


Chart 52 provides survey results from the 2019 survey pertaining to the impact of the mines on the ability of employees to participate in cultural and traditional activities.

Chart 52. Survey results pertaining to impact of mining on participation in cultural and traditional activities



(Agnico Eagle Inuit Survey, 2019)

Interpretation

In 2019, 41% of Inuit employees indicated that Agnico Eagle has had a positive impact on their community. Over half of Inuit employees (58%) indicated that the impact has been neutral, but no follow-up questions were asked to understand why. This result may imply that these individuals perceive some impacts as positive and others as negative, with little net change. Respondents from Baker Lake and Arviat were more likely to respond positively.

A large majority strongly (59%) or somewhat (21%) agreed that knowledge and respect of Nunavut's environment and land is valued by the mining company, with women 14% more likely to strongly agree.

10% indicated that they participate more in traditional activities, with 34% stating that their participation hasn't changed, and 31% indicating that their participation had decreased, while the remaining participants selected "I don't know". Women were more likely than men (36% to 26%) to report that they participate less in traditional activities since working at the mine. It is unclear from the survey data whether this latter result was due to the nature of the work and/or cultural or traditional activities that women undertake, or some other factors.

Nearly all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, with nearly one quarter participating in family gatherings, hunting, trapping, and fishing, and traveling on the land. Other activities included gathering plants and berries (7%), building cabins and igloos (4%), sewing and crafts (9%), and community events (9%).

10.2 Culture and traditional lifestyle

Predictions

MEADOWBANK

“The project will not significantly restrict access to or productivity of lands used for traditional activity.” (Cumberland Resources Ltd., 2006, p. 122)

WHALE TAIL

“Project activities may affect continued opportunities for traditional wildlife harvesting... fishing...plant harvesting...the use of culturally important sites... [and it may] change access to traditional use areas.” (Golder Associates, 2016, pp. 3-C-33-37)

MELIADINE

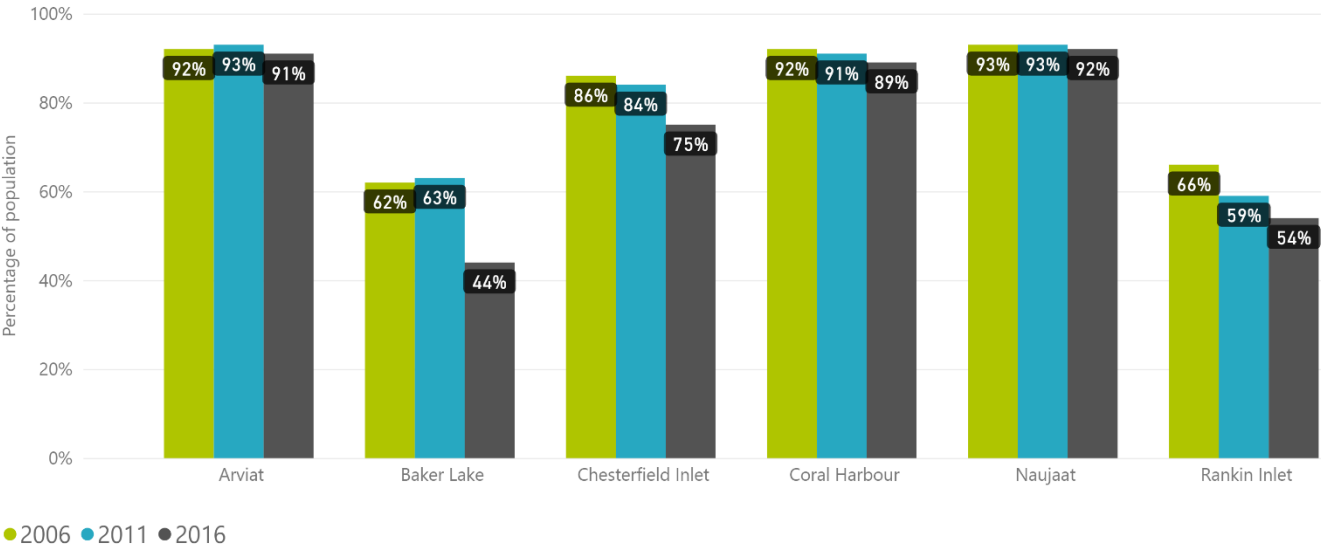
“The construction of the All-weather Access Road (AWAR) may increase access to areas outside of Rankin Inlet by local residents.” (Golder Associates, 2014, p. 1-C-52)

“The Project may have a negative impact on the use of culturally important areas.” (Golder Associates, 2014, p. 1-C-46)

Data & Trends

Chart 53 shows the proportion of the total community population that identifies Inuktitut as their Mother Tongue, by Kivalliq community. Data from the most recent 2021 census was not available at the time of this report.¹¹

Chart 53. Proportion of total population identifying Inuktitut as their mother tongue by community

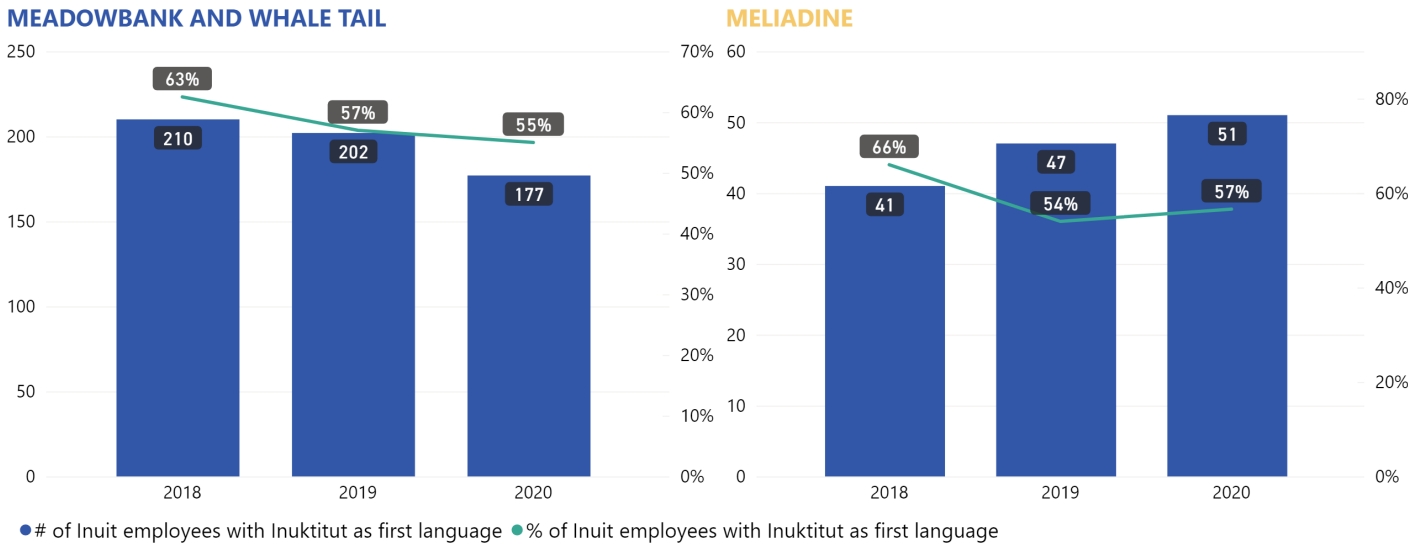


(Statistics Canada, 2016b; Statistics Canada, 2011b; Statistics Canada, 2006b)

Chart 54 shows the number of Agnico Eagle employees that use Inuktitut as their first language.

