

**APPENDIX 34 2023 SOCIO-ECONOMIC MONITORING PROGRAM  
REPORT**

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# Agnico Eagle Kivalliq Projects

2023 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

**DATE OF SUBMISSION:**

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**SUBMITTED TO:**

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# Executive Summary

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## The Agnico Eagle 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 is 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 Socio-Economic Monitoring Report (SEMR) provides the results of the Agnico Eagle Kivalliq Projects 2023 Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Working Group (SEMWG). 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.

## Report Highlights

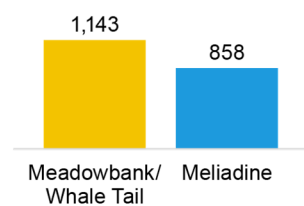
The 2023 Socio-Economic Monitoring Report (SEMR) compiled data and information related to regional social and economic conditions, including contributions and potential impacts of Agnico Eagle’s Kivalliq Projects. Of note, this year’s report includes results from the 2023 Inuit and Nunavummiut Employment Survey and continues integrating Inuit Qaujimagatuqangit (IQ) and Inuit Societal Values (ISV).



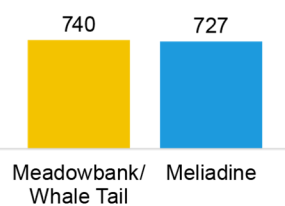
### Employment

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.

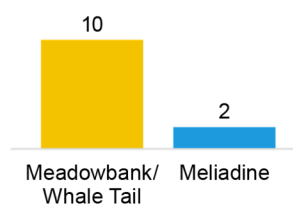
#### Permanent & Temporary



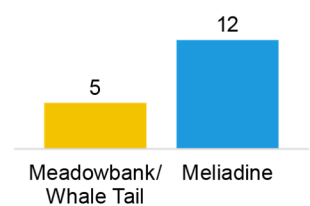
#### Contractor\*



#### On-call



#### Students & Co-op



Total employment by Agnico Eagle and contractors at both projects

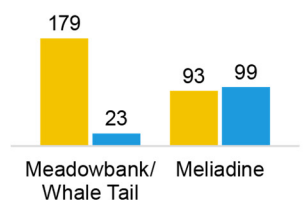
**increased by 0.3%** from 2022, to **3,497** in 2023

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

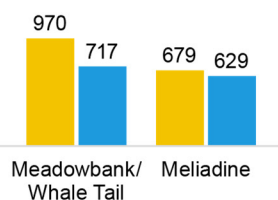
Inuit employment **decreased by 13% for Meadowbank / Whale Tail** and **increased by 30% for Meliadine**.

In **2023**:

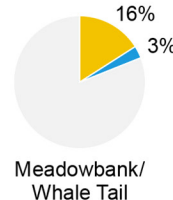
#### Inuit



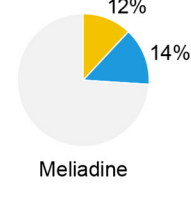
#### Non-Inuit



#### % Inuit



#### % Inuit

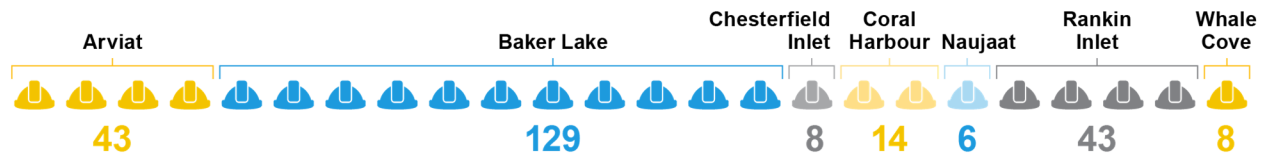


● Agnico Eagle  
● Contractor



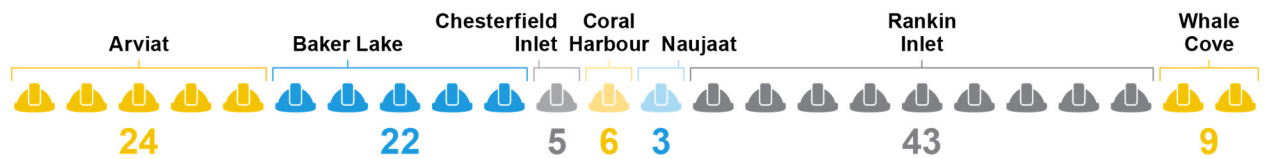
Agnico Eagle's **Kivalliq-based employment reached 251 employees in 2023, representing 15% of Agnico Eagle employment that year.**

**Agnico Eagle employees in 2023** by Kivalliq community (headcount):



Contractors' **Kivalliq-based employment reached 112 employees in 2023, representing 8% of contractor employment that year.**

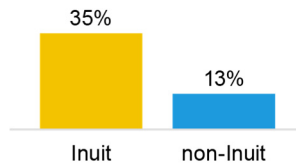
**Agnico Eagle contractors\* in 2023** by Kivalliq community (FTE):



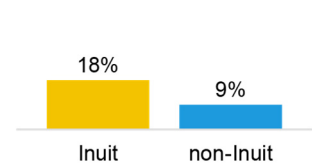
**Inuit employee turnover remains higher than non-Inuit employee turnover**, with a lower Inuit employee turnover in 2023 compared to the historical high for this metric.

**Employee Turnover in 2023**

**Meadowbank/Whale Tail**



**Meliadine**



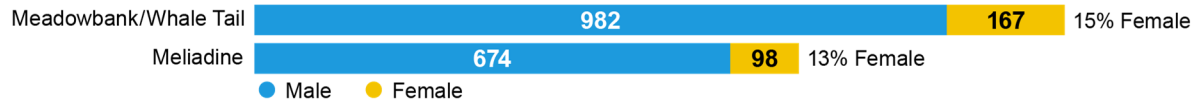
In 2023, resignations / voluntary departure accounted for 71 out of 100 terminations of Inuit employees, with the remaining turnover (29 Inuit employees) attributed to dismissal.



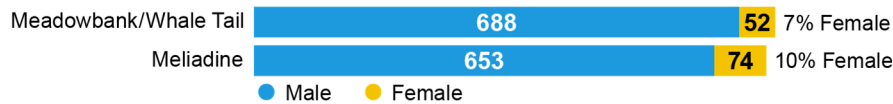
## Gender

The total number of **female employees** working directly for Agnico Eagle and contractors **decreased from 425 in 2022 to 391 in 2023**. The female FTE rate across all sites was 12%.

### Agnico Employees

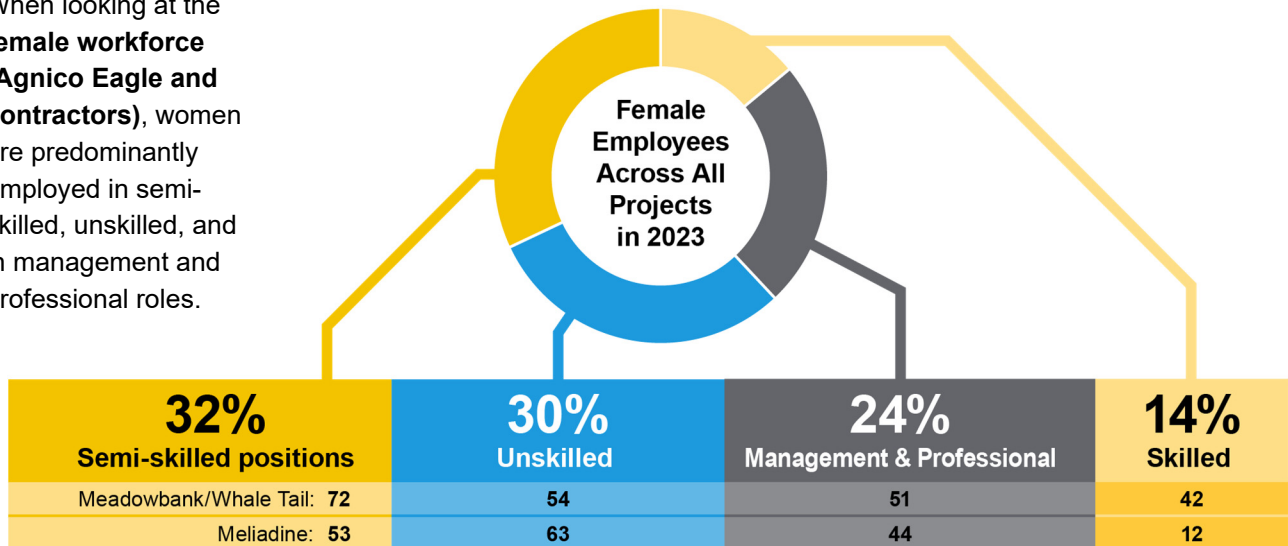


### Contractors



Agnico Eagle has **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle Kivalliq Projects.

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





## Income

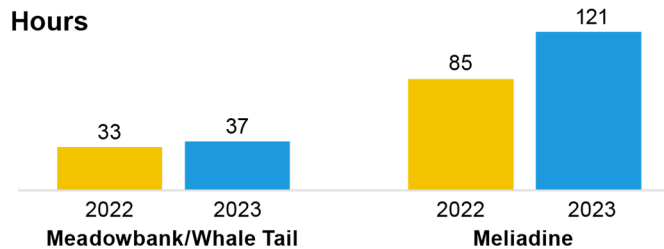
Income paid to Inuit employees decreased at **Meadowbank/Whale Tail from \$22.0M in 2022 to \$20.8M in 2023** and increased at **Meliadine from \$10.6M in 2022 to \$13.0M in 2023**, for a total of \$33.8M paid in income in 2023, representing a 4% increase since 2022.

A cumulative total of **\$305.8M** of employment income has been paid to Inuit employees since 2010.



## Education and Training

At Meadowbank / Whale Tail and Meliadine, the average number of hours of specific training increased for Inuit employees in 2023. Specific training helps employees develop competencies related to a specific position.



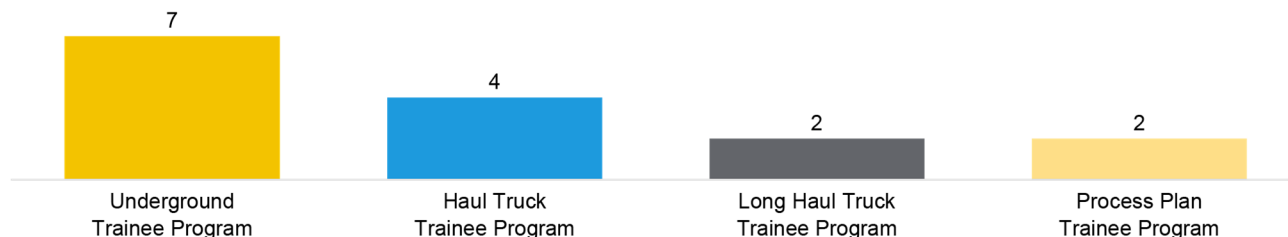
Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. *The vision for the Sanajiksanut is to have a recruitment process and approach that integrates the principle of **tunnganarniq**, emphasizing inclusivity and accessibility for Inuit candidates* <sup>ISV</sup>. The Sanajiksanut Program was redesigned and officially launched in 2022. Four (4) key principles of the Sanajiksanut Program include partnership with Ilitaqsiniq (Nunavut Literacy Council), Inuit workforce planning, recruitment process changes, and Mining Awareness. 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.

In 2023, the Sanajiksanut Program supported and implemented various community-based and on-site initiatives to facilitate access to employment for the Inuit workforce.

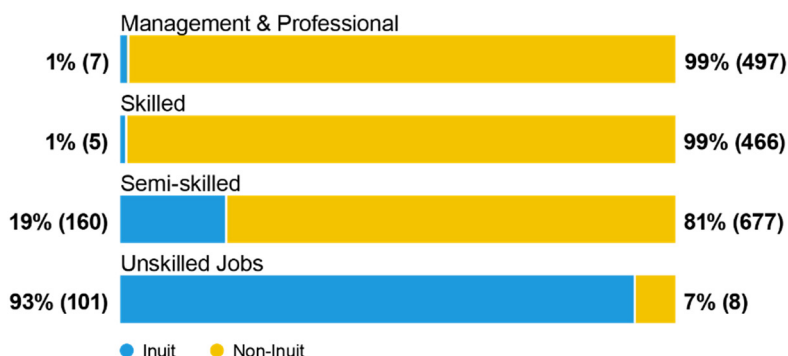


In 2023, Agnico Eagle provided \$100,000 to Iliqaqiniq (Nunavut Literacy Council) to support the implementation of training programs leading to increased literacy and numeracy of the Kivalliq population. This contribution supports preparedness for the Kivalliq population to join the active workforce. Funding is provided annually to Iliqaqiniq (Nunavut Literacy Council) and 2023 marks the last year of a five-year agreement between Agnico Eagle and Iliqaqiniq (Nunavut Literacy Council).

In 2023, there were **15 graduates** from various Agnico Eagle programs:



In 2023, Inuit employees held most of the unskilled roles (93%) at Agnico Eagle's Kivalliq Projects and 19% of the semi-skilled roles. Management & professional and skilled positions were mostly staffed by non-Inuit employees.

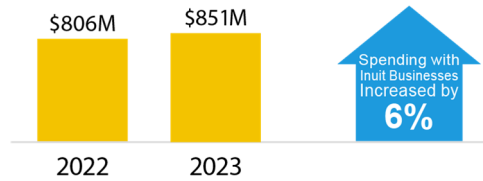


In 2023, Agnico Eagle made **\$586,019** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling almost \$4.0 million.



## Contracting and Business Opportunities

**Agnico Eagle spending with Inuit businesses in 2023 increased by 6%** compared to 2022, accounting for 65% of total procurement in 2023.



Agnico Eagle spending with Inuit businesses from Rankin Inlet and Baker Lake also increased in 2023:



Total contract expenditures in Nunavut in 2023 reached

**\$903M**

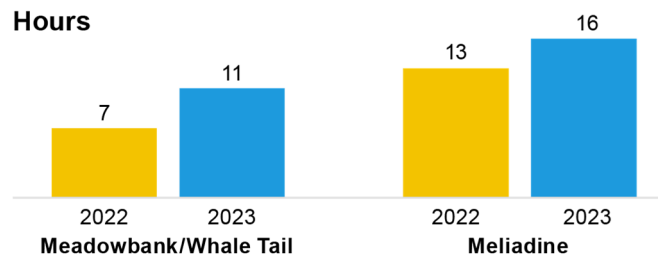
**\$523M** at Meadowbank / Whale Tail

**\$380M** at Meliadine.



## Health and Safety

In 2023, mandatory training delivered to Inuit employees averaged 11 hours at Meadowbank / Whale Tail and 16 hours at Meliadine, representing an **increase in health and safety trainings at both sites over 2022 levels.**



In 2023, project combined lost-time and light duty accident frequency decreased at Meadowbank / Whale Tail and Meliadine, remaining low at both sites compared to previously recorded rates.



## Population Demographics

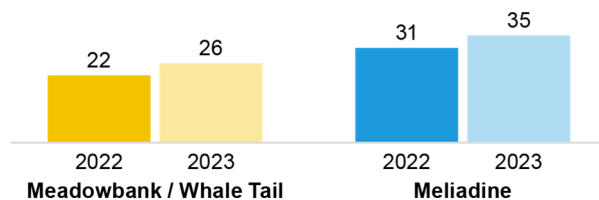
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

In 2023, **the number of Inuit employees residing outside Nunavut slightly increased** at Meadowbank / Whale Tail and Meliadine from the previous year.



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

### Inuit Employees Residing Outside of Nunavut



Regarding contractor employment, Meadowbank / Whale Tail had nine (9) Inuit employees (total 3.1 FTE) and Meliadine had seven (7) Inuit employees (total 6.7 FTE) living outside Nunavut in 2023.

The change in population (based on population estimates for 2022) in Kivalliq communities between 2011 and 2022 has varied by community:

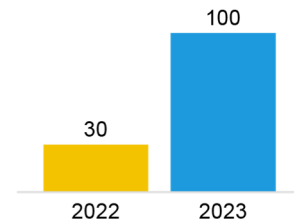


There was an overall population **increase of 6%** in the Kivalliq region (based on population estimates). Population estimates for 2023 were not available at the time of writing the report.



## Community Infrastructure and Services

In 2023, **100 employees were referred to community health care** centres, representing an increase in referrals over the previous year. Since 2018, 72% of referrals to community health care centres have been for non-work-related conditions.



**16 Incidents** at Meadowbank / Whale Tail required the use of GN health services in 2023, an increase from 7 reported in 2022.



## Individual and Community Wellness

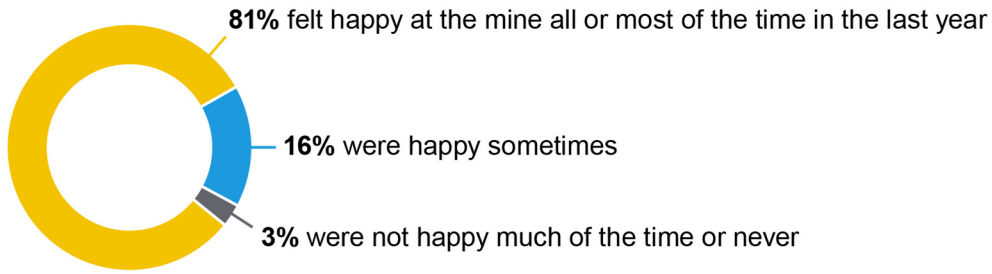
**Agnico Eagle continues to support mental health initiatives on-site and in communities.**

Agnico Eagle created the **Inunnguiniq project** in 2023, which consists of a **\$5M investment** dedicated to supporting community mental health.

In 2023, Agnico Eagle administered an **Inuit and Nunavummiut Employment Survey** to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. The Inuit and Nunavummiut Employment Survey was also renamed to **"Tukisigiaqniq,"** which translates to **"Better understanding"** in Inuktitut to align the name of the survey with the objectives of the survey while honouring local culture.

