

# 2022 KIVALLIQ PROJECTS SOCIO-ECONOMIC AND ENVIRONMENT HIGHLIGHTS



## ROOTING OUR COMMITMENT

Over the past few years, our employees have consistently demonstrated their dedication and resilience, overcoming various obstacles along the way. Throughout this period, our primary focus has been on ensuring the well-being of our employees. Additionally, we remain committed to supporting the social and economic development of the Kivalliq communities surrounding our operations.

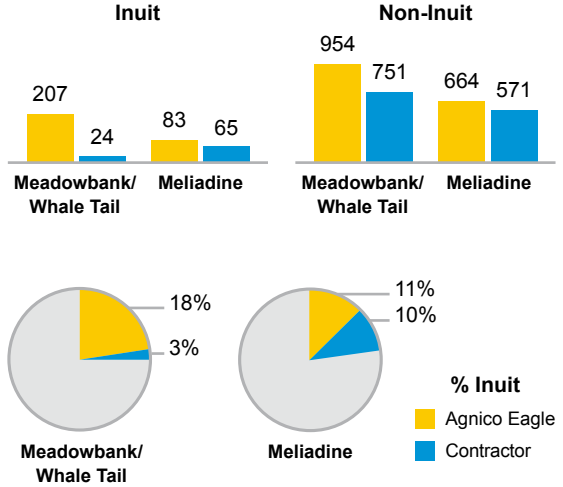
# EMPLOYMENT

Total employment by Agnico Eagle and contractors at both project:

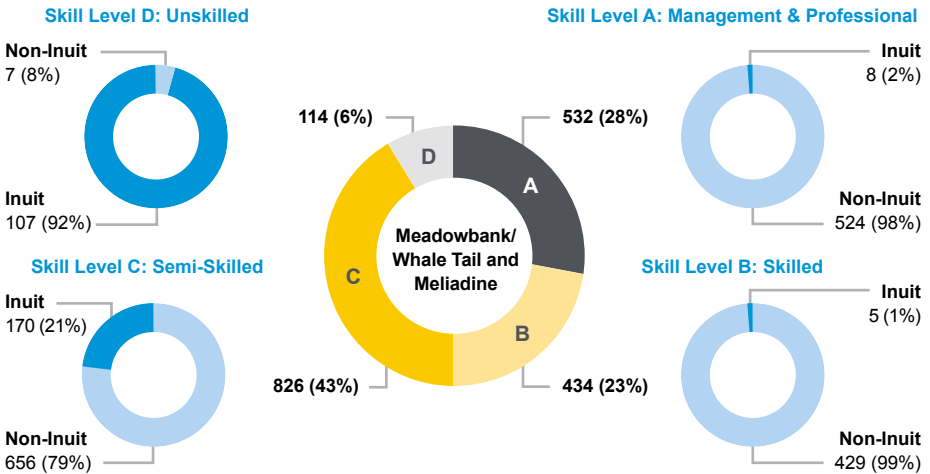
**3,488 employees** in 2022 (increased by 1% from 2021)



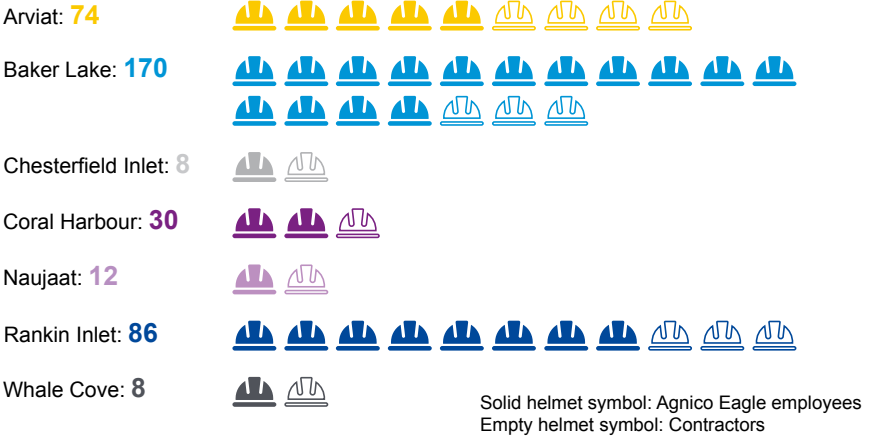
As operations progress, there is a shift from transitional workers (contractors) to more permanent employees (Agnico Eagle) to maintain regular operations.