¹¹ Please note that the 2019 numbers were miscalculated in previous years and have been corrected in this year's report.

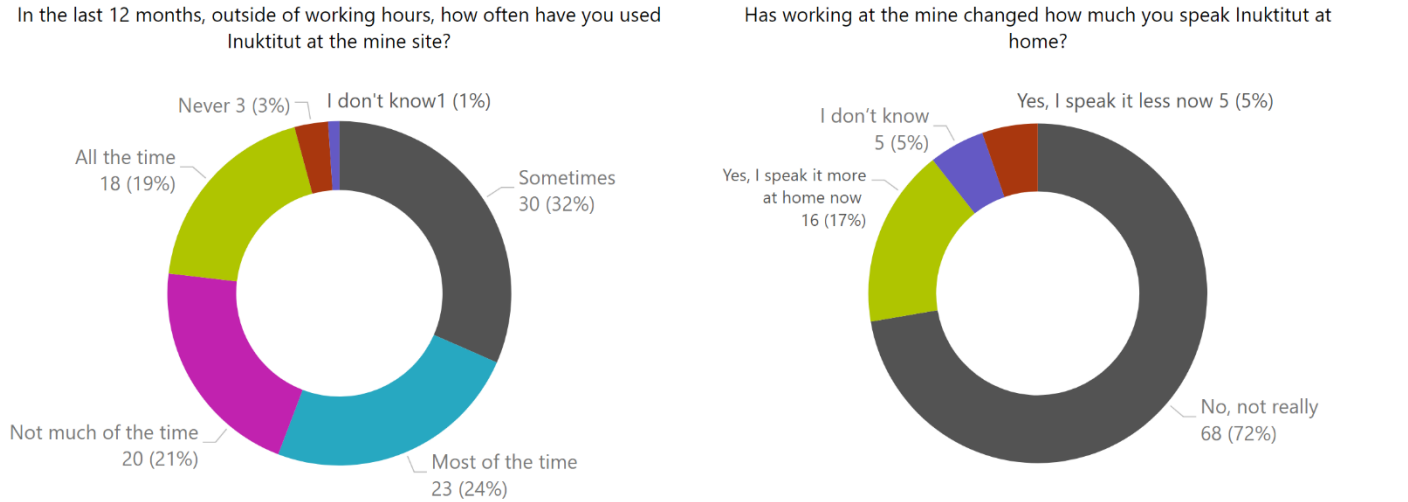
Chart 54. Number of Agnico Eagle Employees with Inuktitut as First Language



(Agnico Eagle Mines, 2021)

Chart 55 below presents the 2019 Inuit and Nunavummiut Survey results pertaining to the use of Inuktitut.

Chart 55. Survey results pertaining to use of Inuktitut



(Agnico Eagle Inuit Survey, 2019)

75% of Inuit employees report that they have used Inuktitut at the mine outside of working hours some, most, or all the time, and 70% report that it is somewhat or very important for them to use Inuktitut at the workplace. 72% report that working at the mine has not changed how much they speak Inuktitut at home. Over twice as many women as men (25% versus 12%) report that they now speak more Inuktitut at home.

Agnico Eagle applies the **Inuit Language Protection Act** to facilitate the use of the Inuktitut language at their sites by providing documentation and services in Inuktitut, such as policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, human resource counsellors, Community Coordinators, and religious events. Note that the Nunavut Mine Act requires, for safety reasons, that all work communications during operating hours use English as the common language.

In 2021, Agnico Eagle officially launched its **Nunavut Language Policy** (Nunavumi Uqausilirinik Maligaq) for all Kivalliq operations. To support the launch, a promotion campaign was rolled out, including at General Manager meetings and through online assessments for contractors. The Language policy was established in consultation with the Kivalliq Inuit Association (KIA), and complies to Agnico Inuit Impact Benefit Agreements, the Inuit Language Protection Act and the Mine Health and Safety Act.

There are **all-weather access roads (AWARs)** that connect Agnico Eagle mines to nearby communities, and Agnico Eagle collects usage data for the roads. The road is accessible for hunting purposes, but road users must abide by AWAR rules including speed limits, giving priority to heavy equipment, leaving the road after an indicated point, and not hunting within one kilometre of the road or mines. Snowmobile crossings have also been established in consultation with the Baker Lake and Rankin Inlet Hunters and Trappers Organizations (HTOs). The AWAR that connects Rankin Inlet to Meliadine was used for traditional activities by the community 3,368 times in 2021 (compared to 4,199 times in 2020). The AWAR that connects Baker Lake to Meadowbank was used for traditional activities by the community 3,079 times in 2021 (compared to 2,223 times in 2020).

In 2021, Agnico Eagle developed a Kivalliq Inuit **Elders' Advisory Committee** comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate Inuit Qaujimajatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. The selection of the committee members was led by Agnico Eagle's IQ Coordinator through consultations with wildlife organizations and local leaders.

The first in-person meeting with the committee members was in June 2021. The initial meeting addressed matters such as terms of reference, honorariums, hearing equipment, materials, interpretation, third-party facilitation, recording of meeting minutes and agenda topics. The first meeting provided an opportunity to bring the elders to our Meliadine.

The second in-person meeting was in November 2021. The agenda topics were to review the draft Terms of Reference, honorarium payments, election of committee Chair and Vice Chair. Agnico Eagle organized a Meliadine site visit with the permission of the Chief Public Health Officer of Nunavut. The Agnico Eagle adult educator gave a presentation to the Elders on training opportunities. This presentation was the highlight of the meeting, according to the committee members. As such, the Elders requested that a standard agenda topic for every meeting be training updates for Inuit.

Agnico Eagle also supports cross-cultural understanding and celebration.

- **Meadowbank:** In 2021, due to COVID-19 pandemic restrictions, only Nunavut Day was celebrated. However, because of community restrictions, Agnico was not able to bring people from Baker Lake on-site as in pre-pandemic years. During Nunavut Day, a special dinner was arranged, a Nunavut Quiz was distributed to each Department, the Daily Communicator presented fun facts about Nunavut, and a photo booth was set-up for everyone to take pictures.
- **Meliadine:** In 2021, Nunavut Day was celebrated with a special dinner and employees were able to take photos with the gold bar, there was a Quiz for employees with a chance to win Inuit-made items such as Ulu and Soap Stone Carving. Inuktitut Music was playing in the cafeteria and lounge. Meliadine also delivered nine Sewing Nights in 2021; there could have been more, but all social activities were interrupted due to COVID-19 and all common areas on-site were closed. Meliadine also held three Northern Lights Tours for employees to view the Northern Lights.

Interpretation

The data on language use is suggestive of a decline in the prevalence of Inuktitut. The proportion of the population that identified Inuktitut as their mother tongue remained relatively stable in Arviat and in smaller Kivalliq

communities from 2006 to 2016, but declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 11 to 19 percentage points) over this period. The decline in Baker Lake was the most notable, with a decline of 19 percentage points over the 2011 to 2016 period.