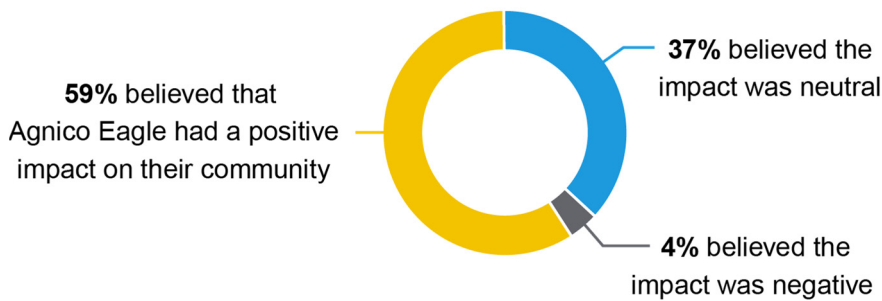
The results of the 2023 Inuit and Nunavummiut Employment Survey regarding health and wellness are described below.

**Inuit and Nunavummiut Employment Survey results regarding feeling happy:**



**59%** of survey respondents worried about their family, **24%** about their financial situation and **21%** felt lonely while at work.

**Perceptions of Agnico Eagle impact:**



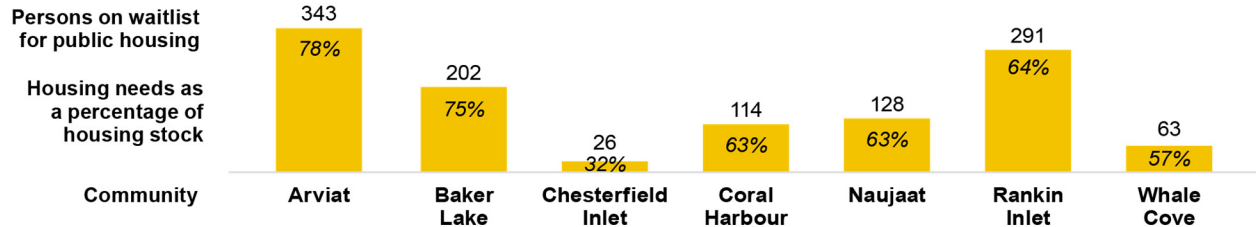
Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher **crime rates** since 2018; in 2022 (the most recent year for which these statistics were available at the time of preparing this report), the crime rate increased in all communities compared to 2021 except for Baker Lake and Chesterfield Inlet. In 2022, 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.



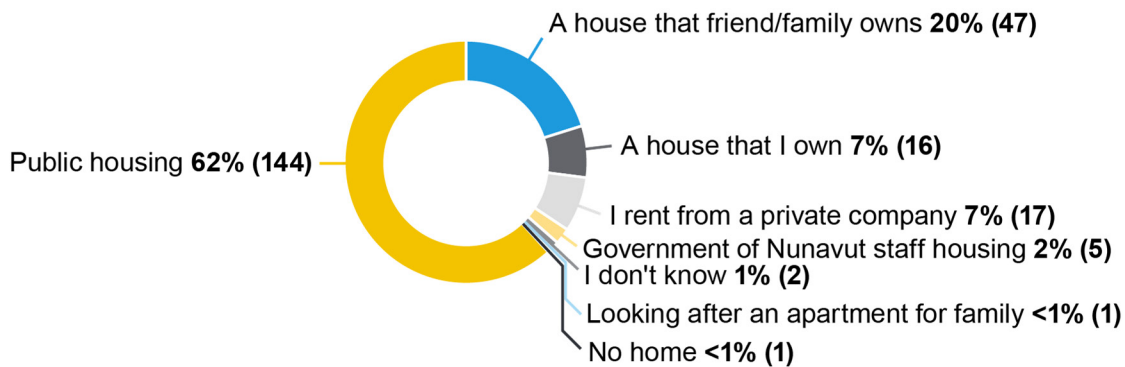


In 2023, there was a **14% increase in the demand for public housing**, with 1,167 people on the waitlist in the Kivalliq region. Only the community of Chesterfield Inlet had a slight decrease in the number of persons on housing waitlists compared to 2022.

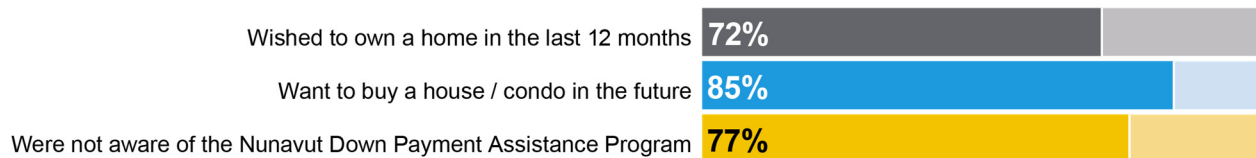


Lack of housing in Chesterfield Inlet is rated as **“serious”**, in all other communities it is rated as **“critical need.”**

**Inuit and Nunavummiut employees who responded to the employment survey live in:**

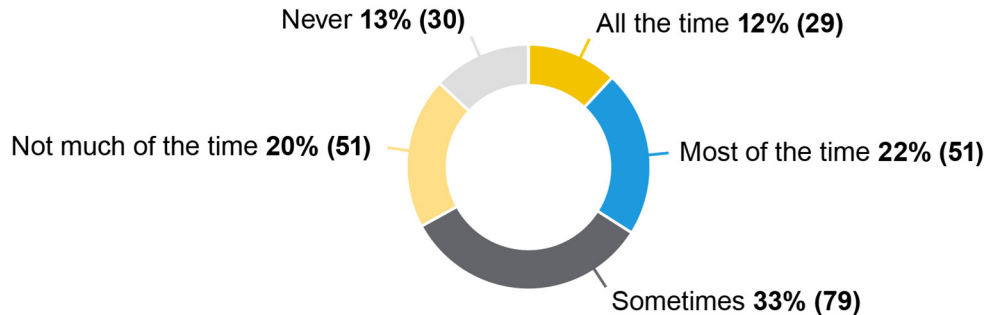


**Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:**

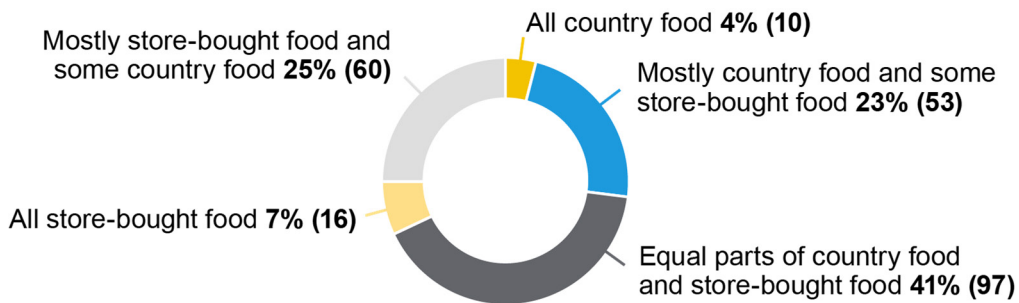


Food security remains an important issue for employees.

When Inuit and Nunavummiut employees were asked about whether they worry about food:



When asked about diet:



## Cultural and Traditional Lifestyle

Agnico Eagle employees continue to participate in **traditional activities**. In 2023, all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, with more than half of respondents participating in family gatherings, and hunting, trapping, and fishing.

When asked about their participation in traditional activities since they started working at the mine:

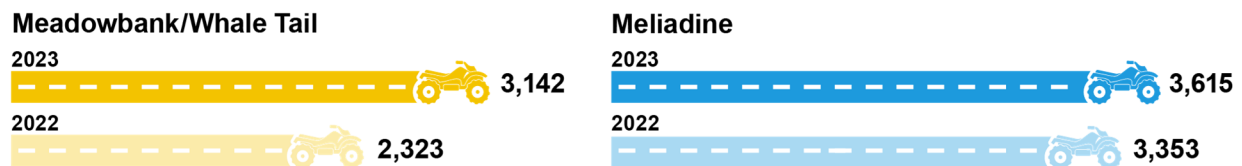


The **use of Inuktitut** on-site declined in 2023 at both mine sites. The 2023 Inuit and Nunavummiut Employment Survey results indicated that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, **10% of respondents indicated that they felt they spoke Inuktitut less at home** as a result of working at the mine.

In 2023, Agnico Eagle Kivalliq Projects continued to integrate Inuktitut uses in their operations and additional language focused initiatives were launched. These included:

- Delivering socio-economic monitoring results in Inuktitut.
- Delivering orientation and public information sessions in the Kivalliq region in Inuktitut.
- Promotion of Nunavumi Uqausilirinik Maligaq through internal communications.
- Hiring workers fluent in Inuktitut to provide translation services to other employees needing assistance.
- Offering English as a second language training accessible to all workers.
- Providing on-site signage in Inuktitut.
- Translating of the Hourly Employee Handbook into Inuktitut.
- Actively participating in Uqausirmut Quviasuutiqarniq.
- Discussing translation of the IIBA Awareness Session into Inuktitut.

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



In 2023, the **Kivalliq Inuit Elders' Advisory Committee** participated in annual meetings, site visits and cultural activities.



In 2023, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day, held various activities to support Inuit Arts and Crafts, and hosted country food nights.

In total, in 2023, Agnico Eagle made monetary contributions of **\$69,160** to support traditional activities.



## Nunavut Economy

In 2023, 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 12% to **\$175M**, for a total to-date impact of **\$967M** from all sources.



In 2022, Nunavut experienced its **smallest trade deficit since 2002**, down to \$469M, due to both decreasing imports and increasing exports.



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

**36%**  
**\$1,329M**  
of total GDP  
in 2022.



Agnico Eagle estimated, in 2022, that Meadowbank / Whale Tail and Meliadine operations were collectively responsible for approximately **22% of Nunavut's GDP**. At the time of this report, 2023 information was not yet available.

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# Acronyms and Abbreviations

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\$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
CIF	Community Initiatives Fund
CLC	Community Liaison Committee
CLOs	Community Liaison Officers
CMAC	CMAC-Thyssen Mining Group (Claude Macdonald)
COQ	Certificate of Qualification
COVID-19	Coronavirus disease of 2019
DCPP	Defined Contribution Pension Plan
E&I	Energy and Infrastructure
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 Qaujimagatuqangit
ISV	Inuit Societal Values
ITK	Inuit Tapiriit Kanatami
IWBS	Inuit Workforce Barriers and Strategies (2018)
IWBS	Inuit Workforce Barriers Study (2023)
IWRMP	International Women in Resource Mentoring Program
JASS	Jonah Amitnaaq Secondary School
JOHSC	Joint Occupational Health & Safety Committee
KBDC	Kivalliq Business Development Centre
KEAC	Kivalliq Elders' Advisory Committee
KEP	Kivalliq Entrepreneur Program
KHTOs	Kivalliq Hunters and Trappers Organizations
KIA	Kivalliq Inuit Association
KLMA	Kivalliq Labour Market Analysis
km	Kilometre
KMTS	Kivalliq Mine Training Society
KSEC	Kivalliq Science Educators Community
KvSEMC	Kivalliq Socio-Economic Monitoring Committee
LDP	Leadership Development Program
LMS	Learning Management System
LSA	Local Study Area
MiHR	Mining Industry Human Resources Council
MoU	Memorandum of Understanding
NDC	Nunavut Development Corporation
NILFA	Nunavut Inuit Labour Force Analysis
NIRB	Nunavut Impact Review Board
NLCA	Nunavut Land Claims Agreement
NMHSF	Northwest Territories Mining Heritage Society Foundation
NPC	Nunavut Planning Commission
NTI	Nunavut Tunngavik Incorporated
NWP	Northwestern Polytechnic College

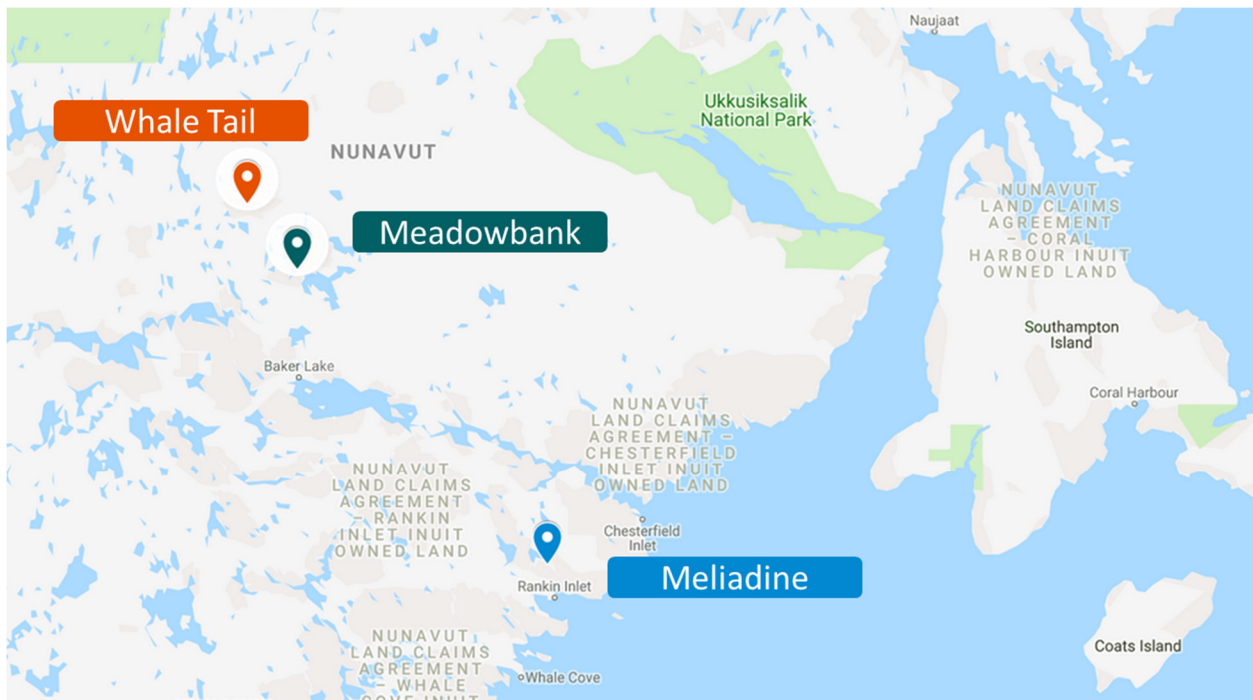
OSWGs	On-Site Working Groups
PPE	Personal Protective Equipment
RCMP	Royal Canadian Mounted Police
RISE	Rapid Inuit Specific Education
RNFB	Revised Northern Food Basket
RPAN	Recreation and Parks Association of Nunavut
RRSP	Registered Retirement Savings Plan
RSA	Regional Study Area
SEMC	Socio-Economic Monitoring Committee
SEMP	Socio-Economic Monitoring Program
SEMR	Socio-Economic Monitoring Report
SEMWG	Socio-Economic Monitoring Working Group
SEWG	Socio-Economic Working Group
TASK Week	Trades Awareness Skills and Knowledge Week
TMS	Training Management System
TOKTW	Take Our Kids to Work
VLS	Virtual Learning Strategist
VSECs	Valued Socio-Economic Components
WHMIS	Workplace Hazardous Materials Information System

# Introduction

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## The Agnico Eagle 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 is 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 3.8 million tonnes of ore in 2023, producing 431,666 ounces of gold compared to 373,785 ounces of gold in 2022. Amaruq achieved a record annual gold production in 2022, eclipsing prior year production by approximately 50,000 ounces of gold and increasing annual mill throughput by over 300,000 tonnes (including pre-commercial production), while achieving commercial production at the Amaruq underground deposit on August 1, 2022. As December 31, 2023, gold mineral reserves at Amaruq are 1.837 million ounces (proven and probable).

About 290 km southeast of Meadowbank, the Meliadine mine achieved first commercial production in 2019. The Meliadine mill processed 1.9 million tonnes of ore in 2023, and 364,141 ounces of gold compared to 372,874 ounces of gold in 2022. The Company anticipates that mining at Meliadine will be carried out through several underground mining operations and open pits over a mine life extending to 2032. As December 31, 2023, gold mineral reserves at Meliadine are 3.467 million ounces (proven and probable).

## 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 Working Group (SEMWG). 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 SEMWG.
- 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 (3) 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 Kivalliq Socio-Economic Monitoring Committee (KvSEMC) meets annually to present data and consider socio-economic impacts. Members of the KvSEMC include Government of Nunavut (including specific departmental representation), Government of Canada, Kivalliq Inuit Association, Hunters and Trappers Organizations, Community representatives, Community organizations and Project owners. The Kivalliq committee members and the Agnico Eagle project present 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 are considered 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 projects related IIBA matters.

# Methodology

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## Indicator Selection

In 2017, Agnico Eagle and their partners in the SEMC created the Agnico Eagle 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 Eagle 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 Complex (Meadowbank and Whale Tail) 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 (GoC) census data that is released every five (5) years and is currently available for 2006, 2011, 2016, and 2021.

For certain metrics reliant on non-project sources, data for the reporting year (2023) 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.

## 2023 Inuit and Nunavummiut Employment Survey

In 2023, Agnico Eagle administered an Inuit and Nunavummiut Employment Survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. This follows the previous two surveys, which were conducted in 2019 and 2022. In 2020 and 2021, Agnico Eagle's plans to roll out the survey were postponed due to the impacts of COVID-19.

In 2023, and after the consultation with Elders in the Kivalliq Region, the Inuit and Nunavummiut Employment Survey was renamed to "Tukisigiaqniq," which translates to "Better understanding" in Inuktitut <sup>ISV</sup>. This new name authentically captures the essence and intent of the survey, aligning the name closely with the objectives of the Inuit and Nunavummiut Employment Survey within Kivalliq operations while honouring local culture. Renaming the survey, utilizing an Inuktitut word, accomplishes two important outcomes: first, Inuit may be more receptive to participating in the survey because they better understand the survey's purpose; and second, it shows Agnico Eagle's willingness to collaborate with Inuit in their own language. This is representative of the ISV *tunnganarniq* by improving the inclusivity of the survey for Inuit.



In the 2023 Inuit and Nunavummiut Employment Survey, the total number of respondents included 241 Inuit employees, of which 20 lived outside Nunavut and 221 lived in Nunavut. Responses were not collected from non-Inuit employees. Non-Inuit Nunavummiut, while invited to complete the survey, did not participate in the survey. The participation in the 2023 survey represents a significant increase in participation over previous two surveys with 95 participants in 2019 and 159 participants in 2022, increasing to 241 in 2023.

It should be noted that, while 241 employees participated in the 2023 survey, not all questions were answered by all participants. As a result, survey results should be interpreted with caution. Additional characteristics for those who participated in the 2023 survey include:

- 33% were female and 66% male; 1% preferred not to disclose.
- 68% worked at Meadowbank Complex and 32% at Meliadine.
- 84% were directly employed by Agnico Eagle and 16% were hired by contractors.
- 26% worked at the mine one year or less, 11% worked at the mine 1-3 years, 27% worked at the mine 3-5 years, and 36% worked at the mine 5+ years.