In 2022, the number of Inuit employees remained constant for management and professional positions at Meadowbank Complex. At Meliadine, the number of unskilled and semi-skilled employees increased.



**2022 Agnico Eagle employees and contractors (FTE) by Kivalliq community (headcount):**



**INCOME**



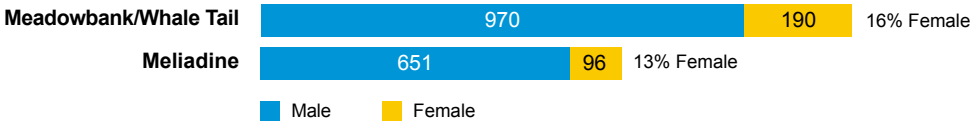
In 2022, total income paid to Inuit employees increased at both sites to **\$22M** at Meadowbank Complex, and **\$10.6M** at Meliadine, for a total of **\$32.6M** in 2022.

A cumulative total of **\$272M of employment income** has been paid to Inuit employees since 2010.

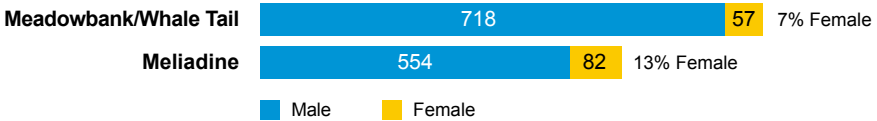
## GENDER

The total number of female employees working directly for Agnico Eagle and contractors increased from 411 in 2021 to **425** in 2022. The female FTE rate across all sites was **13%**.

### Agnico Employees



### Contractors



### 2022 Gender-Specific Programs highlights:



#### Dr. Leanne Baker Scholarship and Development Program

A 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.



#### Education Development (SHAD Program)

Financial support for female students pursuing education in science and technology.



#### Baker Lake Camp Engies

A camp program created by women in engineering to inspire and support young women to pursue engineering.

## EDUCATION & TRAINING

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

In 2022, the Sanajksanut Program was redesigned and officially launched. The vision for the Sanajksanut is to have a recruitment process and approach that is inclusive and accessible for Inuit candidates. The new recruitment process is forward-looking to ensure that a new and qualified generation of Inuit employees excels in various positions at Agnico Eagle's mine sites.

Since the changes in the recruitment process, Agnico Eagle was able to hire **160 Inuit employees**.



In 2022, Agnico Eagle provided **\$638,196** in contributions to school-based initiatives, with investments since the beginning of operations totalling over **\$3.2M**.

- **ILITAQSINIQ (Nunavut Literacy Council)**  
Training programs leading to increased literacy and numeracy of the Kivalliq population.
- **Summer Camp Sponsorship**  
Various camp activities for youth aged 5 to 12.
- **Mining Matters Science Program**  
2-day mining awareness activity for elementary and high school students.
- **Career Days**  
Event was aimed to increase interest in youth regarding careers in the mining industry.



## 2022 Inuit Training Efforts:



Seven (7) trainees successfully completed the Underground Trainee Program at Meliadine.

### Meliadine



Process Plant Trainee Program was successfully integrated at Meliadine.



Eight (8) trainees completed the Haul Truck Trainee Program at Meadowbank.

### Meadowbank Complex



Three (3) trainees completed the Long-Haul Truck Trainee Program at Meadowbank.

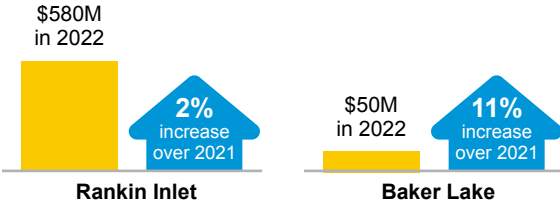


## CONTRACTING & BUSINESS OPPORTUNITIES

Agnico Eagle spent with Inuit businesses:



Agnico Eagle projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses in 2022:



Total Kivalliq projects business expenditures reached **\$844M**.

## NUNAVUT ECONOMY

In 2022, Agnico Eagle payments from taxes and royalties increased by **12%** to **\$156M**. To date, this is a total of more than **\$725M** from all sources.