Among Inuit, the 2019 Inuit and Nunavummiut Survey results indicate that: it is important to Inuit employees that they can speak Inuktitut at the mine site; most do speak Inuktitut at the mine site; most reported that working at the mine had not impacted their use of Inuktitut at home; and a quarter of women reported that they had increased their use of Inuktitut at home. However, more recent data indicates that less than 60% of Inuit employees use Inuktitut as their first language.

Agnico Eagle controls traffic on AWARs connecting Baker Lake to the Meadowbank mine road as well as Rankin Inlet to the Meliadine mine road, but it is accessible to the community for traditional activities such as caribou harvesting. Caribou are central to the socio-economic and cultural wellbeing of Inuit in the Kivalliq region, and Agnico Eagle participates in several caribou monitoring programs collaboratively with the KHTOs, communities and the KIA, and maintains a Caribou Protection Plan as per project certificates issued by the NIRB.

Agnico Eagle also makes efforts to support cross-cultural understanding and celebration. For example, despite the COVID-19 pandemic, Nunavut Day was still celebrated at both Meadowbank and Meliadine. In 2021, as in 2020, due to COVID-19 and isolation restrictions with the Kivalliq communities, Agnico Eagle could not invite local Arts and Crafts vendors to sites.

10.3 Country food use at project

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS specifically related to country food use at the mine site.

WHALE TAIL

There are no predictions in the Whale Tail FEIS specifically related to country food use at the mine site.

MELIADINE

There are no predictions in the Meliadine FEIS specifically related to country food use at the mine site.

Data & Trends

At Meadowbank / Whale Tail and Meliadine, there is a 5-week rotational menu. Twice during this cycle, arctic char or caribou is offered as an option. Agnico Eagle also holds country food events at its projects, with Meadowbank / Whale Tail hosting 12 in 2019 and 1 in 2020, and Meliadine hosting 11 in 2019 and 3 in 2020. In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, no country food nights/events were hosted. The Meadowbank / Whale Tail country food kitchen – available to Inuit employees – was used by 118 attendees in 2019 and 30 attendees in 2020. The Meliadine country food kitchen was used by 500 attendees in 2019 and 127 attendees in 2020. Country food kitchens were not used in 2021 due to COVID-19.

Interpretation

Agnico Eagle offers a variety of services to support use of country food at their projects, including country food nights, country food events, and a country food kitchen for use by Inuit employees. The number of country food events has grown over time, but dropped in 2020 and 2021 due to COVID-19. Restrictions on social gatherings on-site and fewer Inuit employees on site both contributed to a decline in country food consumption at the projects. Country food kitchen usage has declined over time, even before COVID-19, at Meadowbank / Whale Tail, despite stable numbers of Inuit employees, but had grown substantially at Meliadine prior to the pandemic.

11 Nunavut Economy

IMPACT / GOAL STATEMENT

Increased economic activity (GDP) and benefits to Inuit organizations and the Government of Nunavut through royalties and taxes

OVERARCHING FEIS PREDICTIONS

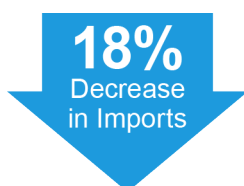
Meadowbank: “The economic impacts on the economy of Nunavut, of high magnitude, are positive over the medium term and of high significance, particularly during the construction phase.” (Cumberland Resources Ltd., 2006, p. 129)

Whale Tail: “The Project will contribute to territorial economic activity via expenditures, procurement and Gross Domestic Product contributions.” It will also “contribute to government revenues through the payment of taxes and royalties.” Both contributions “will be large relative to [the] territorial economy.” (Golder Associates, 2016, pp. 3-C-38)

Meliadine: “The Project would add substantially to the income of government, e.g. through taxes and royalties. However, it will also lead to increased costs, since demand for various services will go up. Given that its fiscal burden (costs) will be smaller than the public revenues it generates, the Project would lead to a better fiscal position of all levels of government.” (Golder Associates, 2014, p. 1-C-52)

OVERVIEW OF FINDINGS

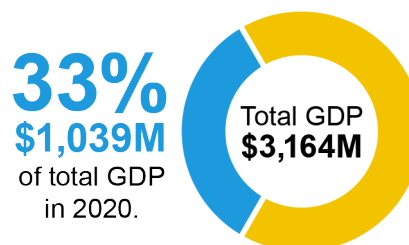
In 2021, Agnico Eagle **payments from taxes and royalties**, and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 22% to **\$154M**, for a total to-date impact of **\$603M** from all sources.



In 2020, Nunavut experienced the **smallest trade deficit since 2002**, down to \$653M, thanks in part to an 18% reduction in imports.



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



SUMMARY OF MITIGATION MEASURES

There are no specific mitigation measures needed for the Nunavut Economy VSEC as all impacts are believed to be beneficial. Maximizing benefits for the Nunavut economy is achieved through Agnico Eagle's actions to maximize local employment and local contracting, and by ensuring community health, safety, and well-being.

Mitigation measures are described in detail in Appendix A.

11.1 Royalties and taxes

Predictions

MEADOWBANK	WHALE TAIL	MELIADINE
There are no predictions in the Meadowbank FEIS regarding royalties and taxes for Kivalliq, Nunavut or Canada.	<i>"The Project will contribute to government revenues through the payment of taxes and royalties, [which will be] ... large relative to [the] territorial economy."</i> (Golder Associates, 2016, pp. 3-C-38)	<i>"Project would increase public revenues, e.g. through taxes and royalties. Total tax effects during construction might be \$27 million. The annual tax effect during operations might be \$21 million."</i> (Golder Associates, 2014, p. 1-C-47)

Data & Trends

Chart 56 below presents the main payments made by Agnico Eagle to the GN, Government of Canada (GoC), NTI, and KIA. Due to the nature of some payments from Meadowbank and Whale Tail, values are either combined or separate, depending on the year and payment.

Chart 56. Project payments, royalties, and taxes

Site / Payment	2010-2013	2014	2015	2016	2017	2018	2019	2020	2021	Total
Meadowbank										
GN payroll taxes			\$3,394,468	\$2,909,387	\$2,777,208					\$9,081,063
GN property tax	\$4,800,000*	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000	\$2,139,097	\$2,184,934	\$2,635,086	\$2,833,013	\$21,792,130
GoC payroll taxes			\$30,885,989	\$31,315,007	\$30,403,233					\$92,604,229
KIA IIBA payments						\$2,500,000				\$2,500,000
NTI royalties		\$2,776,233	\$4,481,123	\$7,045,393	\$14,070,112	\$7,707,844	\$30,154	\$3,472	\$2,919,305	\$39,033,636
NTI Payments							\$5,013,773	\$10,834,009	\$16,281,753	\$32,129,535
Meadowbank and Whale Tail										
GN payroll taxes						\$2,926,990	\$3,659,745	\$4,009,887	\$4,728,907	\$15,325,529
GoC payroll taxes						\$32,749,790	\$38,691,835	\$40,930,279	\$48,749,189	\$161,121,093
Whale Tail										
KIA IIBA					\$6,500,000					\$6,500,000
KIA royalties							\$2,104,568	\$7,120,139	\$10,383,238	\$19,607,945
NTI royalties							\$3,933,619	\$10,830,538	\$13,362,448	\$28,126,605
Meliadine										
GN payroll taxes			\$293,476	\$150,275	\$480,909	\$1,510,912	\$2,555,345	\$3,112,715	\$3,485,074	\$11,588,706
GN property taxes						\$1,510,912		\$2,076,215	\$2,154,667	\$5,741,794
GoC payroll taxes			\$1,321,195	\$1,608,636	\$5,443,331	\$17,823,924	\$29,994,405	\$34,913,466	\$39,110,745	\$130,215,702
KIA IIBA payments			\$1,500,000	\$1,500,000						\$3,000,000
KIA royalties							\$4,851,540	\$9,264,640	\$10,140,116	\$24,256,296
Total	\$4,800,000	\$4,576,233	\$43,676,251	\$46,328,698	\$61,474,793	\$68,869,469	\$93,019,918	\$125,730,446	\$154,148,455	\$602,624,263

(Agnico Eagle Mines, 2021)

Notes: *Consists of annual payments of \$1,200,000 for the period of 2010 to 2013.