Further, compared to the 2022 survey, the 2023 survey included an additional question to identify the specific worksite (Meadowbank / Whale Tail or Meliadine) and did not ask questions pertaining to COVID-19 related measures. All other questions in the 2023 survey remained the same as in the 2022 survey allowing for a comparison of the two (2) survey results.

## **Inuit Qaujimaqatigiinniq (IQ) and Inuit Societal Values (ISV) Summary**

Inuit Qaujimaqatigiinniq (IQ)—the traditional knowledge and wisdom of Inuit society—is a set of values and practices that transcend time immemorial. It serves as an ethical framework and a comprehensive guide towards leading a meaningful, fulfilling, and healthy life. Although described here in written format, IQ holds its greatest value and importance when passed down and shared orally by Inuit knowledge holders and elders. IQ embodies a holistic approach to living which fosters respectful relationships with all aspects of life, including fellow Inuit, the community, the land, and the animals with whom we all coexist. By embracing IQ, this report supports a path forward that helps to navigate the complexities of the future and promote a balanced and sustainable way of living (Karetak, Tester, & Tagalik, 2017).

It is important to recognize that IQ sits at the core of the Inuit value system and way of life. Because of this, Inuit practice and follow IQ in their daily lives. These values apply to all aspects of Inuit life, whether it is at home with family and friends, or with the environment. It is also followed in the way that Inuit conduct business or work.

In order to incorporate IQ, this report leverages the Government of Nunavut's Inuit Societal Values (ISV). ISV are ways of conceptualizing IQ. Their adherence leads to the promotion and integration of IQ in the design and delivery of policies, programs, and services. Following ISV—the Inuit values listed below—supports practices and ways of working that are consistent with the culture, values, and language of the Inuit majority in Nunavut (Pauktuutit Inuit Women of Canada, 2006):

1. **Inuuqatigiitsiarniq**: Respecting others, relationships and caring for people.
2. **Pijitsirniq**: Serving and providing for family and/or community.
3. **Pilimmaksarniq / Pijariuqsarniq**: Development of skills through observation, mentoring, practice, and effort.
4. **Piliriqatigiinniq / Ikajuqtigiinniq**: Working together for a common cause.
5. **Tunnganarniq**: Fostering good spirits by being open, welcoming, and inclusive.
6. **Aajiqatigiinniq**: Decision making through discussion and consensus.

7. **Qanuqtuurniq:** Being innovative and resourceful.
8. **Avatittinnik Kamatsiarniq:** Respect and care for the land, animals, and the environment

The SEMR identifies where an ISV relates to, have been followed, or are connected to the subjects being discussed. The purpose for this is to demonstrate Agnico Eagle's commitment to following and implementing IQ and to begin to move toward a more fulsome integration of Inuit worldviews in its monitoring and reporting. Throughout this report, the "ISV" symbol will be used as an indicator and easy reference to one or more ISV.

For the 2023 SEMP report, there was a focused effort to enhance the discussion and consideration of ISVs. The report not only identified the relevant ISVs within the analysis, as listed above, but also made significant advancements in the analysis of ISVs. These improvements were particularly evident in the interpretation sub-sections, where the contributions to ISV analysis were expanded upon, showcasing a deeper and more comprehensive exploration compared to previous editions. This enhancement aligns with the prevalent methodology used across the territory by incorporating the Government of Nunavut's approach to ISVs and its IQ analytical tools. This helps to ensure that the report's findings are reflective of Inuit traditions and perspectives and resonate more effectively with Kivalliq communities.

Note that it is easier to identify where IQ and ISVs have been included in the collection of data through surveys and interviews. It is more difficult to implement and report on the inclusion of IQ/ISVs in the collection of raw data (statistics for pay, turnover, contract spending, etc.) because this does not involve interaction with people.

## 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 2023 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.

## **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.

### **Meadowbank Complex and Meadowbank / Whale Tail**

In many instances, it is not possible to provide separate data / information for Meadowbank and Whale Tail for certain VSECs as there is no clear distinction between employees working or programs implemented for their success and well-being at the two sites. Therefore, 'Meadowbank and Whale Tail' and 'Meadowbank Complex' are synonym to one another and can be used interchangeably throughout the report.

# 1 Employment

## IMPACT / GOAL STATEMENT

Increased, stable employment for Inuit across Kivalliq communities.

## OVERARCHING FEIS PREDICTIONS

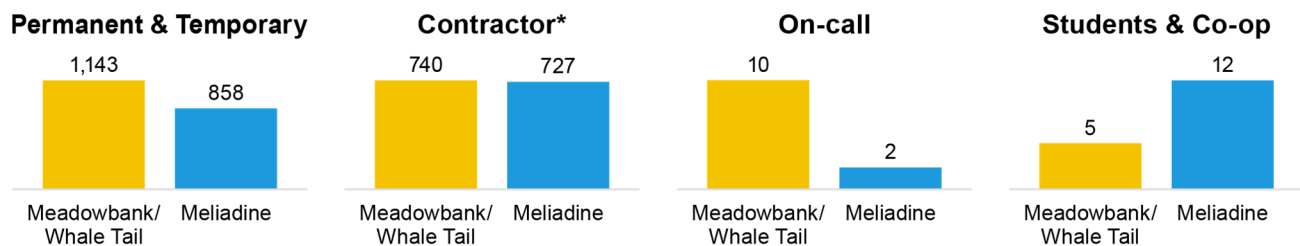
**Meadowbank:** “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit” (Cumberland Resources, 2006, 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, p. 9-192).

## OVERVIEW OF FINDINGS

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.



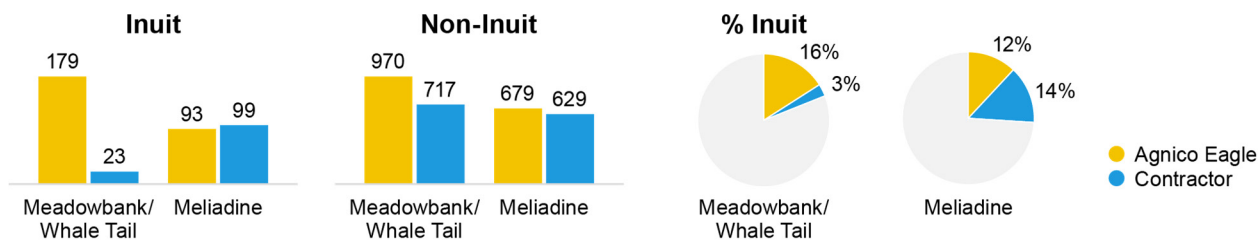
Total employment by Agnico Eagle and contractors at both projects

**increased by 0.3%** from 2022, to **3,497** in 2023

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

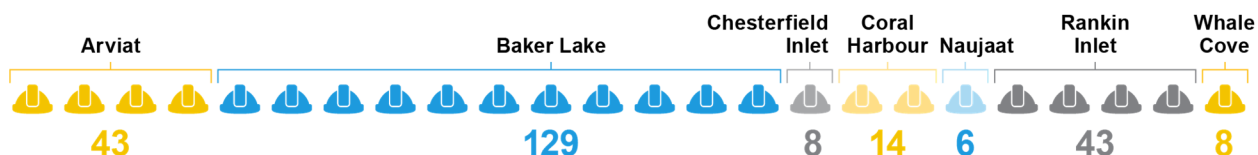
Inuit employment **decreased by 13% for Meadowbank / Whale Tail** and **increased by 30% for Meliadine**.

In **2023**:



Agnico Eagle's **Kivalliq-based employment reached 251 employees in 2023, representing 15% of Agnico Eagle employment that year.**

**Agnico Eagle employees in 2023** by Kivalliq community (headcount):



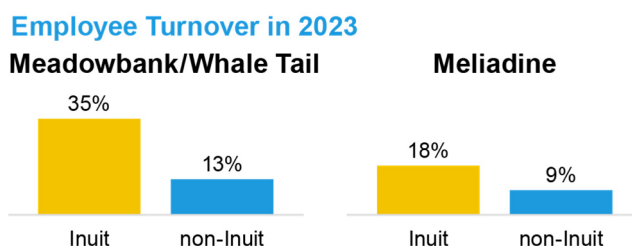
Contractors' **Kivalliq-based employment reached 112 employees in 2023, representing 8% of contractor employment that year.**

**Agnico Eagle contractors\* in 2023** by Kivalliq community (FTE):



**Inuit employee turnover remains higher than non-Inuit employee turnover**, with a lower Inuit employee turnover in 2023 compared to the historical high for this metric.

In 2023, resignations / voluntary departure accounted for 71 out of 100 terminations of Inuit employees, with the remaining turnover (29 Inuit employees) attributed to dismissal.



## 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:

- Sanajiksanut Program to pre-qualify candidates from Kivalliq communities for employment.
- 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 and 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

*"Work force requirements (positions) for construction will vary over the construction period averaging 1,000 positions and totalling about 1,700 positions"* (Golder Associates, 2014, p. 9-168). *"The likely number of required positions during the operations phase would be about 700 positions."* (Golder Associates, 2014, p. 9-182).<sup>1</sup>

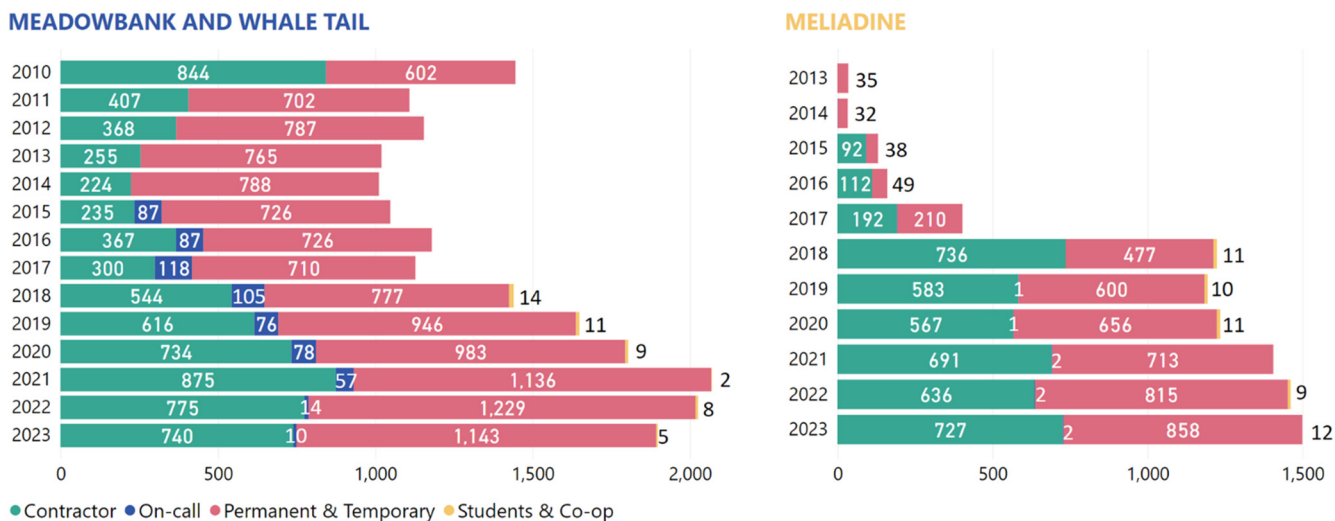
#### Data & Trends

Chart 1 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.

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<sup>1</sup> It is the understanding that the total number of predicted jobs is 1,400, this results from the rotation of 700 positions for two (2) weeks on, two (2) weeks off.

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



(Agnico Eagle Mines, 2023) | \*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 (3) mines using **headcount**, which is a count of employees in December of each year and represents 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 the Kivalliq projects was 3,497 in 2023, representing a 0.3% increase from 2022. This total included 1,898 employees<sup>2</sup> at Meadowbank / Whale Tail and 1,599 employees<sup>3</sup> at Meliadine, and represents:

- a decrease of 6.3% in employment at Meadowbank / Whale Tail from 2,026 employees in 2022 to 1,898 in 2023, and
- a 9.4% increase in employment at Meliadine from 1,462 employees in 2022 to 1,599 in 2023.

Agnico Eagle and contractor employment at Meadowbank / Whale Tail had year-over-year growth from 2018 to 2021, despite COVID-19 challenges in 2020 and 2021. In 2022, while the number of permanent and temporary employees increased at Meadowbank / Whale Tail, the number of contractors decreased, leading to an overall decrease in employment that year. While this appears to be a downward trend in employment at Meadowbank / Whale Tail since 2020, employment estimates for 2020, 2021 and 2022 were influenced by the Covid-19 related

<sup>2</sup> This includes 1,143 Agnico Eagle employees, 740 contractors, five (5) students and co-op and 10 on-call employees.

<sup>3</sup> This includes 858 Agnico Eagle employees, 727 contractors, 12 students and co-op and two (2) on-call employees.

challenges when Nunavummiut employees were precluded from working at the site to reduce the spread of the virus to communities, and additional permanent employees and contractors were hired to support operations. As such, it is more accurate to compare the 2023 employment estimates at Meadowbank / Whale Tail to those from 2019, which suggest an overall growth in permanent and temporary, and contractor employment. Despite these varying trends, the total number of employees at Meadowbank / Whale Tail in 2023 (both Agnico Eagle employees and contractors) exceeded the FEIS prediction of estimated 370 positions at Meadowbank, and 1,166 positions at Whale Tail (total 1,536 positions) by 362 jobs.

Agnico Eagle and contractor employment at Meliadine has fluctuated year-to-year but has seen overall annual growth since 2019. Employment changes were a function of transitioning Meliadine into operations in 2020, which required more mine company employees instead of the contractors involved in construction activities. The response to COVID-19 was also a factor, which increased the number of employees in 2021, with continued increase in overall employment in 2022 and 2023. The increase in employment in 2023 is attributed to the growth in permanent and temporary jobs and contractor employment. Employment at Meliadine in 2023 surpassed the prediction of 1,400 jobs by 199 jobs.

## 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 TAIL<sup>2</sup>

*“Excluding the final year of operations when Project employment ramps down, direct average operational employment is expected to be 1,166 [...] Of these, nearly half (491 or 42%) are expected to be filled by Nunavummiut, the majority of which are employed at the Meadowbank Mine and will move over to the Expansion Project.”*  
(Golder Associates, 2018, p. 9).

#### MELIADINE<sup>4</sup>

For construction, “20% Inuit work force is a conservative estimate of what is achievable” where 20% translates to 340 positions (Golder Associates, 2014, p. 9-169).

For Operation “20% Inuit work force is a conservative estimate of what is achievable. This would translate into 140 local workers. [...] the number could be 30% or even higher. This would translate into approximately 210 local positions.” (Golder Associates, 2014, p. 9-182 & 183).<sup>5</sup>

### Data & Trends

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

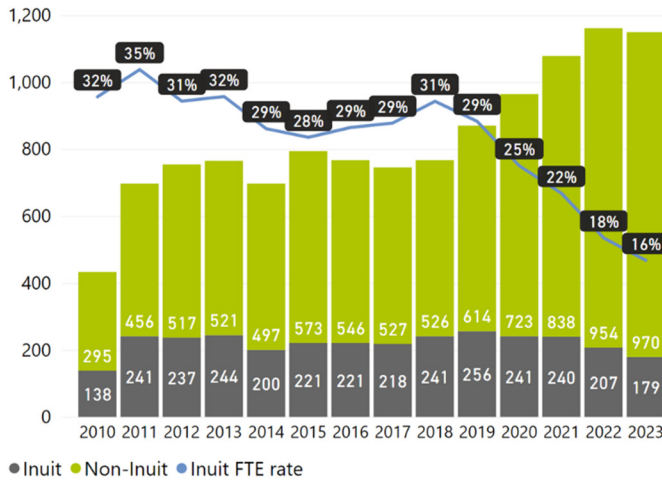
<sup>4</sup> Note that the Whale Tail and Meliadine predictions include contractors.

<sup>5</sup> It is the understanding that the total number of predicted jobs is 280 (conservative estimate), this results from the rotation of 140 positions for two (2) weeks on, two (2) weeks off.

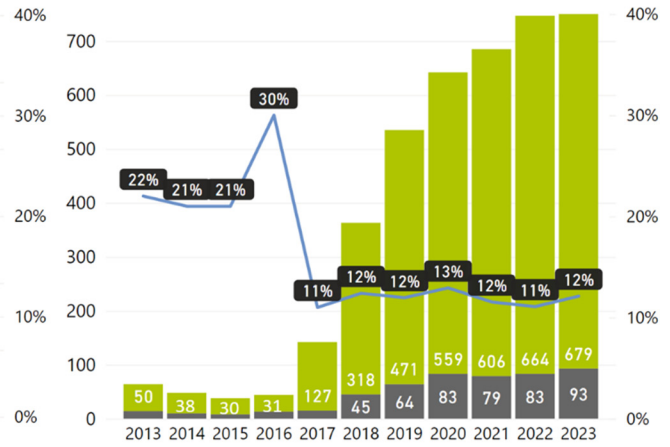


Chart 2. Project Agnico Eagle FTE employment (Inuit & non-Inuit)

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**

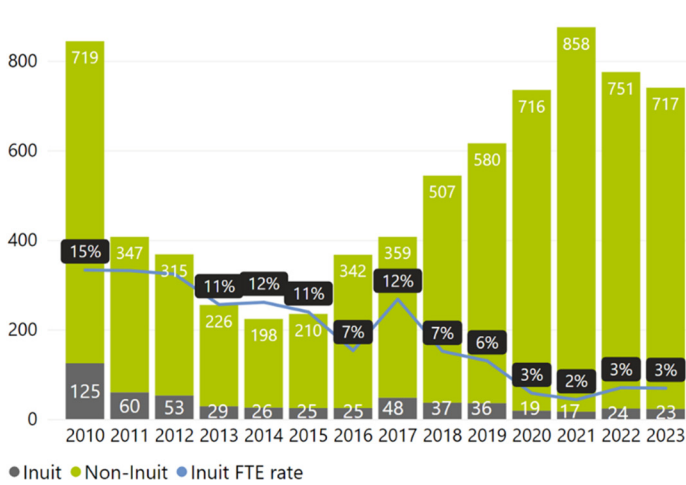


(Agnico Eagle Mines, 2023)

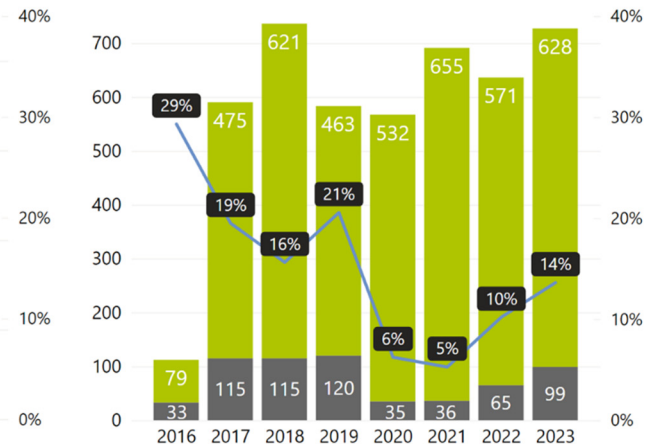
Chart 3 contractor employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine.