### Payments and royalties

**Kivalliq Inuit Association (KIA)**

**Nunavut Tunngavik Incorporated (NTI)**

In 2022: **\$22M**

Since 2010: **\$78M**

In 2022: **\$17M**

Since 2010: **\$85M**





## INDIVIDUAL & COMMUNITY WELLNESS



### Food Security:

In 2022, Agnico Eagle contributed **\$197,900** to the following community-based organizations that support food security issues:

### Coral Harbour Sakku School Food Security

\$10,000 contribution to incorporate a food and breakfast station to ensure that no student is hungry at school.

### 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 Prenatal Nutrition Program

\$42,500 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 make hot meals monthly for about 20-40 community members.







**Mental Health:**

In 2022, Agnico Eagle continued to support mental health initiatives on-site and in communities.

Community mental health initiatives supported by Agnico Eagle in 2022 included:

**Coral Harbour Mental Health**

A 2-day trip on the land with youth to discuss suicide prevention and mental health using traditional counselling methods.

**Coral Harbour Suicide Prevention**

A local certified mental health professional in Coral Harbor trained ten (10) adults in the community on suicide prevention and early intervention.

**Nunavut Embrace Life Council**

Agnico Eagle supported the annual, territory-wide Mental Health Art Contest.

**CULTURE & TRADITIONAL LIFESTYLE**

In total, in 2022, Agnico Eagle made monetary contributions of **\$129,186** to support community traditional activities. Some of the Cultural and traditional activities supported by Agnico Eagle included:

- Arviat Inummariit Music Festival Arviat Nunavut
- Elders Activity
- Baker Lake Festival by the Lake
- Chesterfield Inlet Fishing derby
- Chesterfield Inlet Nunavut Day BBQ
- Coral Harbour Bowhead hunt

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

**Meadowbank/Whale Tail**



**Meliadine**





## CARIBOU MIGRATION

### Meadowbank Complex

In 2022, surveys were conducted throughout the entire year to monitor migration near the Meadowbank mine. Road surveys, carried out in collaboration with HTO and KivIA, helped facilitate mitigation decisions along the AWAR and WTHR.

### Caribou Migration Management at Meadowbank Complex

#### 1 Collared Caribou



50 km

#### LEVEL 1

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

#### Group Size Threshold



4 km

#### LEVEL 2

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

#### Group Size Threshold



1.5 km

#### LEVEL 3

- Close road to non-essential traffic
- Agnico Eagle notifies daily KivIA, BLHTO, GN



#### PROJECT ROADS

- Caribou have Right-of-Way



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

**All-Weather Acces Road (AWAR)**



Closed for 24 hours  
**23 days**



Closed for less than 24 hours  
**28 days**



Speed restrictions  
**83 days**

**Whale Tail Haul Road (WTHR)**



Closed for 24 hours  
**7 days**



Closed for less than 24 hours  
**21 days**



Speed restrictions  
**93 days**



## Meliadine Mine

In 2022, surveys to monitor migration of the Qamanirjuaq herd near the Meliadine mine were performed from June 16<sup>th</sup> through August 1<sup>st</sup>. Road surveys, in collaboration with HTO and KivIA, helped facilitate mitigation decisions along the AWAR. Caribou were detected during surveys from June 19<sup>th</sup> to July 16<sup>th</sup>, and closure of the Site and/or AWAR was triggered between June 19<sup>th</sup> to July 15<sup>th</sup>.



### AWAR road closures due to caribou migration at Meliadine:

#### All-Weather Access Road (AWAR)



Closed for 24 hours  
**10 days**



Closed for less than 24 hours  
**3 days**



Speed restrictions  
**17 days**

## Caribou Migration Management at Meliadine



### LEVEL 1

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

### LEVEL 2

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

### LEVEL 3

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

## MARINE MAMMAL AND SEABIRD OBSERVATION (MMSO)

Monitoring surveys were conducted along the shipping route between Helicopter Island and Baker Lake in 2022 by three local area marine wildlife monitors.



Vessels are required to transit south of Coats Island whenever the weather is safe to do so. The majority (24/27) of vessels servicing the Meadowbank and Meliadine projects in 2022 travelled south of Coats Island, with the exception of three occasions. One occurred in August due to windy conditions in the Hudson Bay. The other two occurred in October, both due to inclement weather.



No incidents with marine mammals or seabird were reported for the 2022 shipping season for Meadowbank Complex and Meliadine.