Interpretation

In 2021, payments from taxes, royalties, and IIBA commitments to the NTI and KIA increased by 23% over 2020 totals to \$154M, for a total to-date impact of \$603M from all sources. Largest increases were noted from the Meadowbank/Whale Tail payroll taxes (from \$41M in 2020 to \$48M in 2021) as well as NTI royalties and payments. Given the location of the mines on Inuit Owned Lands, all resource royalties flow directly to NTI and the KIA as the Inuit authority. Chart 56 does not include additional payments to the KIA such as land use/rental payments, water compensation, payments associated with quarrying permits, and production leases. As predicted in the projects' FEISs, these payments collectively constitute a positive impact on government revenues, and support the provision of public services and infrastructure in the Kivalliq communities.

11.2 Trade Balance

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding trade balance in Nunavut.

WHALE TAIL

There are no predictions in the Whale Tail FEIS regarding trade balance in Nunavut.

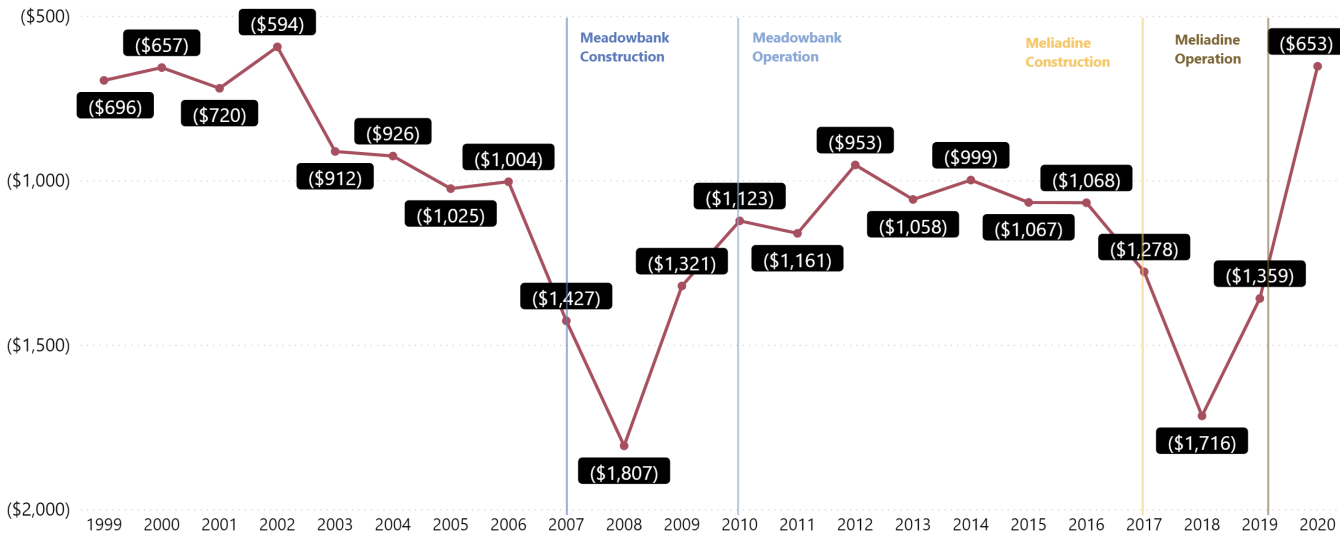
MELIADINE

"The Project will increase Nunavut's trade deficit to \$1,866 million from the 2010 deficit of \$878 million (in 2002 dollars) during construction phase." (Golder Associates, 2014, p. 1-117)

Data & Trends

Chart 57 depicts Nunavut's trade balance from 2000 to 2020 (the latest year for which data is available) in 2012 dollars. The trade balance is calculated by subtracting the value of total goods and services imports from total goods and services exports.

Chart 57. Nunavut trade balance (\$M)



(Statistics Canada, 2021b)

Interpretation

Nunavut's trade balance was steady from 2010 to 2017, with noticeable declines in 2008 and 2018 coinciding with the years of Agnico Eagle mine construction as predicted in the FEIS, as large construction projects tend to increase the trade deficit. In 2020, the trade deficit rebounded to the lowest level on record since 2002, being mostly attributed to a substantial decrease in imports (18% decrease since 2019).

11.3 Nunavut GDP

Predictions

MEADOWBANK

"The results indicate that during the construction phase, the project would contribute \$120.3 M to the GDP of Nunavut ... During the operations phase, the annual contribution to GDP would be \$35.5M..." (Cumberland Resources, 2006, p. 119)

WHALE TAIL

"During operations, the Expansion Project will represent a contribution to the territorial economy, with total annual GDP contributions of \$100 million to \$120 million annually." (Golder Associates, 2018, p. 7)