Chart 3. Project contractor employment (Inuit & non-Inuit)<sup>6</sup>

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**



(Agnico Eagle Mines, 2023)

<sup>6</sup> 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.

## Interpretation

In 2023, Agnico Eagle's Inuit employees worked the equivalent of 272 FTEs, while another 122 FTEs were filled by contractors' Inuit employees, for a total of 394 FTEs. Considering year-over-year change, in 2023, Agnico Eagle's Inuit employment decreased at Meadowbank / Whale Tail by 28 FTEs and increased by 10 FTEs at Meliadine. Contractors' Inuit employment decreased by 1 FTEs at Meadowbank / Whale Tail and increased by 34 FTEs at Meliadine.

At Meadowbank / Whale Tail, Agnico Eagle's Inuit FTEs comprised 16% of the total employee base in 2023, down from 18% in 2022. For contractors, Inuit FTEs were at 3% of total FTEs in 2022 and 2023. The combined (Agnico Eagle and contractors) Inuit FTE effort for Meadowbank / Whale Tail was 11% in 2023, being notably lower than the FEIS prediction of 42% for Whale Tail.

At Meliadine, Agnico Eagle's Inuit FTEs comprised 12% of the total employee base in 2023, remaining relatively stable as a proportion of the total workforce since 2017. For contractors, Inuit FTEs increased from 10% in 2022 to 14% in 2023. The combined (Agnico Eagle and contractors) Inuit FTE effort for Meliadine was 13% in 2023. This realized level of Inuit employment is notably lower than the Meliadine FEIS prediction of 20% or higher for the operational workforce being Inuit.

In 2022, Agnico Eagle started to track missed work hours for Inuit employees as a retention initiative. [The aim is to better support employee well-being and prioritize work-life balance following \*inuuaqatigiitsiarniq\* <sup>ISV</sup>](#). In 2023, Meadowbank / Whale Tail had 53 FTEs in missed hours and Meliadine had 24 FTEs in missed hours. The reason for missed hours varies but the most common reasons include not showing up for work, calling in sick, and family reasons. This greatly impacts the overall Inuit FTE count annually.

The level of Inuit employment at Agnico Eagle is explored in detail in the Kivalliq Labour Market Analysis (KLMA). The 2021 KLMA repeats findings of previous analyses 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 (Mining Industry Human Resources Council (MiHR), 2018a).

The first is the challenge of navigating the recruitment process itself. Agnico Eagle has made efforts to address this barrier through the Sanajiksanut Program, formerly known as the Labour Pool Process, described below. The second challenge relates to the negative perceptions of the process, such as the perception that the skills of individual applicants are not considered (Mining Industry Human Resources Council (MiHR), 2018a). Other barriers to employment mentioned in the IWBS include rental price increases and the lack of housing.

Another study conducted in 2023 by Agnico Eagle, the Inuit Workforce Barriers Study (IWBS), identified additional regional and industry barriers that "prevent an individual from becoming employed, sustaining a current position in the workforce, or being promoted" (Aglu, ERM and PHC Inc., 2023). In broad terms, these barriers included (but are not limited to):

- Family and community commitments and obligations (e.g., childcare challenges or difficulties balancing family responsibilities).
- Socio-economic conditions (e.g., lack of access to health care, suitable housing, or transportation).
- Training, skills, and education (e.g., gaps in essential skills, lack of access to training, working in second language).
- Career development (e.g., lack of understanding of opportunities, lack of access to digital equipment).
- Working environment (e.g., cultural bias, lack of workplace support).
- Mining working conditions (e.g., rotational work schedule, perceptions of mining, physical requirements to work at the mine).

Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. [The vision for the Sanajiksanut is to have a recruitment process and approach that integrates the principle of \*tunnganarniq\*, emphasizing inclusivity and accessibility for Inuit candidates](#) <sup>15V</sup>.

The Sanajiksanut Program was redesigned and officially launched in 2022. 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.

Four (4) key principles of the Sanajiksanut Program include partnership with Ilitaqsiniq (Nunavut Literacy Council), Inuit workforce planning, recruitment process changes, and Mining Awareness. In 2023, the Sanajiksanut Program continued to implement the following activities and initiatives to facilitate access to employment for the Inuit workforce<sup>7</sup>:

- **Recruitment.** The recruitment process is now more inclusive and accessible for potential Inuit candidates, following a job-specific approach instead of regrouping all potential candidates in the same pool. In addition to the Agnico Eagle websites, new application channels were added that include submission via email, mail / post, and in-person. In 2023, more than 20 different job opportunities were advertised for the Inuit workforce.
- **Engagement with youth.** Activities with high school and college students were delivered via Career Days organized by Agnico Eagle.
- **Support for contractors.** The Sanajiksanut Program supported contractors in the recruitment process, career advertisement, and implementing training initiatives (community-based and on-site) in order to support contractor Inuit workforce growth.

In 2023, the Sanajiksanut Program supported different initiatives to facilitate access to employment for the Inuit workforce. Community-based and on-site training initiatives were supported and implemented to develop new training programs and create career opportunities. Job specific recruitment process was put in place to streamline the recruitment process and give more exposure to the different careers offered at the mine site. Focus was also put on Mining Awareness activities with high school and college students.

The Sanajiksanut Program consists of four (4) steps:

### ***Step 1: Employment Information Sessions***

In 2023, as part of the Sanajiksanut Program, employment information sessions were held in all seven (7) Kivalliq communities to provide information about the mines, the work lifestyle, and career opportunities as well as information about applying for jobs through different channels. Information sessions were organized during community activities to increase community outreach. Different types of employment information sessions were organized to reach out to a maximum of community members (combined with community activities). However, some of the scheduled information sessions were cancelled due to the challenges associated with weather conditions, availability of accommodations and a presence of a Community Liaison Officer (CLO).

In total, Agnico Eagle completed 19 information sessions in 2023 (compared to 17 sessions in 2022), attended by 183 Inuit participants (compared to 78 participants in 2022). The information sessions were held as follows:

- Three (3) sessions and 27 Inuit participants in Arviat.
- Three (3) sessions and 10 Inuit participants in Baker Lake.
- Two (2) sessions and four (4) Inuit participants in Chesterfield Inlet.

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<sup>7</sup> The are four (4) key principles of the Sanajiksanut Program that include partnership with Ilitaqsiniq (Nunavut Literacy Council), Inuit workforce planning, recruitment process changes, and Mining Awareness.

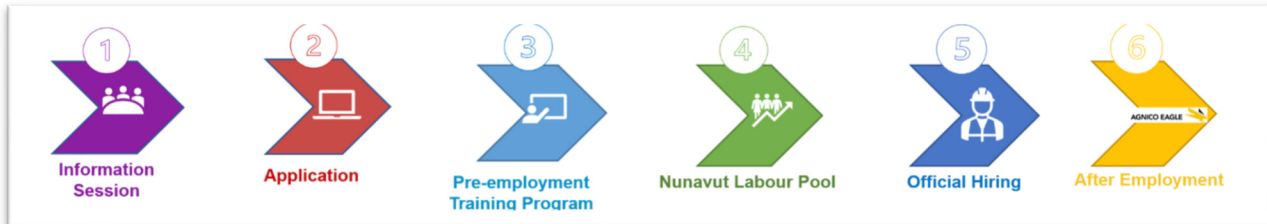
- Three (3) sessions and three (3) participants in Coral Harbour.
- Three (3) sessions and nine (9) participants in Naujaat.
- Four (4) sessions and 130 Inuit participants in Rankin Inlet.
- One (1) session and no (0) Inuit participants in Whale Cove.

In Rankin Inlet, Agnico Eagle hosted the first ‘Career Day’ on November 8, 2023. The Career Day informed community members about the mining activities, Agnico Eagle operations in Nunavut, the various career opportunities, and the future projects to come. The Sanajiksanut Team was there to meet with potential candidates and provide information on employment and career opportunities. Contractors were also present (Kivalliq Contractor Groups, Sakku, Tangmaarvik) and the Government of Nunavut representative from Career Development to promote the Apprenticeship Program. Approximately 130 members of the community attended the event.

**Step 2: Online Application Process Facilitated by Employment Information Sessions**

To facilitate online applications, Agnico Eagle has a CLO in each Kivalliq community who can deliver employment information sessions and provide one-to-one assistance to candidates interested in applying online, embodying the IQ value of *pijitsirniq*, which focuses on serving and providing for the community and others <sup>ISV</sup>. In 2023, CLOs were present in five (5) communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour and Chesterfield Inlet. The Sanajiksanut Coordinator at the Agnico Eagle Rankin Inlet Office supports CLOs as well as the applicants. The Sanajiksanut Coordinator and the Chesterfield Inlet CLOs travelled to Naujaat and Whale Cove to conduct employment information sessions and to provide support to potential applicants. The Sanajiksanut Team was also available by phone and email to support applicants. In 2023, a social media communication tool was created to facilitate communications between the applicants and the Sanajiksanut Team.

Chart 4. Sanajiksanut Program



**Step 3: Pre-Employment Training Program**

In 2023, five (5) Pre-Employment Training programs were delivered, with a total of 45 participants who completed the programs. All training programs are fully facilitated by Iilitaqsiniq (Nunavut Literacy Council). The Pre-Employment Training Programs align with the value of *pilimmaksarniq*, focusing on skill development and knowledge acquisition to empower individuals through learning experiences <sup>ISV</sup>. Two (2) training sessions were held in Arviat with 21 Inuit participants, two (2) in Rankin Inlet with nine (9) Inuit participants, and one (1) in Baker Lake with 15 Inuit participants. A training program scheduled in Chesterfield Inlet was cancelled due to a lack of accommodation in the community.

The participation in the training programs was lower than anticipated despite the advertisements through various channels. Some registered participants did not attend the program. In future years, Agnico Eagle will promote the training programs in advance and increase communications with participants to ensure a higher level of participation of community members.

**Step 4: Labour Pool List Coordinated by the Labour Pool Coordinator**

The Labour Pool List is a list of candidates who have successfully completed the steps of the Sanajiksanut Program. These candidates are eligible for opportunities with Agnico Eagle or Agnico Eagle’s contractors. The list is managed by the Labour Pool Coordinator. In 2023, the Labour Pool List was updated, with candidates tracked against each step of the recruitment process. Since the changes in the recruitment process, Agnico Eagle was able to hire 325 Inuit employees of which 165 Inuit employees were hired in 2023.

**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**

Baker Lake is expected to fill 3 management jobs, 16 skilled jobs, 187 semi-skilled jobs, and 66 entry level jobs, for a total of 272 jobs (Golder Associates, 2018, p.10-11).

**MELIADINE**

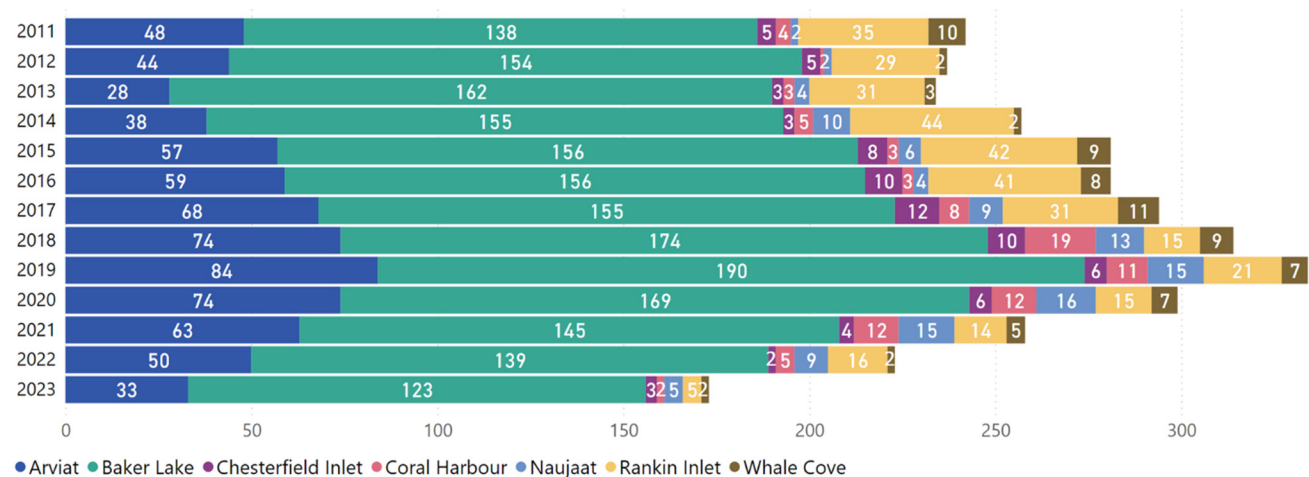
There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

**Data & Trends**

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

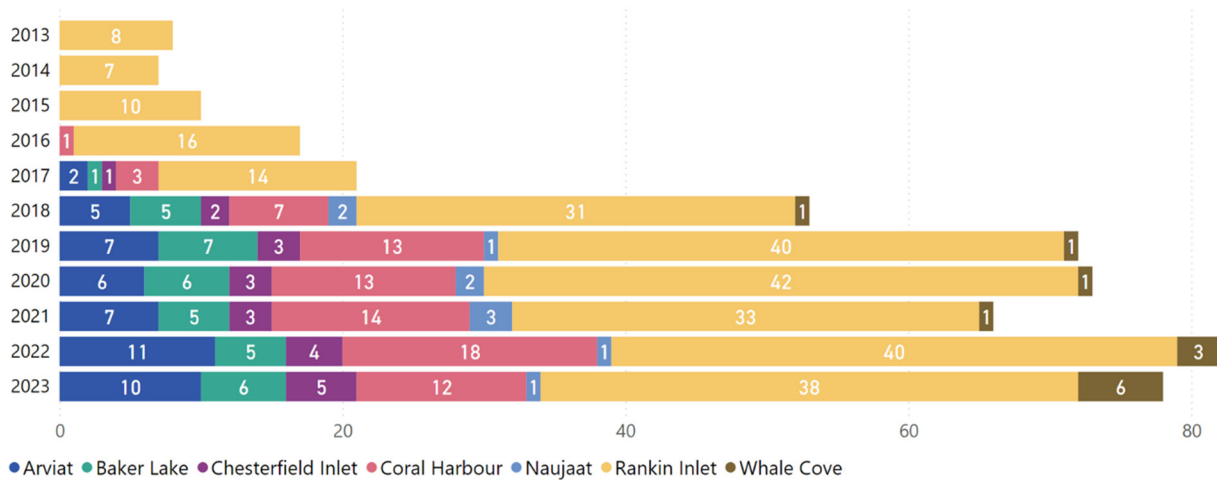
Chart 5. Project (Agnico Eagle) employment by Kivalliq community

**MEADOWBANK AND WHALE TAIL**



(Chart 5 continued on next page)

### MELIADINE

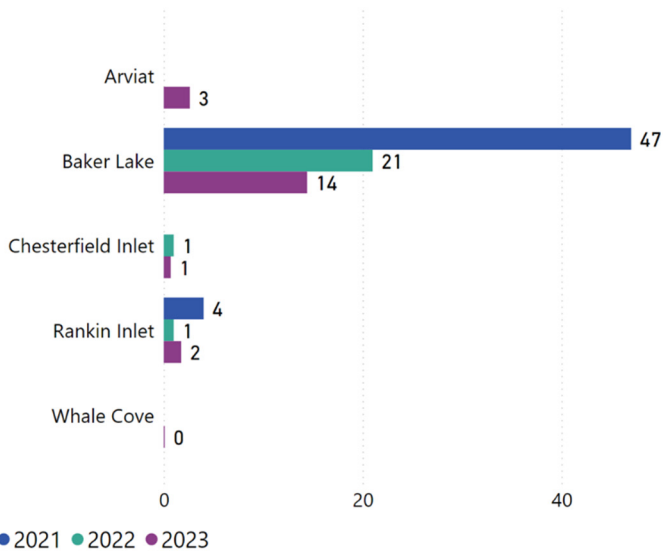


(Agnico Eagle Mines, 2023)

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

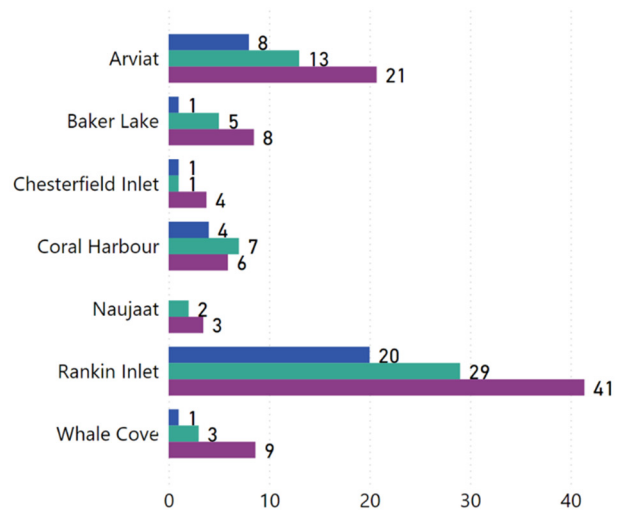
Chart 6. Project (contractor) employment by Kivalliq community

### MEADOWBANK AND WHALE TAIL



(Agnico Eagle Mines, 2023)

### MELIADINE



## Interpretation

The number of Agnico Eagle's Kivalliq-based employees generally trended downward year-over-year at Meadowbank / Whale Tail, decreasing by 10% in 2020, 14% in 2021, 14% in 2022, and 22% in 2023, reaching 173 employees in 2023. Contractors' employment of Kivalliq-based employees also decreased from 23 in 2022 to 20 in 2023.