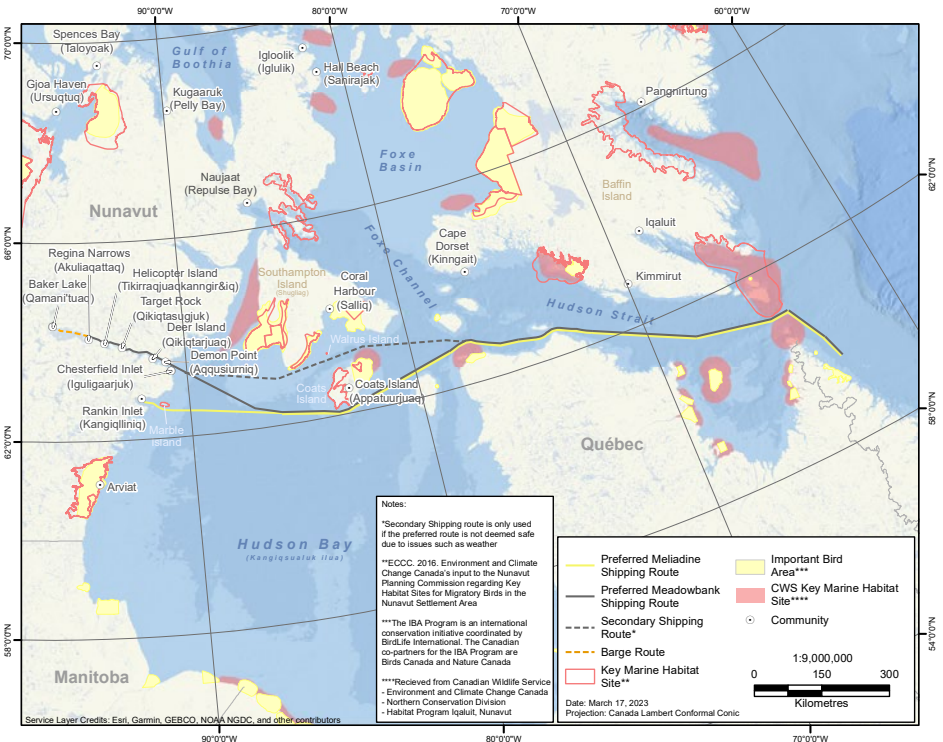
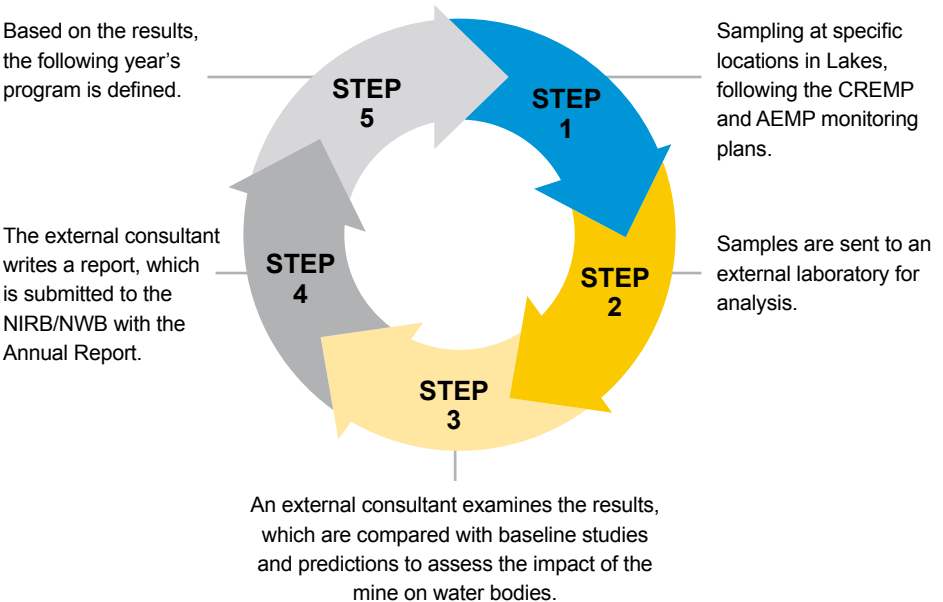


Figure 1.1-2: Marine Mammal and Seabird Observer Program Study Area along Shipping Route to Meliadine and Meadowbank Mines



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

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





## 2022 Results:

### Meadowbank and Whale Tail

Results of the 2022 monitoring indicated that changes observed in 2022 would not be expected to result in adverse effects to aquatic life.