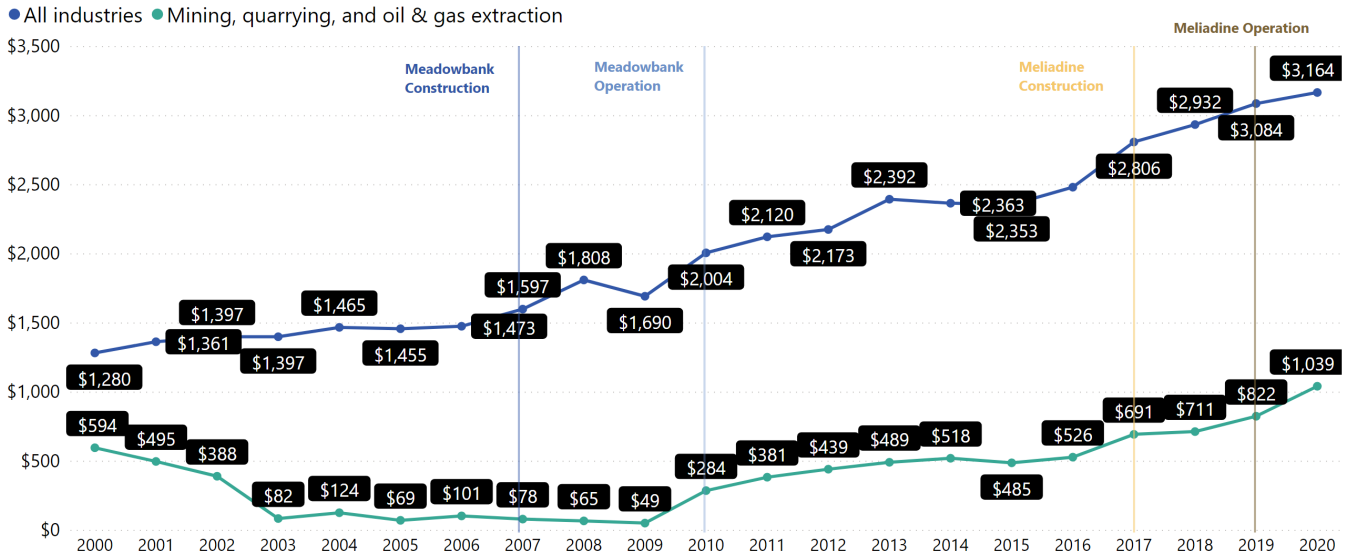
MELIADINE

"Investment and expenditures of [the] Project would temporarily expand the size of the economies of Nunavut and the Kivalliq region. Total effects during construction might be \$520 million. The annual effect during operations might be \$272 million." (Golder Associates, 2014, p. 1-C-47)

Data & Trends

Chart 58 shows the value of Nunavut gross domestic product (GDP), in chained 2012 dollars, from 2000 to 2020.

Chart 58. Nunavut GDP by all industries and mining, quarrying and oil & gas (\$M)



(Statistics Canada, 2021c)

Interpretation

Nunavut's GDP has been trending upwards since 2010, with a sharp increase that year due to partial recovery from the 2009 global recession, and in the lead up to the commencement of operations at Meadowbank. GDP growth from 2009 onwards in Nunavut correlates well with an increase in mining, quarrying and oil & gas activity across the territory, partially attributed to Agnico's activities in the Kivalliq region. The average annual rate of GDP growth from 2011 to 2020 was 5% for all industries, and 15% for mining. In 2020, mining accounted for approximately \$1,039M or 33% of total GDP (\$3,164M). The initial growth in mining GDP leading up to 2011 coincides with Meadowbank construction – construction expenditures, and thus impact on GDP, tend to be greater than mine operations – and construction of Baffinland's Mary River Project in the years leading up to 2014. Higher GDP in 2017, and the continued upward trend since then, also coincides with the construction (2017) and operation (2019) of Meliadine. These GDP increases are in line with FEIS predictions.

Appendix A: Existing Management and Mitigation

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
RISE Program	Employment	In 2019, the Rapid Inuit Specific Education (RISE) Program was created to prepare Inuit for future employment opportunities with Agnico Eagle and increase Inuit employee retention, satisfaction, and salary. In 2021, most of the RISE Program was still on pause due to COVID-19. The apprenticeship pillar was restarted mid-summer.
Nunavut Leadership Development Program (LDP)	Employment	The LDP launched in 2017 is composed of five modules aiming at developing the leadership skills of employees in supervisory roles. In 2021, Modules 1 and 2 were given at Meadowbank, managed by an Adult Educator. In total, 157 supervisors were trained in Module 1 (83%) and 75 supervisors were trained in Module 2 (40%). At Meliadine, Module 1 was given, managed by the Human Resources (HR) Coordinator and by internal coaches. In total, 153 supervisors were trained in Module 1.
Labour Pool Process	Employment	The Labour Pool Process (formerly 'Labour Pool Initiative'), implemented in 2014 and revised in 2015, aims to pre-qualify candidates from Kivalliq communities. In 2021 Agnico Eagle and KIA agreed to modify the Labour Pool Process to merge Work Readiness and Mandatory Trainings to become the Pre-employment Training program (10-day community-based training).
Labour Pool Process - Step 1: Employment Information Sessions	Employment	As part of the Labour Pool Process, employment information sessions are to be conducted in all Kivalliq communities to give information about the mines, the work lifestyle, and career opportunities as well as knowing how to apply online. In 2021, a total of 11 employment information sessions were conducted with 98 participants.
Labour Pool Process – Step 2: Online Application (Community Liaison Officers)	Employment	The second step in the Labour Pool Process is to apply online. To facilitate online application in the communities, Agnico has a Community Liaison Officer (CLO) in each Kivalliq community who can deliver employment information sessions, and provide one-on-one assistance to interested candidates with their online application. In 2021, CLOs were present in the seven Kivalliq communities, and a new Labour Pool Coordinator was hired in May 2021 based at the Agnico Rankin Inlet Office.
Labour Pool Process – Step 3: Work Readiness Training Program	Employment	The Work Readiness program is the first step of the Labour Pool Process for those individuals who have applied online who do not have work experience relevant to the positions for which Agnico Eagle hires. In 2021 Agnico Eagle collaborated with Ilitagsiniq (Nunavut Literacy Council) to review the program and adapt the curriculum to the Nunavummiut clientele. IQ principles and Adult Educator Principles were integrated in the training approach. In 2021, three Pre-employment Training programs were completed by 25 participants.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Labour Pool Process – Step 5: Labour Pool List	Employment	The Labour Pool List is a list of candidates who have successfully completed the steps of the Labour Pool Process. These candidates are now eligible for opportunities with Agnico Eagle or Agnico Eagle's contractors. The list is managed by the Labour Pool Coordinator. In 2021, the Labour Pool list remains updated following each step of the Labour Pool process by the Labour Pool Coordinator.
Summer Student Employment Program	Employment	Agnico's company wide policy offers summer employment programs to the children of all Agnico employees (both Inuit and non-Inuit) that are undertaking post-secondary education. Summer job opportunities were also offered to Inuit students who are either already participating in post-secondary activity or are considering a post-secondary education. In 2021 a Summer Employment program was offered in communities, but not at the mine site due to COVID-19. Following the low number of applicants, Agnico and KIA are planning a new strategy to increase the interest in Summer Employment Program.
Super Operator Program	Employment	The Super Operator Program is an extension of the Process Plant Trainee Program. This 168-hour training teaches the basics of maintenance principles to have employees with more diversified skills in the Process Plant Department. These employees will eventually be able to perform specific basic maintenance repairs throughout the plant. Due to COVID-19 the program continued to be on hold in 2021.
Training Formula (formerly 'Training Curriculum')	Employment	The Training Formula program provides tools, tips, guidelines, and standards to improve the proficiency of Agnico trainers. The formal manual addresses training theory, standards, and delivery.
Kivalliq Science Educators Community (KSEC)	Employment Education and Training	In 2019, Agnico Eagle entered into a 5-year agreement to invest \$25,000 each year in the Kivalliq Science Educators Community. In 2020, Agnico Eagle had contributed \$25,000 towards delivery of virtual science related initiatives with Kivalliq schools, but due to COVID-19 and restrictions surrounding the pandemic, Agnico did not participate in any KSEC initiatives and programs.
Kivalliq Mine Training Society (KMTS)	Employment Education and Training	The KMTS is an Inuit-private sector partnership created to strengthen the Kivalliq region labour force. The KMTS enjoyed financial support from the Nunavut Department of Economic Development and Transportation and Agnico Eagle Mines. A major focus of the KMTS program has been to support Agnico Eagle's Mine Training Initiatives. Since 2017 KMTS was no longer able to receive funding to support program delivery to Agnico Eagle and communities.
Arviat Community Training Programs	Employment Education and Training	The Hamlet of Arviat proposed a partnership to invest in a community-based drilling school that would provide Inuit with the skills needed to work in diamond drilling. With advice and support from Agnico Eagle, Government training agencies, the KIA, and drilling companies provided partnership investments. Over the past 5 years the program has graduated 65 trained driller's helpers, all of whom have found employment. In 2021,