At Meliadine, the number of Agnico Eagle's Kivalliq-based employees increased in 2022 to 82 employees, but decreased in 2023 by 5%, to 78 employees. Contractor's employment of Kivalliq-based employees also increased from 60 in 2022 to 92 in 2023.



As such, in 2023, there were 193 Kivalliq-based employees at Meadowbank / Whale Tail, and 170 at Meliadine. Meliadine does not have a community specific FEIS prediction; Whale Tail prediction of 272 employees from Baker Lake is not currently being achieved. [The Sanajiksanut Program is a step towards increasing the employment of Inuit from Kivalliq communities. By harnessing innovation and resourcefulness in enhancing Inuit employment through this program, Agnico Eagle seeks to demonstrate qanuqtuurniq, respecting Inuit values in addressing employment challenges](#) <sup>15V</sup>.

Baker Lake and Rankin Inlet contribute the most employees to the Meadowbank / Whale Tail and Meliadine mines, respectively, due to several factors, including the size of those communities, proximity to the mine, hiring provisions in the IIBAs that give preference to Inuit from nearby communities, as well as training and recruitment efforts by Agnico Eagle focused on Rankin Inlet and Baker Lake. In 2023, 71% of Meadowbank / Whale Tail’s Kivalliq-based employees were from Baker Lake, and 47% of Meliadine’s Kivalliq-based employees were from Rankin Inlet. Across all operations, Baker Lake contributed 42% of employees, and Rankin Inlet contributed 24%.

## 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.

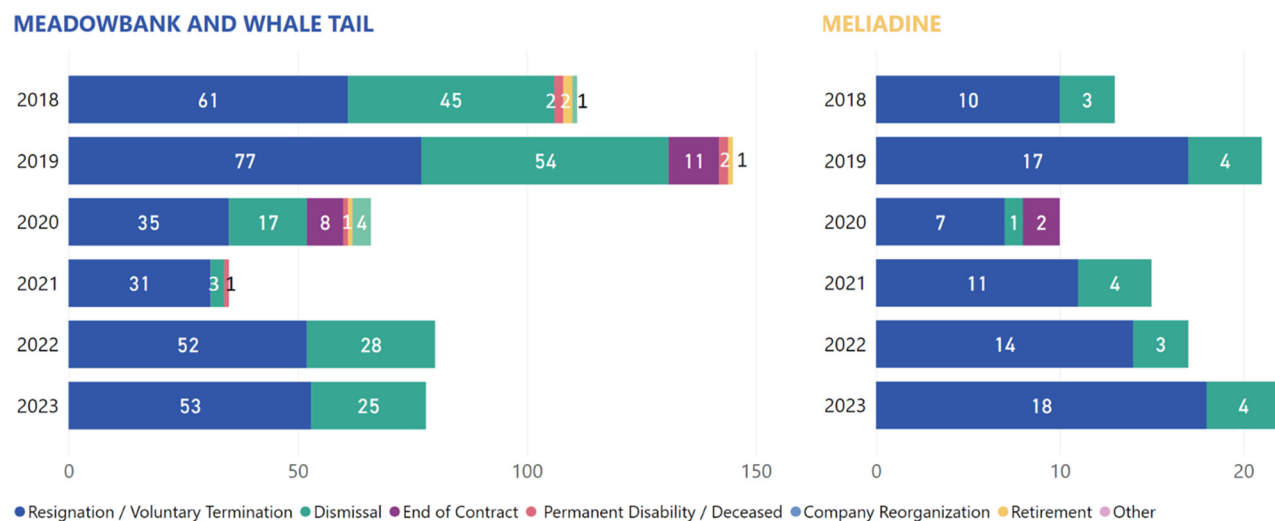
#### MELIADINE

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.

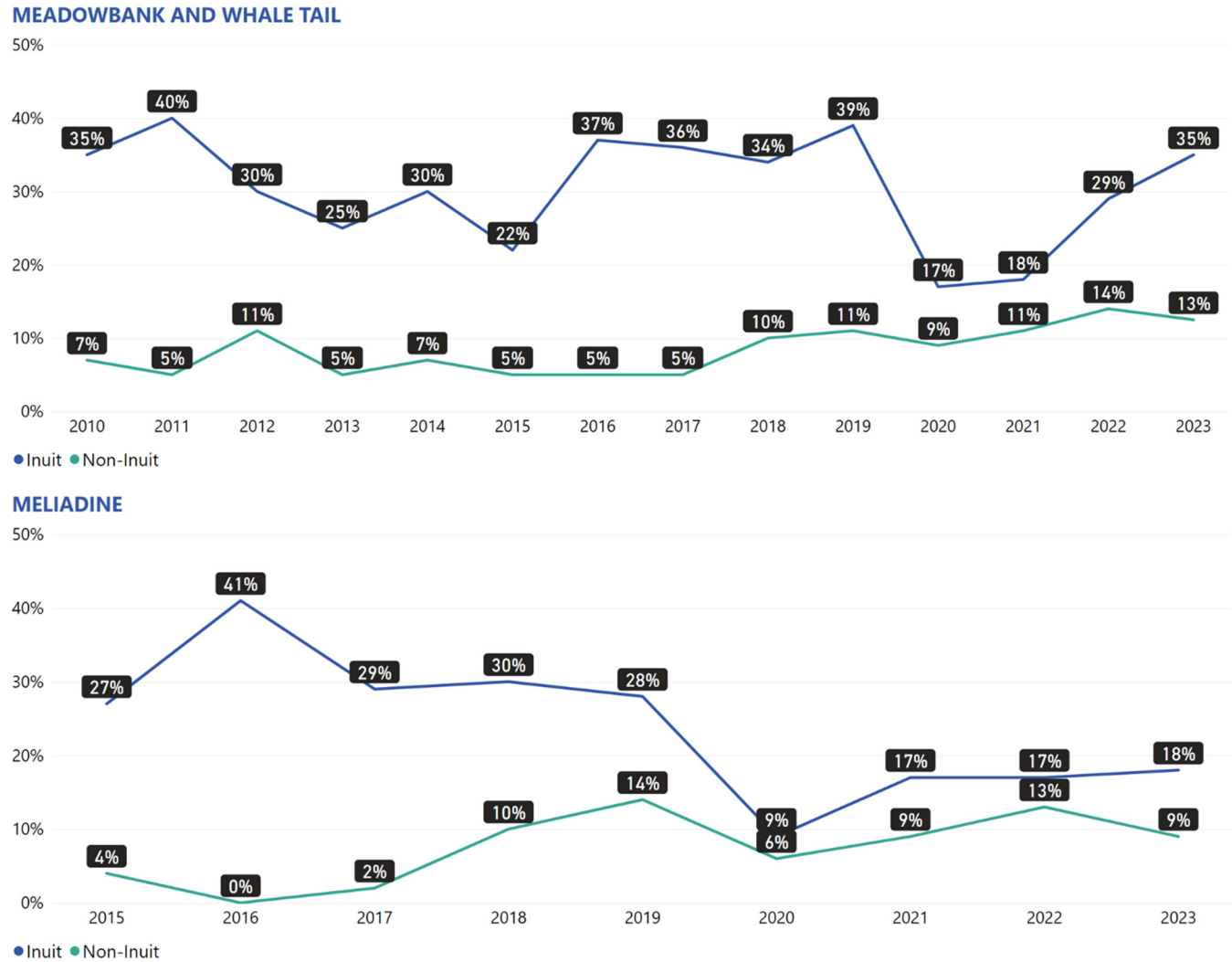
Chart 7. Agnico Eagle Inuit employee turnover by reason



(Agnico Eagle Mines, 2023)

Chart 8 provides an overview of Agnico Eagle 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.<sup>8</sup>

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



(Agnico Eagle Mines, 2023)

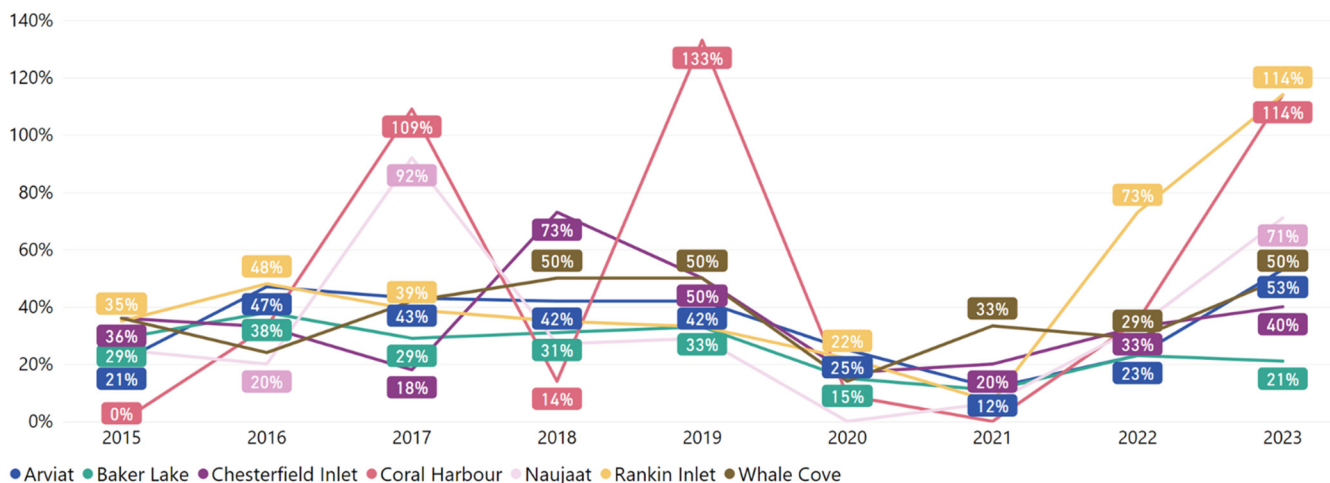
Chart 9 shows turnover rate by employees from each community and includes information in relation to all of Agnico Eagle's Kivalliq projects.

<sup>8</sup> Termination includes all reasons for leaving other than 'end of contract' and 'student leave'.

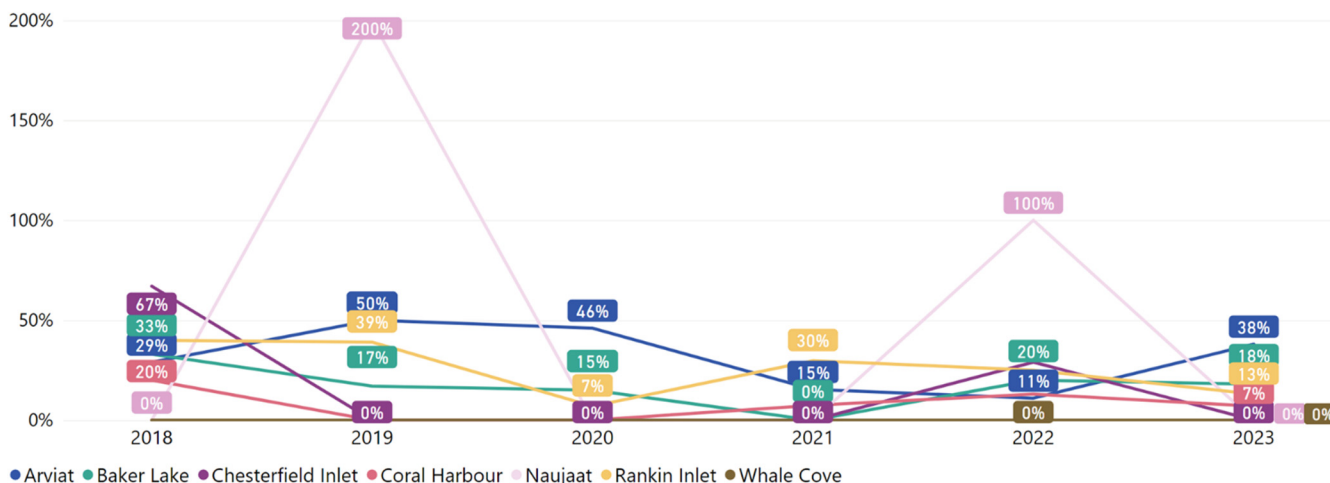


Chart 9. Turnover rate by employees from each community

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**



(Agnico Eagle Mines, 2023)

**Interpretation**

In 2023, 100 Inuit employees departed work at the Kivalliq Projects, out of which 78 were from Meadowbank/Whale Tail and 22 from Meliadine. In total, resignations / voluntary departure accounted for 71 cases, with the remaining turnover (29 cases) attributed to dismissal. In 2023, there was an increase in resignations/voluntary departure by 8% and a decrease in dismissals by 6% when compared to the previous year.

Agnico Eagle conducts one-on-one exit interviews to gather information on reasons for resignation and voluntary departure, which reflects the value of *inuuqatigiitsiarniq*<sup>ISV</sup>. Exit interviews collect qualitative information on common reasons why employees have left. The reasons for the 71 voluntary departures at Meadowbank / Whale Tail and Meliadine in 2023 included:

- Moving to another job (14);
- Family situation (14);
- Not liking camp life and / or missing family (9);
- Not liking the job (9);
- Conflict with an employee / supervisor (4);
- Lack of access to child support (2); and
- Other (19).

The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. At Meadowbank / Whale Tail, Inuit employee turnover was 35% in 2023 compared to 13% for non-Inuit, and at Meliadine, Inuit employee turnover was 18% in 2023 compared to 9% for non-Inuit. Overall, Inuit employee turnover increased in 2023 at both sites, while the turnover rate for non-Inuit decreased.

Turnover rates by community have year-over-year variation in most communities. In 2023, Meadowbank / Whale Tail turnover rates increased in most communities with the exception of Baker Lake; at Meliadine, turnover rate increased for employees from Arviat, but decreased for the remaining communities. 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, 2019 and 2023 for Coral Harbour, and turnover in 2023 for Rankin Inlet; and Meliadine employee turnover in 2019 and 2022 for Naujaat).

The 2023 Inuit and Nunavummiut Employment Survey further revealed that both Inuit employees and their spouses find employment at the mine challenging, which likely contributes to the higher turnover rates for Inuit employees. Worrying about family was mentioned by 59% of respondents when asked about the most difficult thing when being at work (mine site, Question 25 in Appendix E). Management of household (e.g., getting groceries, running errands, and household maintenance), taking care of children, or loneliness were mentioned by multiple respondents as being most difficult for their spouse when they are away for work (Question 24 in Appendix E).

Agnico Eagle is working to implement programs to address high Inuit turnover rates and exit interview concerns, following the value of *piliriqatigiinni*<sup>ISV</sup>. These include:

- Improvement in the RISE Program, which was created to prepare Inuit for future employment opportunities.
- Re-start of LDP to allow Inuit professional advancement and development.
- Re-start of cultural and social activities on-site after brief pause due to COVID-19.

## 2 Gender

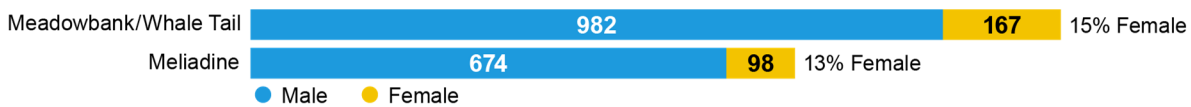
### IMPACT / GOAL STATEMENT

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

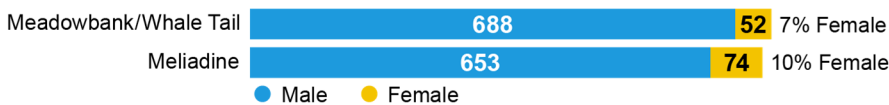
### OVERVIEW OF FINDINGS

The total number of **female employees** working directly for Agnico Eagle and contractors **decreased from 425 in 2022 to 391 in 2023**. The female FTE rate across all sites was 12%.

#### Agnico Employees

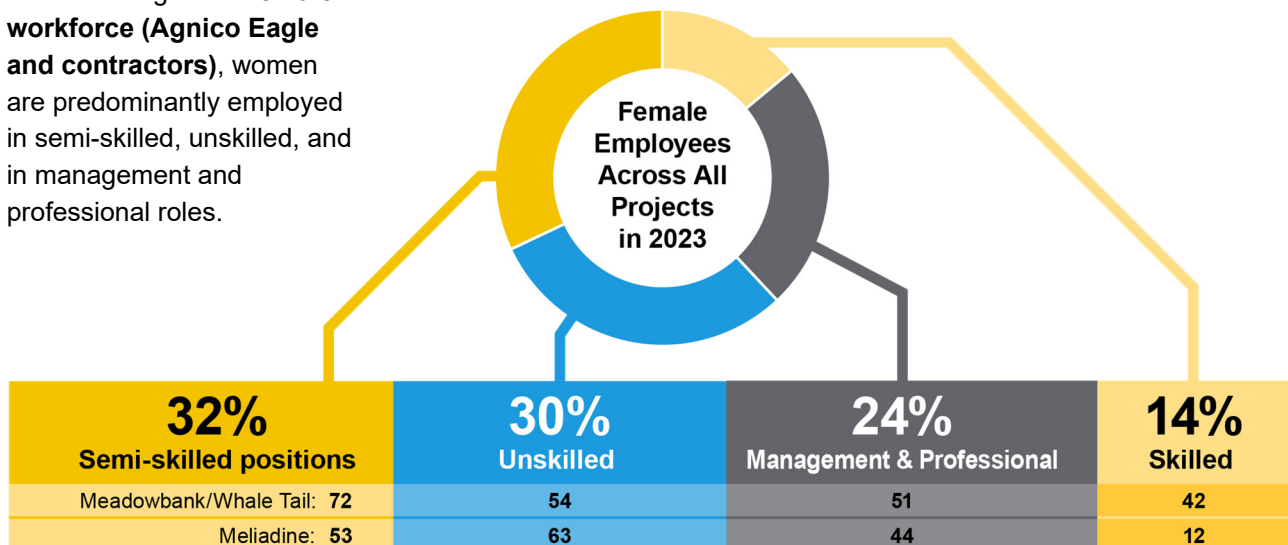


#### Contractors



Agnico Eagle has **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle Kivalliq Projects.

