

Sustainable Development Policy

Our Commitment

At the core of our Policy, we are committed to creating value for our shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families, the communities and respecting human rights, cultures, customs and values of those impacted by our activities. This translates into four fundamental objectives: operate safely, maintain a healthy workplace, protect the environment, and treat our employees and communities with respect.



Sean Boyd
Chair of the Board
January 2024



Ammar Al-Joundi
President & Chief Executive Officer
January 2024

Through this policy we are committed to:

- Implement standards prescribed by international initiatives, principles, codes and programs to which Agnico Eagle is a signatory through the application of our integrated Risk Management and Monitoring System;
- Evaluate, control, eliminate or minimize risks in all our activities;
- Promote leadership, personal commitment and accountability to this policy from all employees and contractors;
- Assess potential impacts and risks associated with our activities throughout the lifecycle of our projects or operations, including impacts of purchasing or acquisition decisions based on our sustainability values;
- Ensure sufficient resources are allocated to implement and manage these commitments;
- Design and operate our facilities to ensure that effective controls and technologies are in place to minimize and mitigate identified risks;
- Regularly measure and verify our performance;
- Strive for continuous improvement by setting objectives, measuring results against those targets and recognizing and rewarding performance;
- Comply with our internal policies, Code of Business Conduct and Ethics, with the laws and regulations in each country in which we operate as well as other industry standards to which the company subscribes;
- Uphold fundamental human rights as defined in the United Nations Universal Declaration of Human Rights and in the Voluntary Principles on Security and Human Rights;
- Implement emergency and crisis response plans to address possible impacts of unforeseen events; and
- Build a relationship with our stakeholders and rights-holders based on trust through open and transparent communication and full disclosure of payments to all levels of government.

Respect OUR EMPLOYEES



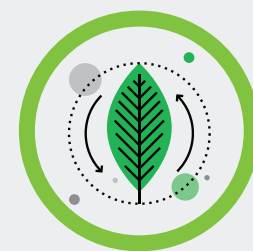
We aim to maintain a safe and healthy work environment that is based on mutual respect, fairness and integrity. To achieve this, we:

- Do not tolerate discriminatory conduct in the workplace;
- Provide a fair and non-discriminatory employee grievance system;
- Value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias;

- Employ and promote employees on the basis of merit;
- Provide fair and competitive compensation;
- Enforce a drug and alcohol-free workplace;
- Maintain the confidentiality of collected personal and private information about employees;
- Recognize the right of employees to freedom of association;
- Provide appropriate training and development opportunities; and
- Consult, communicate and provide appropriate support to employees.



Respect OUR ENVIRONMENT



We aim to eliminate, minimize and mitigate impacts of our operations on the environment and maintain its viability and diversity. To achieve this, we intend to:

- Minimize the generation of waste and ensure its proper disposal;
- Minimize risks associated with managing tailings, mine waste and water by employing Best Available/Applicable Practices (BAP);
- Identify, evaluate, and respond to watershed related risks and opportunities to reduce cumulative impact on other users;

- Implement measures to conserve natural resources including energy and water;
- Implement measures to reduce emissions to air, water and land, and to minimize our footprint including minimizing deforestation;
- Implement measures to reduce our greenhouse gas emissions and address the effects of climate change on our operations;
- Integrate biodiversity conservation and land use planning considerations through all stages of our activities; and
- Rehabilitate sites to ensure long term physical and chemical stability in a consultative manner.



Operate a SAFE AND HEALTHY WORKPLACE



We believe that all accidents/incidents are preventable. We aim to operate a safe and healthy workplace that is injury and fatality free. We believe that if we all work together, we can achieve zero accidents in the workplace and enhance the well-being of employees, contractors and communities. To achieve this, we:

- Use sound engineering principles in the design and operation of our facilities;
- Promote overall health and wellness and establish programs to protect them;

- Provide appropriate training for all employees to safely perform their duties;
- Identify, prevent, eliminate or mitigate the risks to health, safety and industrial hygiene;
- Maintain occupational health and industrial hygiene programs;
- Provide appropriate tools to work safely and efficiently; and
- Maintain a high degree of emergency preparedness to effectively respond to emergencies.



Respect OUR COMMUNITY



We aim to contribute to the social and economic development of sustainable communities associated with our operations. To achieve this, we:

- Provide a confidential complaint reporting mechanism to report unethical, illegal or irresponsible behavior;
- Ensure that no child labour and any form of forced and compulsory labour are permitted in the workplace;
- Foster an open, transparent and respectful dialogue with all communities of interest and ensure that activities on private lands and indigenous lands are performed with the free prior informed consent of the land owners or right holders;

- Support local communities and their sustainability through measures such as development programs, locally sourcing goods and services and employing local people;
- Provide assurance that our operations will not support, benefit or contribute to unlawful armed conflict, serious human rights abuses, or breaches of international humanitarian law;
- Seek to preserve cultural heritage from adverse impacts associated with project activities;
- Seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities;
- Do not explore or seek to develop new mining operations in an area designated as a World Heritage Site.