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		Agnico Eagle did not participate in any Arviat Training program due to COVID-19 and restrictions surrounding the pandemic.
MOU with GN	Employment Education and Training	A Memorandum of Understanding was signed in 2012 to establish a strengthened partnership between the Government of Nunavut Department of Education and Agnico Eagle, with a focus on increasing the number of students in the Kivalliq region who can successfully transition from high school to trades and mining-related career opportunities. Agnico Eagle was able to have one meeting in 2021 with Government of Nunavut (GN) Representatives from the Department of Economic Development and Transportation.
Adult Educators	Employment Education and Training	In 2021, due to the absence of Nunavummiut employees for half of the year, Meadowbank's Adult Educator supported the management of the LDP (content development, logistics and trainer's management). Starting with the return of the apprentices in the summer, the Meadowbank Adult Educators worked with them on pre-trades skills and/or studying for their level and trade.
Take Our Kids to Work	Employment Education and Training	In 2021, as in 2020, Take Our Kids to Work (TOKTW) activities were cancelled due to bad weather and COVID-19 pandemic and restrictions.
Mining Matters	Employment Education and Training	Mining Matters programs educate young people on earth sciences, the minerals industry, and career opportunities. In 2020, Baker Lake ran a Mining Matters program. In 2021, no programs were delivered due to COVID-19 pandemic restrictions.
Role Model Program	Employment Education and Training	The Role Model program began in 2015 to recognize exemplary Inuit employees. Role models are nominated and chosen by a committee annually. A Role Model is recognized through posters and is also provided opportunities to represent the company and speak on behalf of their own experiences at various events. In 2021, as in 2020, the Role Model program was paused due to the COVID-19 pandemic.
Career Path Program	Employment Education and Training	The Career Path Program was designed in 2012 to support upward mobility of Inuit employees, with the intention of only having internal promotions for Inuit, and for no external candidates (southerners) to be hired to fill a position that is part of the program. In 2021, two Career Paths were launched: the Warehouse Career Path at Meadowbank and the Warehouse Career Path at Meliadine. Three Career Paths were reviewed in 2021: the Energy & Infrastructure Career Path at Meadowbank and the Underground and the Process Plant Career Paths at Meliadine.
Kivalliq Career Fairs	Employment Education and Training	Agnico Eagle takes part in various career fairs held in the Kivalliq region, including various other trade show events. Some of these include the Kivalliq Trade Show, the Nunavut Mining Symposium, and various

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		community-level Career Fair days. In 2021 the Kivalliq Careers Fairs were paused due to the COVID-19 pandemic.
Training and Learning Management System	Employment Education and Training	The Training Management System (TMS) as well as the Learning Management System (LMS) were initially implemented in 2013 to ensure better management of training activities and to monitor the proper management of the e-learning training. The development of a new TMS to provide an upgraded system to all users will continue in 2021.
Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program')	Employment Education and Training	The Apprenticeship Program combines on-the-job learning and in-school technical instruction to allow Inuit employees the opportunity to be educated and trained in nine trades: baker, cook, carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber. Logistical, material, educational and financial support is provided to our Apprentices. In 2021, one apprentice went to technical training in Alberta. Two apprentices continued their training on-the-job during the year. All other apprentices stayed home due to COVID-19. At the end of 2021, there were five apprentices and pre-apprentices at Meadowbank and two apprentices and pre-apprentices at Meliadine.
Education Initiatives Portfolio promotion	Employment Education and Training	Agnico Eagle developed a portfolio summarizing all the education initiatives that are available for the Kivalliq Schools. This includes TASK week, role model visits, career fair, life skills workshops, take our kids to work, regional summer camp, local summer camps, financial workshops, and Mining Matters programs. The portfolio was not presented to Kivalliq Schools due to the COVID-19 pandemic. However, in 2021, a revised version of the portfolio was developed to permit all community members to participate in and attend the Mining Awareness initiatives and activities.
E-Learning Training	Employment Education and Training Health and Safety	Before coming to an Agnico site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six modules: General Induction, Workplace Hazardous Materials Information System (WHMIS), Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety. Two new e-learning lessons were developed and added to the General Induction in 2017: the Inuit Impact and Benefit Awareness module (IIBA), and the Archaeology module. Six new modules that were in development in 2020 and early 2021 were launched in 2021 to replace the previous versions.
TASK Week	Employment Education and Training	The Trades Awareness Skills and Knowledge Week (TASK Week) was initiated in 2012 is a full week program that allows students to focus on one trade for the entire week. TASK week is aligned with Agnico's IIBA commitments and is a joint initiative between Jonah Amitnaaq Secondary School (JASS). In 2021, no TASK Week was held due to the COVID-19 pandemic.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Community Liaison Officers Program (formerly "Community Coordinators Program")	Employment Education and Training Individual and community Wellness	The objective of the community-based Agnico Eagle Coordinators is to provide a point of contact in each community to facilitate communications, provide services, and coordinate activities in locating employees or potential employees, organize and hold information sessions in the community on Agnico Eagle projects and initiatives, provide updates to the Hamlet Council on Agnico Eagle activities, and distribute Agnico Eagle information and promotional materials. In 2021, all the seven Kivalliq communities had a CLO in place. However, due to the COVID-19 pandemic, the new CLO Development Program was not fully launched. The CLOs began to be involved in new community-related matters and projects and this will be continued in 2022.
Financial Literacy Training	Income Education and Training Individual and Community Wellness	Early 2020, a meeting was held with Lester Landau (Chartered Professional Accountant - CPA) to review the 2019 financial literacy sessions and to plan the 2020 delivery strategy. The plan for 2021 was to maximize engagement by providing more individualized one-on-one trainings, meetings with community-based employers and visiting people at home. However, due to COVID-19 pandemic all financial literacy trainings were cancelled both on site and in the community. Basic financial literacy training continues to be included in the Work Readiness program and is also accessible through the Employee Assistance Program (EAP).
Contractor Training Programs	Employment Contracting & Business Opportunities Education and Training	As per the IIBAs, Agnico Eagle requires contractors with consistent Inuit labour on site to deliver career development and training to their Inuit employees. During 2020 Agnico Eagle assigned 16 contractors with this requirement. Due to the impact of COVID-19 there are fewer updates on contractor training requirement implementation from 2020 and no updates from 2021.
Agnico Eagle Nunavut IIBA Procurement Process	Contracting & Business Opportunities Nunavut Economy	Through the implementation of the Meliadine IIBA in 2015, Agnico Eagle moved to a prequalification procurement process, which requires all suppliers to prequalify in categories to submit a tender. Additionally, NTI-registered companies are eligible for preference points. This process replaces the Inuit Business Opportunities Initiative. Since 2017 with the signing of the IIBAs for Meadowbank and Whale Tail, as well as the revision of the Meliadine IIBA, all three sites followed the new procurement process.
IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training	Contracting & Business Opportunities Nunavut Economy	As per the IIBAs, Agnico provides workshops and assistance to Inuit Firms to promote and facilitate their access to Agnico Eagle's business opportunities as well as entrepreneurial training and support to Inuit businesses. In 2021, Agnico Eagle and KIA will be discussing the workshop delivery virtually.
Haul Truck Trainee Program	Employment Education and Training	The Haul Truck Trainee program is a 28-day (336 hour) program to certify haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry level positions. To provide the best training possible to all the