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



## 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 specific predictions in the Meadowbank FEIS regarding gender.

#### WHALE TAIL

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

#### MELIADINE

There are no specific 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 continues to identify and work to mitigate systemic barriers to the participation and advancement of women in the mining industry. Agnico Eagle is focused on fostering \*tunnganarniq\* by eliminating systemic barriers, which can affect Inuit and women, by developing inclusive leadership behaviours so that everyone has a sense of belonging and equal access to opportunities and career advancement <sup>ISV</sup>.](#)

Chart 10 outlines gender-specific initiatives and gender-based components of other initiatives that are active at Agnico Eagle Kivalliq projects.

Chart 10. Gender-specific initiatives

Program	Description	Action in 2023
<b>Active Programs</b>		
Civility at Workplace Program	Workplace training to address sexual behaviour, sexual harassment, and diversity issues.	In 2023, training was delivered throughout the year at Meadowbank Complex and Meliadine to new Agnico Eagle employees, as well as a refresher training to remaining employees. The program is being reviewed with the collaboration of an external consultant. The updated training is expected to launch in Q1 2024.

<b>Program</b>	<b>Description</b>	<b>Action in 2023</b>
International Women in Resource Mentoring Program (IWRMP)	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 on additional leadership topics and opportunities for participants to connect and network.	In 2023, 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 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 six (6) women at a time working for Agnico Eagle and facilitates their advancement into leadership positions.	In 2023, the program had two (2) female participants who received up to \$10,000 for educational/professional development support and were each matched with a mentor from management to support them on their journey.
Baker Lake Prenatal Nutrition Project (BLPNP)	This community-based health promotion program supports the health and wellbeing of expectant mothers and new mothers and their babies and young children.	In 2023, aligned with the Baker Lake Wellness Plan, the Baker Lake Prenatal Nutrition Project received the third-year funding of the 3-year contribution agreement of \$128,000. In 2023, \$21,500 was contributed towards this program (in addition to \$64,000 contributed in 2021 and \$42,500 in 2022). This funding completed the 3-year contribution agreement.  However, Agnico Eagle provided an additional \$21,500 to support this initiative in 2023, to pay for a portion of the salary of a new resource required for the replacement of the current Coordinator to help maintain the continuity of the program. The \$21,500 was conditional to the Baker Lake Prenatal Nutrition Project to raise additional sources of funding for this salary.
Baker Lake Camp Engies	Camp Engies, a not-for-profit, volunteer-led camp created by women in engineering, inspires and supports young women to pursue engineering.	In 2023, Agnico Eagle offered monetary contribution for the Camp Engies during the summer season, however due to the cancellation of the camp the contribution was not issued.
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 2023, 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 & representing them at annual negotiations.	As of 2023, there were three (3) women in the Meliadine Collaboration Committee, including one (1) Inuk representative. The Meadowbank Collaboration Committee had no Inuk representatives; instead, members were selected from departments that had a larger share of Inuit employees.

Program	Description	Action in 2023
Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry	This is a webinar entitled 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 includes a panel discussion.	In 2023, the NIRB requested additional information from Agnico Eagle on barriers to women's employment to support the assessment of the Meliadine Extension Proposal. Agnico Eagle committed to including a new section in the Inuit Workforce Barriers Study (IWBS) to identify gender-specific barriers to women for employment, retainment, and career advancement. The final chapter on barriers to employment of Inuit women was included in the December 2023 IWBS (Aglu, ERM and PHC Inc., 2023).
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 2023, three (3) formal complaints were received via Tusaajugut. Per category, one (1) complaint was related to past employment, one (1) to a signage at Meliadine, and one (1) to the environment. All received complaints were resolved by the end of 2023.
Education Development (SHAD Program)	Financial support to support female students pursuing education in science and technology.	Financial support under this program was not provided in 2023.
Women Berry Harvester Group	Baker Lake women harvesters provide advice on identification of berry harvesting locations so to help Agnico Eagle enhance its dust management in areas of importance.	In September 2023, Agnico Eagle organized a field trip with 16 Elders from Baker Lake to look at dust management measures along the AWAR. The elders were able to identify where dust suppressant had been applied and assess the effectiveness of the mitigation measure.
Employment Information Session	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.	In 2023, Women Inuit Role models participated in Career Awareness activities to share their experience and career path at the mine site.
Pre-employment Program	Program focused on two initiatives: <ul style="list-style-type: none"> <li>• A workshop on workplace harassment.</li> <li>• A 'Buddy System', whereby new female employees are paired with another female 'buddy' to help increase the on-site comfort levels of new employees.</li> </ul>	In 2023, the workshop on harassment continues to be provided as part of the Pre-Employment Training Program. The objectives of the workshop are to outline behaviours or actions that are considered harassment and to explain how to make a harassment complaint.  The Agnico Eagle onboarding process was reviewed and reassessed in 2023. Improvement measures and initiatives are currently under evaluation and the assessment of the feasibility of a 'Buddy System' is in progress.

(Agnico Eagle Mines, 2023)

## Interpretation

Agnico Eagle continues to develop its policy and programs to encourage greater gender equality, reflecting *tunnganarniq* and *piliriqatigiinniq* <sup>ISV</sup>. At present, 13 programs are active. 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.

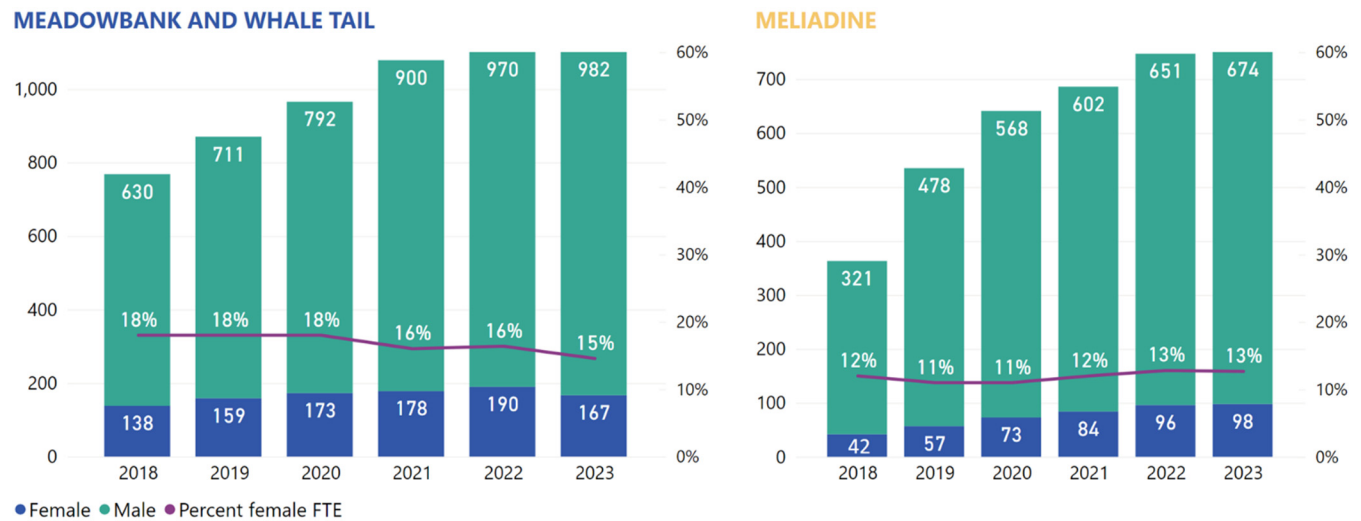
#### MELIADINE

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

### Data & Trends

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

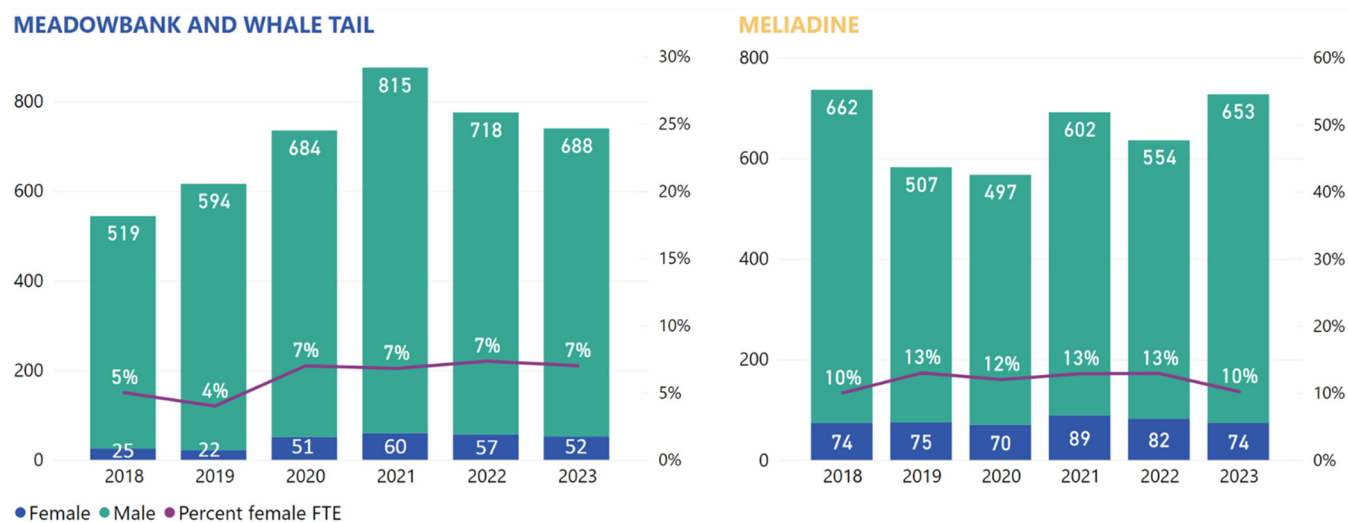
Chart 11. Project employment by gender (FTEs)



(Agnico Eagle Mines, 2023)

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

Chart 12. Contractor employment by gender (FTEs)



(Agnico Eagle Mines, 2023)

## 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 reflecting *tunnganarniq*<sup>15V</sup> (Agnico Eagle Mines, 2020a). The total number of female employees working for Agnico Eagle has gradually increased since 2018 with a slight decrease in 2023. For contractors, the number of female employees slightly decreased in 2022 and 2023. Overall, in 2023, 391 FTEs were female employees across all Agnico Eagle Kivalliq projects, representing a decrease from 425 FTEs in 2022. In general, the female FTE rate across all sites was 12%.

In Canada, women are generally underrepresented in the mining industry, comprising approximately 19% of total employment in mining (Statistics Canada, 2023c). Three dimensions critical to women’s progression in the mining industry include initial recruitment, medium-term retention, and the promotion of women up through the organization (McKinsey, 2020). These dimensions are challenged by the gender pay gap (i.e., initial recruitment), feelings of being sidelined in technical roles or roles that are not challenging enough (i.e., retention), and not receiving equal recognition and promotion / opportunity to grow compared to male coworkers (i.e., promotion).

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 (Aglu, Stratos and Impact Economics, 2021).

In 2023, Agnico Eagle conducted the IWBS to identify gender-specific barriers to women for employment, retention, and career advancement. The specific chapter of the IWBS on barriers to women was requested by the NIRB, but the general IWBS was a joint study between Agnico Eagle and the KIA, in due respect to Whale Tail, Meadowbank and Meliadine IIBAs. The study identified several specific barriers as having particular importance or impact on Inuit women. These barriers included childcare availability and affordability, difficulty in



balancing family responsibilities and employment demands, lack of social and mental health support systems in place, lack of role models and mentorship, gender-based bias and differences in the hiring process and in the workplace, and gendered gaps in implementation of company equity policy (Aglu, ERM and PHC Inc., 2023).

Thus, opportunities remain for the industry to boost female recruitment, retention, and advancement. One of these initiatives, embracing the value of *tunnganarniq* which emphasizes being open, welcoming, and inclusive, is the distribution of ‘Women in Mining’ videos by Agnico Eagle intended to improve awareness and focus hiring efforts towards Inuit women <sup>15V</sup>. Additional initiatives are described in Section 2.1.

## 2.3 Project employment by gender and skill level

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

#### MELIADINE

There are no specific 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 2023.

Chart 13. Agnico Eagle employment (FTEs) by gender, ethnicity, and skill level, 2023

	Unskilled		Semi-skilled		Skilled		Management & Professional	
<b>Meadowbank / Whale Tail</b>								
<b>Inuit</b>	82.3	46.0%	92.3	51.6%	2.6	1.5%	1.7	1.0%
Female	37.6	59.8%	22.7	36.0%	0.9	1.5%	1.7	2.8%
Male	44.7	38.5%	69.7	60.0%	1.7	1.4%	0.0	0.0%
<b>Non-Inuit</b>	4.4	0.5%	391.1	40.3%	277.5	28.6%	297.0	30.6%
Female	1.4	1.4%	30.0	28.8%	24.3	23.3%	48.5	46.5%
Male	3.0	0.3%	361.1	41.7%	253.2	29.2%	248.5	28.7%
<b>Meliadine</b>								
<b>Inuit</b>	18.6	19.9%	67.7	72.4%	1.7	1.8%	5.5	5.9%
Female	3.9	17.3%	17.8	78.0%	0.0	0.0%	1.1	4.7%
Male	14.7	20.7%	49.9	70.6%	1.7	2.4%	4.5	6.3%
<b>Non-Inuit</b>	3.5	0.5%	286.3	42.2%	189.0	27.8%	199.9	29.5%
Female	1.7	2.2%	22.2	29.5%	12.3	16.4%	38.9	51.8%
Male	1.9	0.3%	264.1	43.8%	176.6	29.3%	161.0	26.7%

(Agnico Eagle Mines, 2023). Estimates in the table are rounded to one decimal place and sum of numbers may vary.

Chart 14 presents statistics with respect to the gender, ethnicity, and skill level for contractor employees for 2023.

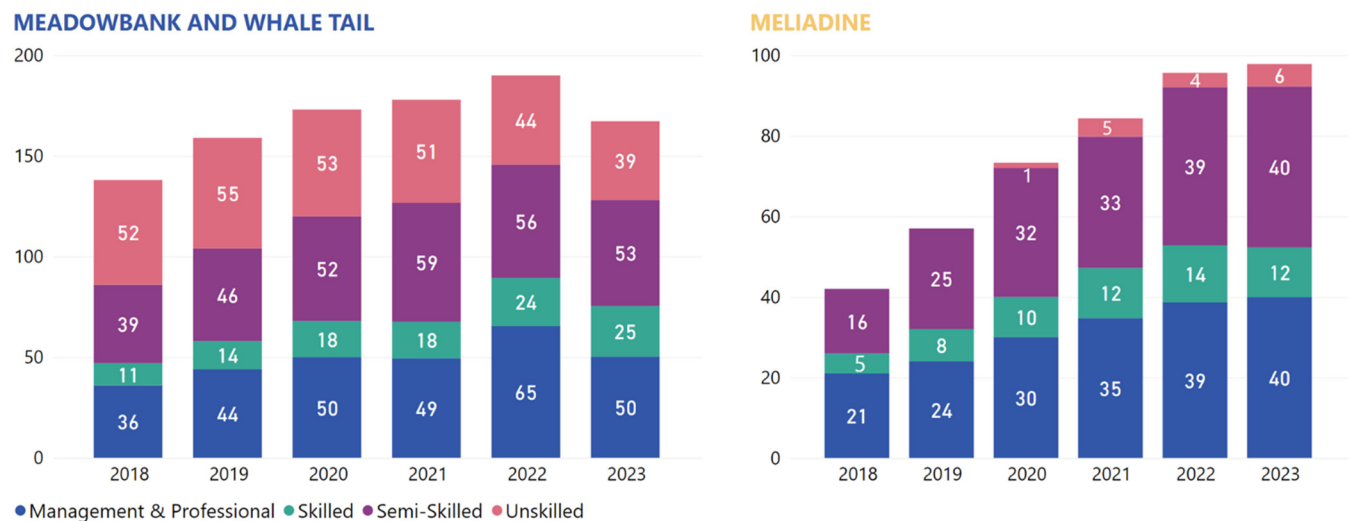
Chart 14. Contractor employment (FTEs) by gender, ethnicity, and skill level, 2023

	Unskilled		Semi-skilled		Skilled		Management & Professional	
<b>Meadowbank / Whale Tail</b>								
<b>Inuit</b>	2.5	10.9%	16.2	71.2%	4.0	17.6%	0.1	0.4%
Female	0.3	19.1%	1.3	80.9%	0.0	0.0%	0.0	0.0%
Male	2.2	10.3%	14.8	70.4%	4.0	18.9%	0.1	0.4%
<b>Non-Inuit</b>	68.1	9.5%	341.9	47.7%	278.2	38.8%	28.6	4.0%
Female	14.7	29.2%	18.0	36.0%	16.6	33.1%	0.9	1.7%
Male	53.4	8.0%	323.9	48.6%	261.6	39.2%	27.8	4.2%
<b>Meliadine</b>								
<b>Inuit</b>	77.8	78.7%	17.7	17.9%	2.5	2.6%	0.9	0.9%
Female	38.1	91.6%	2.6	6.2%	0.1	0.2%	0.9	2.1%
Male	39.8	69.3%	15.1	26.3%	2.5	4.3%	0.0	0.0%
<b>Non-Inuit</b>	102.9	16.4%	255.5	40.7%	232.4	37.0%	37.0	5.9%
Female	19.3	59.4%	10.5	32.4%	0.0	0.0%	2.7	8.2%
Male	83.6	14.0%	245.0	41.2%	232.4	39.0%	34.3	5.8%

(Agnico Eagle Mines, 2023). Estimates in the table are rounded to one decimal place and sum of numbers may vary.