### Baker Lake

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

### Meliadine

There were no exceedances of the AEMP Action Levels for any parameters in Meliadine Lake or the Peninsula Lakes linked to activities at the mine in 2022.

Refer to the Meadowbank Complex and Meliadine Mine Annual Reports for more detailed information on the 2022 CREMP and AEMP monitoring program and results.



[aemnunavut.ca/meadowbank-documents](https://aemnunavut.ca/meadowbank-documents)  
[aemnunavut.ca/meliadine-documents](https://aemnunavut.ca/meliadine-documents)

Monitoring will continue in 2023.



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



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

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

Dustfall samples are collected twice during the summer season over a 30-day average period (generally throughout July and August) at each of the 5 transects (2 on AWAR / 3 on WTHR).

For Meadowbank and Whale Tail, 2022 average dustfall rates along the AWAR and WTHR road remained below the established dust management threshold. Dust management thresholds are established in the Meadowbank Complex Air Quality and Dustfall Management Plan, approved by the NIRB.

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

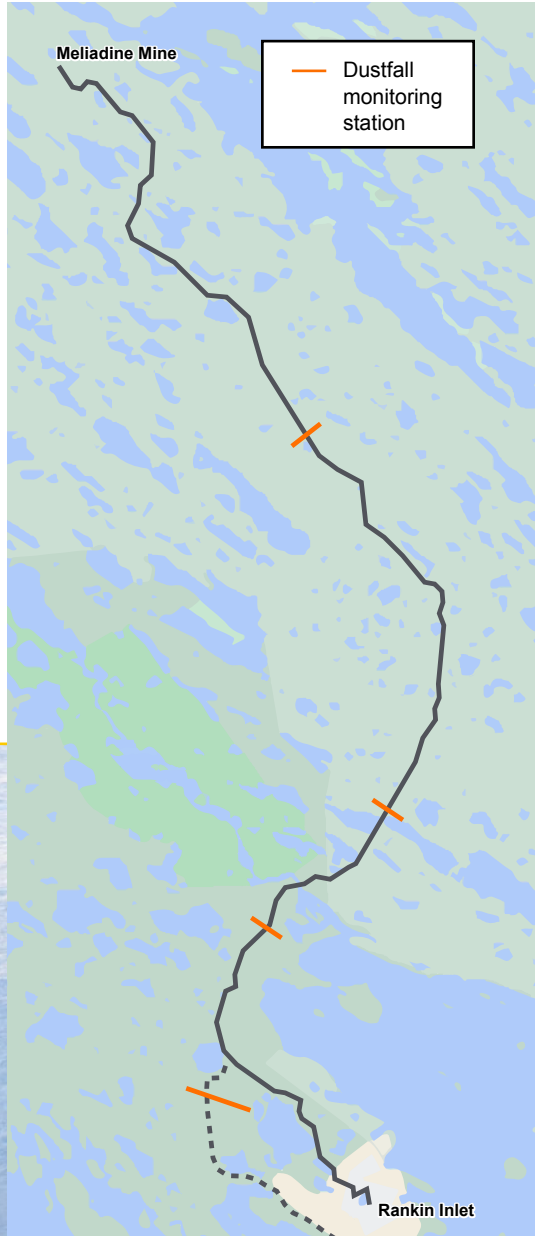
- Dust suppression (water or calcium chloride applied)
- Enforcing speed limits
- Grading of road surfaces
- Placement of new coarser material onto road surface
- Regular inspections of the road and undertaking of timely repairs

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

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

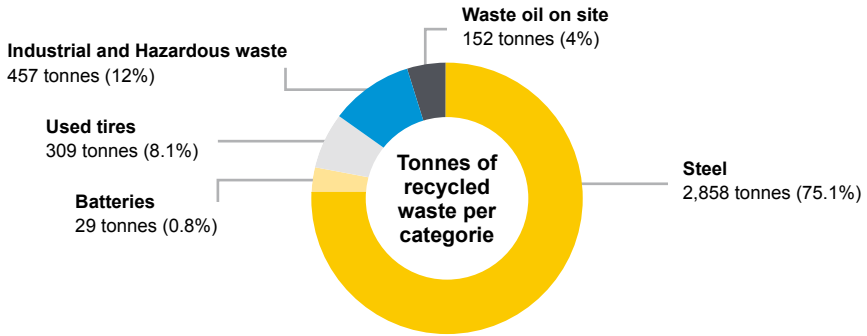
Dustfall samples are collected twice during the summer season over a 30-day average period (generally throughout July and August) at each of the 4 transects (3 on AWAR / 1 on Bypass Road).