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		trainees, there is a maximum of 4 trainees at a time with one trainer. In 2021, 2 trainees continued the Haul Truck Trainee Program started in 2020. They both successfully completed the program. There was no other cohort of the Haul Truck Trainee Program in 2021 due to the reintegration phase of Nunavummiut on site.
Long Haul Trainee Program	Employment Education and Training	The Long-Haul Truck Trainee program is a 28-day (336 hour) program to certify long haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mine department. To provide the best training possible to all the trainees, there is a maximum of 4 trainees at a time with one trainer.
Process Plant Trainee Program	Employment Education and Training	With the success of the Haul Truck Trainee Program, a Process Plant Trainee Program was developed in 2015. The 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person. In 2021, there was no cohort of the Process Plant Trainee Program due to the reintegration phase of Nunavummiut on site.
Underground Trainee Program	Employment Education and Training	In 2018, the Underground Trainee Program was managed by the Nunavut Artic College, supported by Agnico Eagle. In 2021, four trainees continued the Underground Trainee Program that started in 2020. They all successfully completed the program. There was no other cohort of the Underground Trainee Program in 2021 due to the reintegration phase of Nunavummiut on site.
Education Department Summary	Education and Training	In 2020 many Education initiatives were cancelled due to COVID-19 pandemic, so Agnico Eagle took this opportunity to review the framework of the education programs for Kivalliq youths. The review ensured that Agnico targeted as many Kivalliq youths as possible through novel initiatives and programs for better mining awareness. In 2021, all Education initiatives were cancelled due to COVID-19 pandemic. The revised Mining awareness program should launch in 2022 (dependent on COVID-19 restrictions).
Site Visits	Education and Training Individual and community Wellness	In 2020, only one site visit was possible before COVID-19 pandemic restrictions were put in place. 18 Simon Alaittuq School Teachers visited the Meliadine site. In 2021, no student or educational institution visits were possible due to the COVID-19 pandemic.
Mental Health	Individual and Community Wellness	Due to COVID-19 site restrictions, no trainings were provided on Mental Health. However, mental health aspect was directly linked with the pandemic through different site-wide communications. The general Wi-Fi access was opened sitewide for employees to constantly remain connected with their family while at work. In 2021, Meliadine nurses were providing emotional support for employees dealing with stress in the workplace, stress at home or other mental health issues. Meliadine also had professional mental health trainers come on site to train all supervisors on how to detect and support mental health issues. In total, 28 mental health presentations were provided, reaching 800 employees. Nine training

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		sessions were also provided to over 160 supervisors. Virtual training sessions were also provided to employees working from home.
Emergency Response Team (ERT) Training	Education and Training Health and Safety	The Meadowbank and Whale Tail Emergency Response Team (ERT) consists of internal employees that volunteer to respond to emergencies such as fires. There are currently 113 active members of which 10 are Inuit. The Meliadine Emergency Response Team (ERT) consists of 80 active members of which 7 are Inuit. In 2021, two basic mine rescue courses were given to on-board new ERT members. In total 61 training sessions were given that included weekly practices, mock scenarios, and specialized trainings.
Inuktitut Use	Culture and Traditional Lifestyle	Agnico Eagle applies the Inuit Language Protection Act to facilitate the use of the Inuktitut language at their sites by providing documentation and services in Inuktitut, such as policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, human resource counsellors, Community Coordinators, and religious events. Note that the Nunavut Mine Act requires, for safety reasons, that all work communications during operating hours use English as the common language.
Inuit Arts and Crafts	Culture and Traditional Lifestyle	At both sites, local Arts and Crafts vendors are invited to showcase work and sell to interested employees.
Cultural Events	Culture and Traditional Lifestyle	Agnico Eagle sites support cross-cultural understanding and celebration. In 2021, due to the COVID-19 pandemic, only Nunavut Day was celebrated. with dinner, music quizzes, and fun facts. In addition, at Meliadine nine Sewing Nights and three Northern Lights Tour were held.
Cross Cultural Training Program	Culture and Traditional Lifestyle	Implemented in 2010 at Meadowbank, the Cross-Cultural Training Program has been provided to numerous employees. It is a 5 hour in-class training course that allows employees from different cultures and backgrounds to understand each other's culture to improve understanding and communication at the workplace. This program is mandatory for all Agnico Eagle employees and contractors who will be on site for six months or more. During 2021, all supervisors re-took the Cross-Cultural course in preparation for the return of the Nunavummiut. In 2021, Meliadine had 13 sessions and Meadowbank had 27 sessions. A total of 217 Agnico Eagle employees and 75 contractors completed the training.
Access to Country Food	Culture and Traditional Lifestyle Individual and community Wellness	The Meliadine site serves country food meals as part of its standard menu (Caribou and Arctic Char). In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, the Meadowbank site did not host any country food nights. Both sites serve country food meals as part of their standard menus.
Site Tours for Rankin Inlet Residents	Individual and community Wellness	In 2021, Agnico Eagle was able to give Rankin Inlet community members "no contact" Meliadine site visits. During the tours, residents were brought