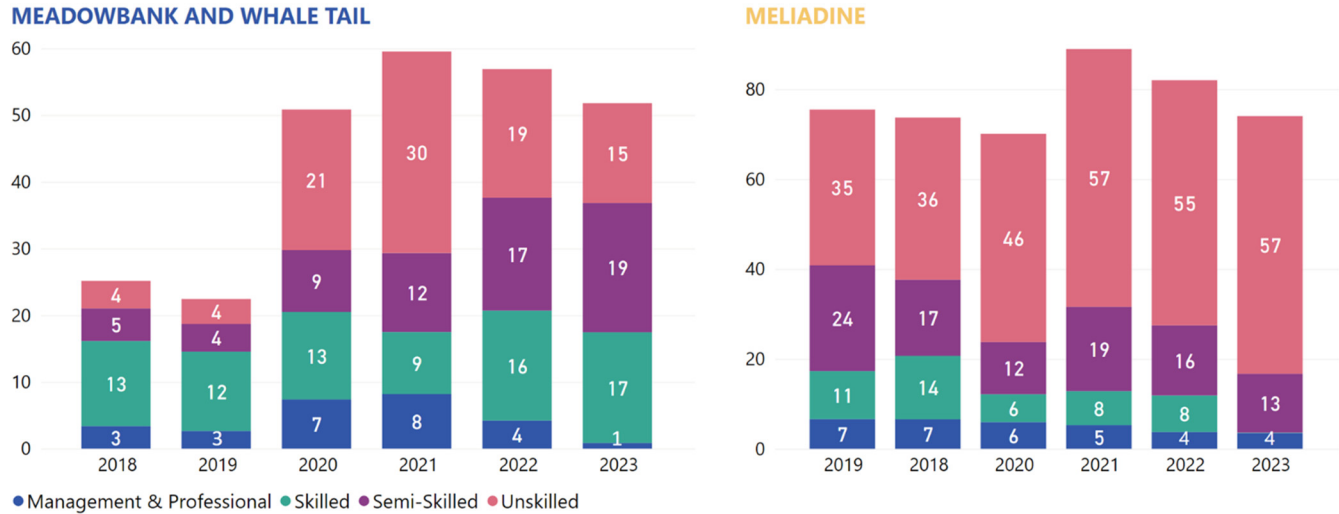
Chart 15 shows the number of Agnico Eagle female employees represented within each of the skill level categories, and Chart 16 shows this metrics for contractors.

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



(Agnico Eagle Mines, 2023)

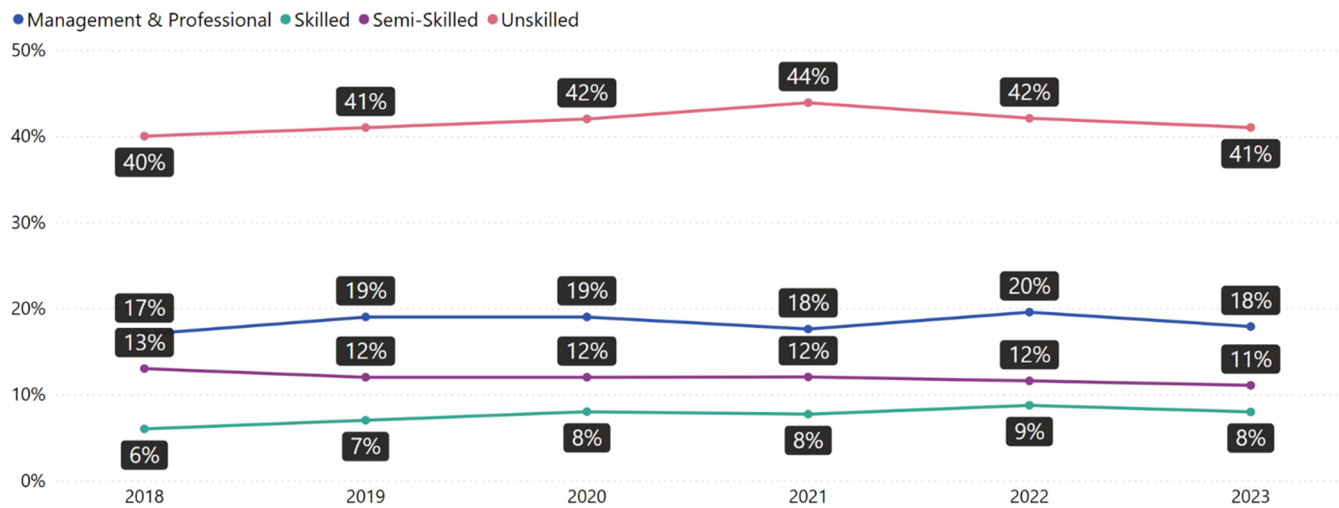
Chart 16. Contractor female employment (FTE) by skill level



(Agnico Eagle Mines, 2023)

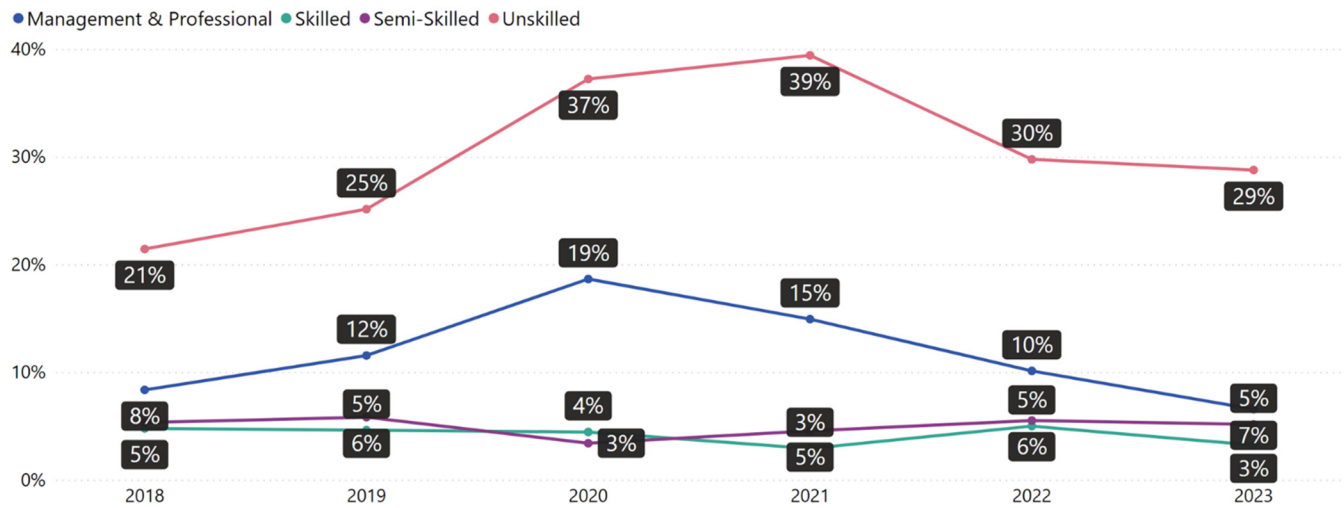
Chart 17 depicts the proportion of jobs in each skill level that are held by female employees at Agnico Eagle Projects, and Chart 18 shows this metric for contractors.

Chart 17. Proportion of skill levels held by female employees hired by Agnico Eagle (FTEs)



(Agnico Eagle Mines, 2023)

Chart 18. Proportion of skill levels held by female employees hired by contractors (FTEs)



(Agnico Eagle Mines, 2023)

## Interpretation

Agnico Eagle and contractor employment by gender and skill level is similar to others in the mining industry, where females are generally underrepresented in mining. By FTE, female Agnico Eagle and contractor employees comprise 32% of unskilled work effort, 9% of semi-skilled work effort, 5% of skilled work effort, and 17% of work effort related to management and professional positions. Of total female employment (Agnico Eagle and contractors), and across all the projects, 30% of female employees are in unskilled positions, 32% are in semi-skilled, 14% in skilled, and 24% in management and professional positions.

Regarding Agnico Eagle employment, the most significant growth has occurred in the number of women employed in jobs that are semi-skilled and management and professional jobs. Further, when looking at the proportion of Agnico Eagle employees in each skill level by gender, female employees hold 41% of all unskilled jobs. In all other categories, females hold less than one-fifth of the available positions (18% for management and professional, 11% for semi-skilled, and 8% for skilled).

Contractor female employment decreased in 2023, with 29% working in unskilled roles, 7% in management and professional, 5% in semi-skilled, and 3% in skilled roles.

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). [Agnico Eagle is working to increase female representation in diverse skill levels leveraging the value of \*tunnganarniq\*. Therefore, since 2021, two \(2\) programs \(IWRMP & Dr. Leanne Baker Scholarship and Development Program, described in Section 2.1\) were initiated to advance women at Agnico Eagle Kivalliq Projects and allow them to have equal access to opportunities and career advancement <sup>ISV</sup>.](#)

# 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.” (Golder Associates, 2014, 9-192).

## OVERVIEW OF FINDINGS

Income paid to Inuit employees decreased at **Meadowbank/Whale Tail from \$22.0M in 2022 to \$20.8M in 2023** and increased at **Meliadine from \$10.6M in 2022 to \$13.0M in 2023**, for a total of \$33.8M paid in income in 2023, representing a 4% increase since 2022.

A cumulative total of **\$305.8M** of employment income has been paid to Inuit employees since 2010.

## 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).

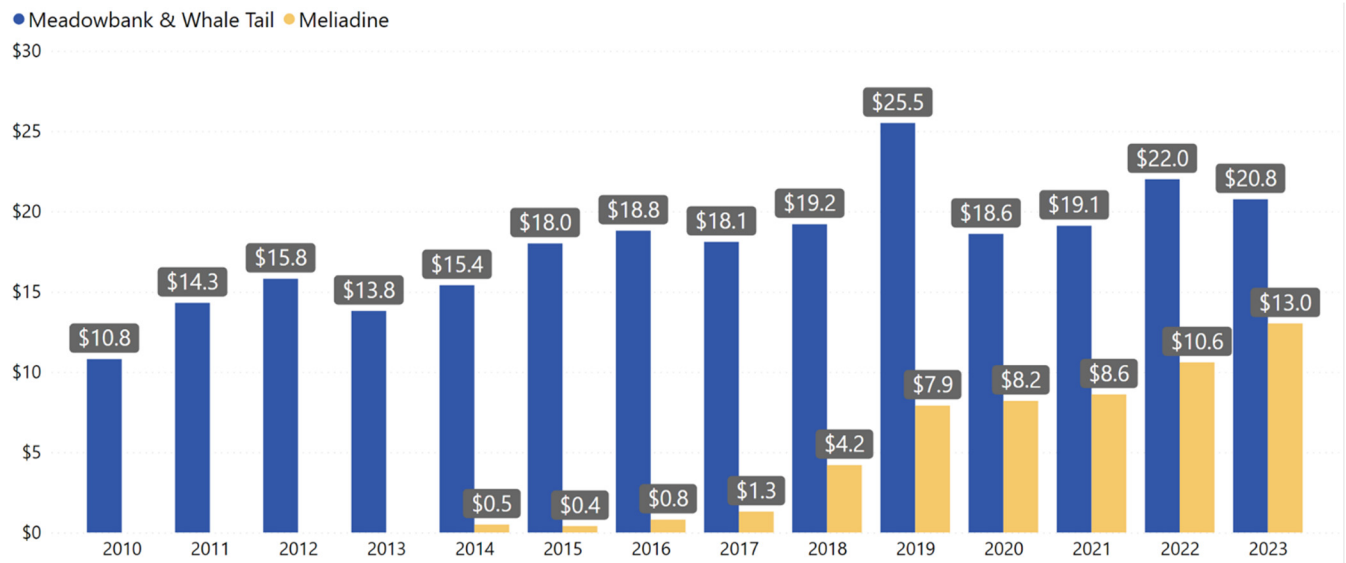
#### MELIADINE

“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, 9-192).

## Data & Trends

Chart 19 shows employment income paid to Agnico Eagle’s Inuit employees from 2010 to 2023 by project. This metric does not include income paid to Inuit contractors.

Chart 19. Income paid to Agnico Eagle project Inuit employees (\$M)



(Agnico Eagle Mines, 2023)

## Interpretation

Total income paid to Inuit employees (excluding contractors) in 2023 was \$33.8M, representing a 4% increase since 2022. Income paid to Inuit workers represented 11% of total income paid to Agnico Eagle employees on both sites in 2023. With 92% of Inuit employees residing in the Kivalliq communities, 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 2023, Agnico Eagle has paid a cumulative total of \$305.8M of employment income to Inuit employees of all Agnico Eagle projects since 2010.

Income earned is determined by the skill levels and the roles held by Inuit employees. Also, while many Inuit earn substantial income with Agnico Eagle, some struggle with personal finances, dampening the income benefits of the mining projects in terms of the Meliadine FEIS goal of increasing ‘disposable income’. The pre-existing high cost of living in Nunavut, high inflation in Canada resulting from the COVID-19 pandemic and the conflict in Ukraine, 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, in line with the value of \*pijitsirniq\* which emphasizes serving and providing for family, could have a significant positive impact on the financial stability of households. This approach also mirrors the ISV \*pilimmaksarniq\*, which emphasizes the importance of skill development and knowledge sharing as a foundation for community and individual prosperity, further underscoring the value of tailored financial education and resources in fostering economic resilience and empowerment among Inuit families <sup>ISV</sup>.](#)

## 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

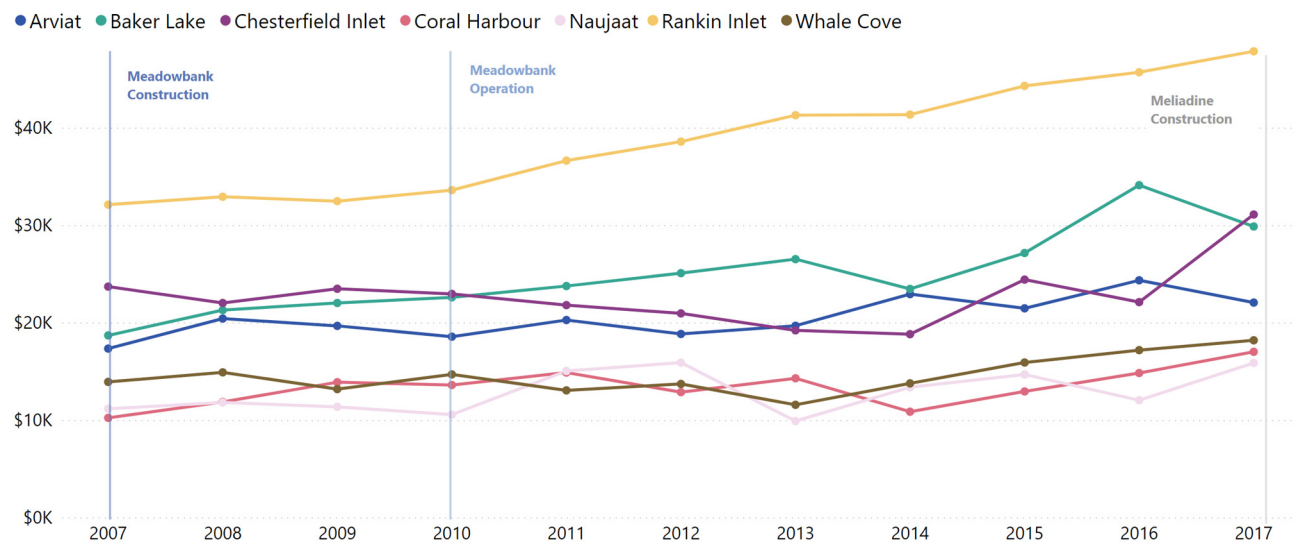
*“Project would directly and indirectly contribute to disposable income of employees and other local people.”* (Golder Associates, 2014, 9-154).

### Data & Trends

Chart 20 shows the median income of tax filers in each Kivalliq community from 2000 through to 2017. No data has been available since 2018.

Chart 20. Median employment income of tax filers by Kivalliq community

The most recent update to this dataset is available for 2017. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(Nunavut Bureau of Statistics, 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). [Agnico Eagle's contributions to community incomes reflects \*pijitsirniq\* in communities and supports employees' ability to provide for their families](#) <sup>15V</sup>.



# 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

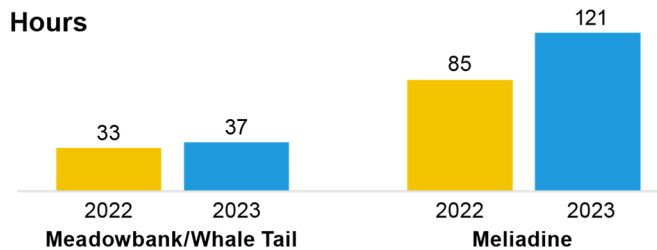
**Meadowbank:** “The potential impacts of education and training are considered of medium magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121).

**Whale Tail:** “The Expansion Project will provide workforce training and support community education” (Golder Associates, 2018, p. 12).

**Meliadine:** “The Project should have substantial, and mostly positive, effects on education in the Kivalliq region.” (Golder Associates, 2014, p. 9-215).

## OVERVIEW OF FINDINGS

At Meadowbank / Whale Tail and Meliadine, the average number of hours of specific training increased for Inuit employees in 2023. Specific training helps employees develop competencies related to a specific position.



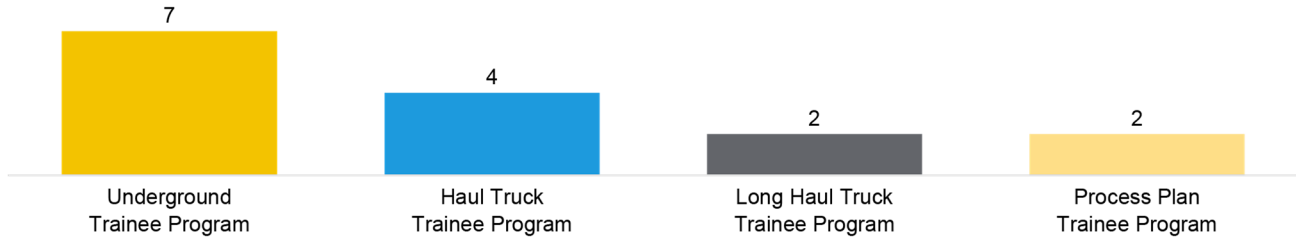
Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. [The vision for the Sanajiksanut is to have a recruitment process and approach that integrates the principle of \*tunnganarniq\*, emphasizing inclusivity and accessibility for Inuit candidates <sup>ISV</sup>.](#) The Sanajiksanut Program was redesigned and officially launched in 2022. Four (4) key principles of the Sanajiksanut Program include partnership with Ilitaqsiniq (Nunavut Literacy Council), Inuit workforce planning, recruitment process changes, and Mining Awareness. 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.

In 2023, the Sanajiksanut Program supported and implemented various community-based and on-site initiatives to facilitate access to employment for the Inuit workforce.