For Meliadine, 2022 average dustfall rates along the AWAR and Bypass Road remained below the established dust management threshold. Dust management thresholds are established in the Meliadine Mine Air Quality Monitoring Plan, approved by the NIRB.



## WASTE MANAGEMENT

In 2022, Agnico Eagle recycled **28% of the waste** generated at the Meadowbank Complex.

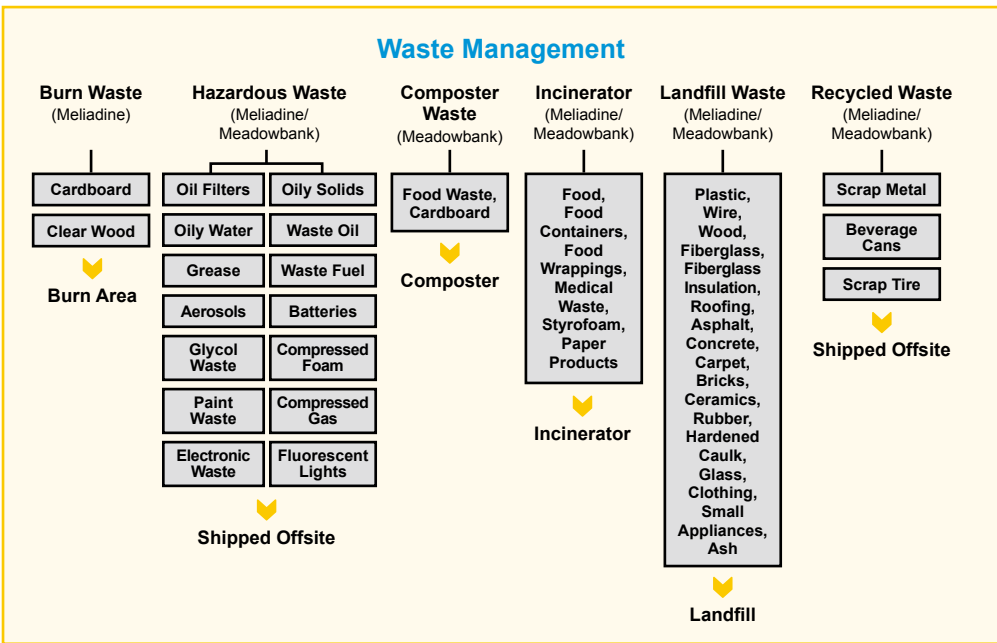
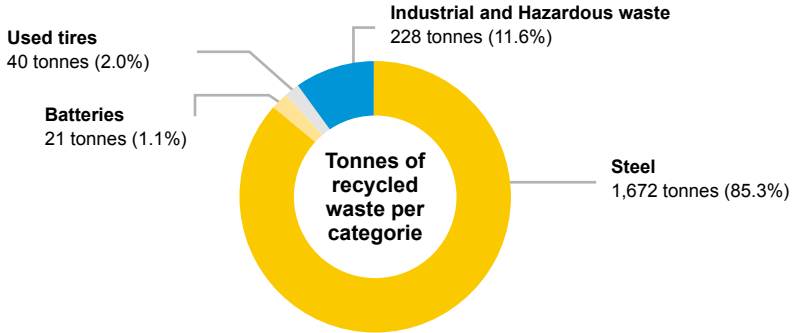


## Composter

In 2022, **126,349 kg of cardboard** and **165,058 kg of food waste** was loaded into composter. A total of **112 totes** of compost was produced thus reducing the incineration needs.



In 2022, Agnico Eagle recycled **30% of the waste** generated at the Meliadine mine.



## GENERAL ENVIRONMENTAL INFORMATION

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



[aemnunavut.ca/meadowbank-documents/](http://aemnunavut.ca/meadowbank-documents/)  
[aemnunavut.ca/meliadine-documents/](http://aemnunavut.ca/meliadine-documents/)







**AGNICO EAGLE**



AEMMeadowbankComplex | AEMMeliadine