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		to site, but did not enter the building or have any direct contact with employees. They were able to view pre-identified site areas.
Summer Camp	Individual and community Wellness	Agnico Eagle sponsors summers camps hosted by RPAN in the communities of Baker Lake, Whale Cove, and Coral Harbor. The summer camps support the training of the local youth leaders that coordinated those camps. Youth aged 5 to 12 participated in various activities on topics such as health, fitness, wellness, and science. In 2021, Agnico provided \$20,000 to sponsor summer camps hosted by RPAN in the communities of Kivalliq.
Baker Lake Wellness Report & Implementation Plan	Individual and community Wellness	In the 2011 Meadowbank IIBA, Agnico Eagle committed to prepare for the KIA an annual community-driven report on the wellness of the Inuit residents of Baker Lake. These are posted on the Agnico Eagle website. Qualitative community-based research was conducted to capture how Baker Lake residents define and perceive their Hamlet's wellness. In 2021, Agnico Eagle also completed the third year out of the 5-year, \$500 000 agreement of its partnership with Abluqta Society with a contribution of \$100,000. Abluqta Society's main mandate is to provide food and clothing to those in need in Baker Lake.
Community Funding Agreements	Individual and community Wellness	In 2015, Agnico initiated new community activity agreements (Community Initiatives Fund Agreements) to invest in community-based activities that will enrich cultural and social well-being. Each hamlet is responsible for the allocation of the funds in alignment with the purpose and is guided by the Agnico Donations Policy Agreement. In 2021, Arviat, Baker Lake, Rankin Inlet, Whale Cove, and Chesterfield Inlet had Community Initiative funds available to claim from Agnico Eagle Baker Lake, Rankin Inlet and Chesterfield requested funds through this agreement.
Baker Lake Community Liaison Committee	Individual and community Wellness	Agnico Eagle hosts meetings with the Meadowbank Community Liaison Committee to discuss issues of concern or interest. The committee consists of various representatives including the Elders Society, youth, the business community, adult education committee, the Hamlet, Nunavut Arctic College and the Hunters and Trappers Organization of Baker Lake. Meetings are held in both English and Inuktitut and meetings are held at minimum twice per year, ideally four times per year. In 2021, no meetings were held due to COVID-19. Implementation of a new version of the CLC is planned for 2022 to ensure better participation and communication.
Rankin Inlet Community Liaison Committee	Individual and community Wellness	Agnico Eagle participates in the Agnico Eagle Hamlet Working Group to discuss issues of concern or interest with Rankin Inlet stakeholders. Agnico Eagle was looking to establish a separate CLC in Rankin Inlet, but this was not done in 2021 due to COVID-19.
Sexual Health	Individual and community Wellness	Clinics have focused on site COVID-19 preventative responses and no significant awareness events have been done for sexual health. However, Meadowbank and Amaruq clinics continued promoting safe sexual health practices by distributing condoms in both camps.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Spouse Visits	Individual and community Wellness	In 2021, as in 2020, due to the COVID-19 pandemic the site spouse visit was cancelled.
Elder Counselling	Individual and community Wellness Health and Safety	Agnico Eagle Community Relations team hired an Inuit Qaujimajatuqangit (life by experience) and wildlife coordinator to assist on gathering elder knowledge on matters relating to caribou protection measures, and our operations on the AWAR.
Preventative Health	Individual and community Wellness Health and Safety	In 2020 and 2021, Meadowbank Complex clinic continued offering the Hepatitis A and B vaccination to specific employees and the flu vaccination to all employees. Clinic personnel frequently attended the morning line-up meetings to cover specific health topics and attended safety meetings when requested by supervisors. The clinic personnel continued assisting in the first aid training of the Emergency Response Team (ERT) when required. In 2020 and 2021, the Meliadine clinic continued to offer free flu shots in addition to Twinrix vaccinations (Hepatitis A and B) to specific employees as well as Td (Tetanus and Diphtheria) vaccines as needed.
Health clinic and presentations	Individual and community Wellness Health and Safety Community Infrastructure and Services	The Health & Safety Department at Meadowbank started the Daily Communicator, a one-pager communication that is sent sitewide daily covering various safety topics, incidents from the day before, mitigation measures and other related health and safety preventative information for employees. The information from the Daily Communicator is used by supervisors during their morning line-ups. In 2021 the Department started the Meliadine Minutes to replicate what is done at Meadowbank.
JOHSC Committee Training	Education and Training Health and Safety	In 2021, due to COVID-19, no JOHSC training sessions were offered by an external consultant at Meliadine. Four induction sessions were provided to onboard new JOHSC members. 21 employees received the induction training for onboarding as new JOHSC members at Meadowbank. In addition, 23 employees received the certification training (24 hrs). Training on Intalex was initiated in 2021. No training on JHA's were given.
Use of infrastructure	Community Infrastructure and Services	Meadowbank / Whale Tail have dedicated energy, water, transportation (airstrip and road), health and communications infrastructure and are therefore largely non-reliant on the public physical infrastructure of Baker Lake. Meliadine also has its own dedicated energy, water, and communications infrastructure as well as an on-site health clinic. However, unlike Meadowbank / Whale Tail, Meliadine may use local health care facilities in certain cases, and Meliadine also uses community meeting spaces for public engagement.
Kivalliq Inuit Elders' advisory committee	Culture and Traditional Lifestyle	In 2021, Agnico Eagle developed a Kivalliq Inuit Elders' advisory committee comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate Inuit Qaujimajatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. The selection of the committee

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		members was led by Agnico Eagle's IQ Coordinator through consultations with wildlife organizations and local leaders.
Food Security Program/Initiative	Individual and community Wellness	In 2021, Agnico Eagle supported several community-based organizations that support food security issues.
Inuit Employment Growth Initiative (Inuit 2.0)	Education and Training	Started at the end of 2021, a working committee was formed in the context of the Inuit Employment Growth Initiative due to new appointments in the management team in 2020/2021, a growing Nunavut portfolio and the need to increase Inuit employment at Nunavut operations. This committee includes 14 Agnico Eagle employees representing Inuit employment, community relations, training, and organizational development.
Good Deeds Brigade	Employment COVID-19 Initiative	The Good Deeds Brigade (GBD) was launched in 2020 to ensure Agnico Eagle Nunavummiut employees, who were sent home for safety reasons due to the COVID-19 Pandemic, could continue to work within their communities. In collaboration with local organization of communities, projects were identified for which Agnico Nunavummiut workforce could contribute.
Community Support	COVID-19 Initiative	Since the beginning of the COVID-19 pandemic in 2020, Agnico Eagle as been supportive of the Kivalliq communities by providing Hygiene products (mask, hand sanitizer, etc.) and monetary support for food security. In 2021, over \$185K was given (in-kind and monetary) to the communities of the Kivalliq Region for support during the pandemic.

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Appendix C: Other Key Sources of Information

Inuit Workforce Barriers & Strategies Study

The Inuit Workforce Barriers and Strategies (IWBS) Study (Mining Industry Human Resources Council (MiHR), 2018a) was delivered in 2018 as an element of the Meliadine IIBA between Agnico Eagle and the Kivalliq Inuit Association. Consideration of this study in the SEMR was also required by the Whale Tail Project Certificate. The purpose of the IWBS was to improve understanding of existing barriers to employment and develop strategies to enhance Inuit employment at Agnico Eagle sites in the Kivalliq. The project was directed and governed by the Employment and Culture Committee (ECC) of the Meliadine IIBA.

Kivalliq Labour Market Analysis

The 2021 Kivalliq Labour Market Analysis (KLMA) (Aglu, Stratos and Impact Economics, 2021) examined labour supply challenges in the region. As with the IWBS, consideration of the KLMA in the SEMR is also required by the Whale Tail Project Certificate. As per the Agnico Eagle's IIBAs, the KLMA is updated annually, and was completed in 2021. The purpose of the KLMA is to provide an objective and independent analysis of the availability of Kivalliq Inuit labour to supply Agnico Eagle's projects in the region.

Nunavut Inuit Labour Force Analysis (NILFA) Stakeholder Engagement Report

The Nunavut Inuit Labour Force Analysis (NILFA) is an obligation under Article 23 of the *Nunavut Agreement* intended to inform Government of Canada and Government of Nunavut Inuit employment plans and pre-employment training plans. NILFA is complemented by a NILFA Stakeholder Engagement Report summarizing discussions held with Nunavut Sivuniksavut students in November 2018.

Agnico Eagle's Conceptual Socio-Economic Closure Plan

In accordance with their Project Certificate, Agnico Eagle prepared, in 2019, a conceptual Socio-economic Closure Plan "to ensure workers at the project would be supported once operations cease". Guiding criteria include that the plan is Locally-Driven; Opportunity-Based; Sustainable; Resilient; and Planned for success.

Agnico Eagle's Inuit & Nunavummiut Employee Survey

In 2019, Agnico Eagle developed an Inuit employee survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, along with other topics. Results are integrated throughout the VSEC sections where relevant. In 2020 and 2021, Agnico was planning to roll out the Survey, but this has been delayed, due to the impacts of COVID-19.