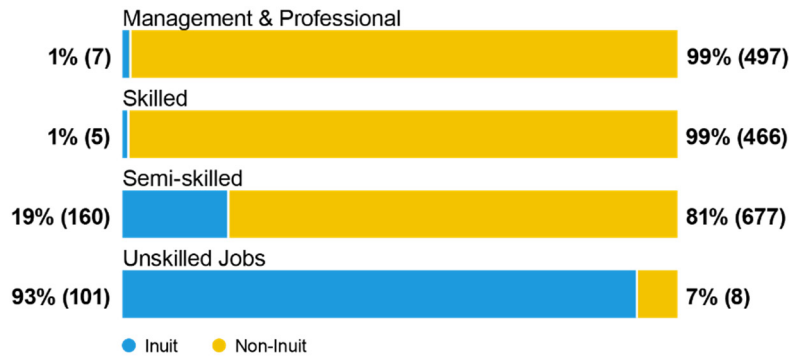


In 2023, Agnico Eagle provided \$100,000 to Iliitaqsiniq (Nunavut Literacy Council) to support the implementation of training programs leading to increased literacy and numeracy of the Kivalliq population. This contribution supports preparedness for the Kivalliq population to join the active workforce. Funding is provided annually to Iliitaqsiniq (Nunavut Literacy Council) and 2023 marks the last year of a five-year agreement between Agnico Eagle and Iliitaqsiniq (Nunavut Literacy Council).

In 2023, there were **15 graduates** from various Agnico Eagle programs:



In 2023, Inuit employees held most of the unskilled roles (93%) at Agnico Eagle’s Kivalliq Projects and 19% of the semi-skilled roles. Management & professional and skilled positions were mostly staffed by non-Inuit employees.



In 2023, Agnico Eagle made **\$586,019** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling almost \$4.0 million.

### 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 Eagle 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 Eagle trainers.
- Provision of funding that supports education-based initiatives.
- Arviat Community Training Programs to support a community-based drilling school.
- Memorandum of Understanding (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 (9) trades.
- Trades Awareness Skills and Knowledge Week (TASK Week) program to allow students to focus on one trade for the entire week.
- 10-day community-based pre-employment training provided by Iilitaqsinig as part of the Sanajiksanut Program.
- Trainee Programs such as Haul Truck, Underground, Long-Haul Truck and Process Plant to develop existing Inuit employees.
- Career Path programs to support upward mobility of Inuit employees in their chosen career of interest.
- 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 Expansion Project will provide workforce training and support community education.” (Golder Associates, 2018, p. 12).*

#### MELIADINE

*“Although much of the training will be led and administrated by AEM, [training programs and funding would] “spill over” to the local and regional education systems.” (Golder Associates, 2014, p. 9-211).*

### Data & Trends

Agnico Eagle offers two (2) 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 Eagle employees (both Inuit and non-Inuit) that are undertaking post-secondary education. The other 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 2023, Agnico Eagle had two (2) Inuit Summer Students based in Rankin Inlet and Baker Lake working with the Community Relations department, three (3) in Meliadine working with the Environment department, and one (1) working with the Human Resources department at Meliadine. Finally, two (2) were employed in Meadowbank with the Environment department.

Chart 21 shows Agnico Eagle’s investments in education-based initiatives in 2023.

Chart 21. Agnico Eagle investments in education-based initiatives (In thousands of dollars), 2023

<b>Program Name</b>	<b>Program Type</b>	<b>Contributions in 2023</b>	<b>Total Contributions 2010-2023</b>
TASK weeks	External	\$23 <sup>9</sup>	<b>\$108</b>
Internal Education Programs - Hiring of Adult Educator and Academic Material	Internal	\$96	<b>\$610</b>
Internal Education Programs - RISE Program at Meadowbank / Whale Tail	Internal	\$113	<b>\$287</b>
Internal Education Programs - RISE Program at Meliadine	Internal	\$122	<b>\$246</b>
Internal Education Programs (Take Our Kids to Work Day)	Internal	-	<b>\$4</b>
Kivalliq Science Educators Community Programs (KSEC)	External	-	<b>\$255</b>
Mining Matters Science Program (and Career Days since 2022)	External	\$14	<b>\$429</b>
Career Days, includes Mining Matters support	External	\$28 <sup>10</sup>	<b>\$39</b>
MOU with GN Department of Education	External	-	<b>\$700</b>
Non-IIBA bursaries/ scholarships	External	-	<b>\$12</b>
ILITAQSINIQ (Nunavut Literacy Council)	External	\$100	<b>\$675</b>
KIA Scholarships	External	\$60	<b>\$458</b>
Summer Camp Sponsorship	External	\$30	<b>\$80</b>
Career Awareness	External	\$0	<b>\$60</b>
Other education and social investments	External/ Internal	-	<b>\$34</b>
<b>TOTAL</b>		<b>\$586</b>	<b>\$3,996</b>

(Agnico Eagle Mines, 2023)

<sup>9</sup> Includes material, participants shirt, Vehicle rental, overtime. Does not include any In-kind (accommodation and meals to guesthouse) and instructor wages.

<sup>10</sup> Includes Commercial flight, accommodation (hotel), meals (grocery), catering, community hall rental, SWAG and Mining Matters. Does not include Agnico staff salary, condo and Nolinor or any In-kind.

## Interpretation

In 2023, Agnico Eagle provided \$586,019 in contributions to school-based initiatives, with investments since the beginning of operations totalling almost \$4M. The initiatives that were supported in 2023 included:

- **Adult Educators.** For employees who are pre-apprentices and apprentices, the Adult Educator works with the employees to improve maths skills based on the types of questions they will see in technical training, test taking skills, reading comprehension, and scientific concepts. The goal is for the apprentice to be well prepared to attend technical training. For relief supervisors and leaders, Adult Educators provided one-on-one support to build leadership skills such as communication, resilience, managerial courage, organization, leading your peers, and professionalism. In 2023, a full-time Adult Educator was present at the Meadowbank Complex and Meliadine.
  - At the Meadowbank Complex, the Adult Educator worked with one (1) Inuk employee in the apprenticeship program, as well as seven (7) Inuit who were in relief supervisor or leader roles.
  - At Meliadine, the Adult Educator worked with four (4) Inuit employees in the apprenticeship program, as well as three (3) Inuit who were in relief supervisor or leader roles. The Adult Educator also conducted pre-trades testing and provided study guides to five (5) Agnico Eagle employees who were interested in becoming apprentices.
  - The total funding for Adult Educators in 2023 was \$95,694.
- **RISE Program.** The Adult Educator role also supports the RISE Program, which was created to prepare Inuit for future employment opportunities (see Appendix A for more information). In 2023, \$113,280 was provided as part of the RISE Program at the Meadowbank Complex, and another \$121,920 was provided at Meliadine.
- **Career Days.** On November 8, 2023, with the support of Mining Matters, Agnico Eagle conducted a one-day mining awareness activity - Career Days - in Rankin Inlet. The event was attended by high school students and was opened to the public in the evening. The Career Days informed participants about mining activities at Agnico Eagle's sites in the Kivalliq region, Agnico Eagle's Nunavut operations, career opportunities, and future projects. The event aimed to increase interest in youth regarding careers in the mining industry. A total of 100 students participated in the event and approximately 150 members of the community attended; total sponsorship for this event was \$28,393<sup>11</sup>. The Sanajiksanut Team was there to meet with potential candidates and have them apply to potential job opportunities. Also, Inuit employee Role Models participated at the event to speak about their career path and experience working at the Agnico Eagle mine site. Lastly, Contractors joined Agnico this year to participate in the Career Day which enabled more career opportunities to be presented to potential candidates.
- **Career Awareness.** Career Awareness videos were released in 2022, with the goal of raising awareness about mining and careers in mining. The videos have been adapted to the Nunavummiut context: content is provided in visually, supported by text or audio explanations, that are clear, short, straight to the point, and easily accessible to Nunavummiut. For example, the Mining Cycle video shows and explains all the cycles of a mine in plain language and using visual support. In 2023, there was no dedicated funding for this initiative, however, videos were promoted via social media, trade show, multiple community information sessions and regional/national events to showcase Inuit employment opportunities at Agnico Eagle Projects in Nunavut.

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<sup>11</sup> Includes expenses for flight, accommodation (hotel), meals (grocery), catering, community hall rental, souvenirs, wearables, gifts, and Mining Matters support.

- **Ilitaqsiniq (Nunavut Literacy Council).** In 2023, Agnico Eagle provided \$100,000 to Ilitaqsiniq (Nunavut Literacy Council) to support the implementation of training programs leading to increased literacy and numeracy of the Kivalliq population. This contribution supports preparedness for the Kivalliq population to join the active workforce. Funding is provided annually to Ilitaqsiniq (Nunavut Literacy Council) and 2023 marks the last year of a five-year agreement between Agnico Eagle and Ilitaqsiniq (Nunavut Literacy Council).
- **KIA Scholarship.** Agnico Eagle signed three (3) IIBAs (Meadowbank, Whale Tail and Meliadine). Based on the IIBA, in 2023, Agnico Eagle provided \$30,000 in KIA scholarship funding as per Whale Tail and Meliadine Agreements, for a total in 2023 of \$60,000, and total to date of \$458,000.
- **Summer Camp Sponsorship (Recreation and Parks Association of Nunavut, RPAN).** In 2023, Agnico Eagle sponsored summer camps hosted by RPAN in Kivalliq and Kitikmeot communities. The summer camps supported the training of the local youth leaders that coordinated the camps. Youth aged 5 to 12 years old participated in various camp activities on various topics such as health, fitness, wellness, as well as science. The total sponsorship for this was \$30,000 in 2023.

Another vehicle to promote educational achievement is the Trades Awareness Skills and Knowledge Week (TASK Week). This full week program allows students to focus on one trade for the entire week. In 2023, Agnico Eagle partnered with Jonah Amitnaaq Secondary School (JASS) to support the annual TASK week in Baker Lake. Agnico Eagle actively participated in the organization of the event and banquet/gala and provided 4 of the 7 trades instructors to train the 75 students who participated in this one-week event.

In 2023, Agnico Eagle did not receive any request for funding from the KSEC. Agnico Eagle organized a 1-day visit at Meadowbank for 30 students and instructors who had the opportunity to have a bus tour and visit the indoor facilities including the maintenance shop and the Geology core shack.

A Memorandum of Understanding (MoU) signed between Agnico Eagle, and the Government of Nunavut identified ten (10) priority areas for collaboration, including education. On September 28, 2023, Agnico Eagle had a meeting regarding the MoU with the Government of Nunavut (GN) representatives from the Department of Economic Development and Transportation. The previous meeting was held in 2021.

Agnico Eagle's contribution and support of education-based initiatives is in line with the FEIS predictions for Whale Tail and Meliadine.

Agnico Eagle's education and training efforts, investments, and programs align with four key IQ principles, fostering a holistic approach to development and growth <sup>ISV</sup>:

- ***Pilimmaksarniq:*** Agnico Eagle's initiatives provide essential training and educational opportunities. These programs enable individuals to gain practical skills and expertise, crucial for personal and professional advancement within the mining industry and beyond. This relates to *pilimmaksarniq*, which focuses on skill development and knowledge acquisition.
- ***Pijariuqsarniq:*** Agnico Eagle's commitment to ongoing education and training ensures that employees and community members are constantly encouraged to grow and adapt. The *pijariuqsarniq* principle—which relates to knowledge and continuous learning—is reflected in programs that offer a range of learning experiences from technical skills to leadership development, fostering a culture of lifelong learning.
- ***Inuuqatigiitsiarniq & Pijitsirniq:*** Agnico Eagle's investments in community programs go beyond employment; they aim to build respectful, caring relationships with the communities Agnico Eagle operates in, ensuring that the benefits of their presence are shared and that cultural values are respected. This reflects *inuuqatigiitsiarniq*, emphasizing respect and caring for others, and *pijitsirniq*, relating to serving and providing for community.

## 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

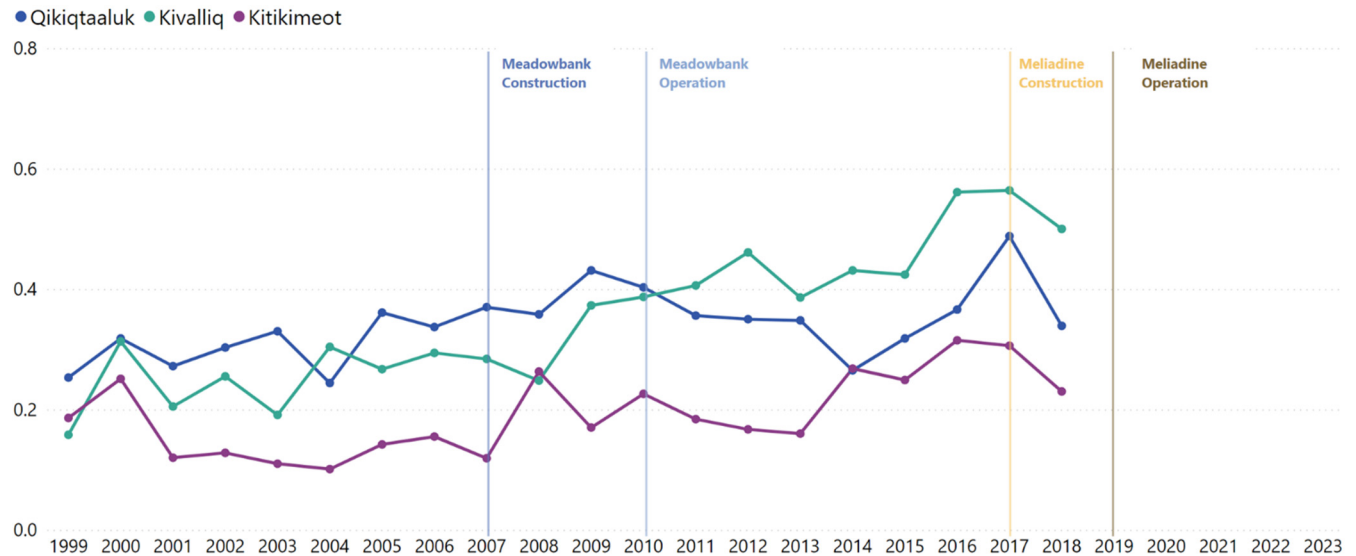
*“Expected increases in educational achievement and labour force capacity.” (Golder Associates, 2014, p. 9-303).*

### Data & Trends

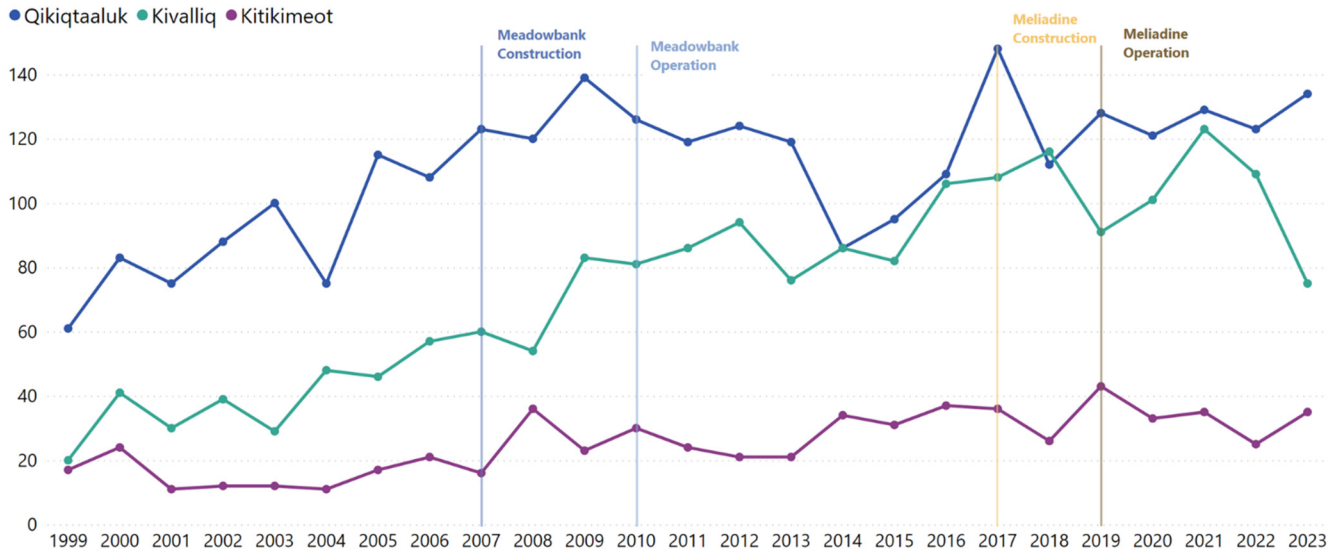
Chart 22 provides secondary school graduation rates by region between 1999 and 2018 (the latest year for which data is available) and the total number of secondary school graduates from 1999 to 2023.

Chart 22. Secondary school graduation rate (and number of graduates) by region

The most recent update to the graduation rates by region is available for 2018. However, in 2023, via a direct request submitted to the GN Department of Education, a supplementary dataset was provided showing the number of graduates.



(GN Department of Education, 2019)



(GN Department of Education, Personal Communication, 2023)

### 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 Qikiqtaaluk and Kitikmeot (since 2010). However, in 2018, there was a general decrease in graduation rates in Nunavut, which was also experienced in the Kivalliq region. More recent data (since 2018) on secondary school graduation rates is not available given the lack of statistics on the size of the population by age group (i.e., here, 17 and 18-year-old youth) used to calculate the rates.

Supplementary data on the number of secondary school graduates was provided by the GN Department of Education for the period of 1999 to 2023. The data show that the number of graduates in the Kivalliq region fluctuated year over year, with an overall upward trend from 1999 to 2021, reaching the highest number of 123 graduates in 2021. However, the number of graduates in the Kivalliq region decreased by 11% in 2022 and then again by 45% in 2023. Qikiqtaaluk and Kitikmeot experienced a decrease in the number of graduates in 2022, but both rebounded in 2023.

While there are no specific FEIS predictions for Meadowbank/Whale Tail, the increasing number of graduates in the Kivalliq region since the construction of the Meadowbank mine and up to 2021, suggests a positive correlation between the existence of the project and high school graduation. The FEIS prediction for Meliadine is more challenging to assess given the notable variability in the number of graduates since 2017, when construction of Meliadine commenced, and the lack of graduation rate statistics past 2018.

Direct engagement with Agnico Eagle employees in 2023 identified a need for Agnico Eagle to be more present in schools and communities to promote jobs and other opportunities in mining (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Agnico Eagle contributes to several initiatives that address education and graduation challenges in the region, including literacy and adult education programs, apprenticeships, summer employment opportunities, and various scholarships and bursaries. This represents *pilimmaksarniq* which supports the development of skills <sup>ISV</sup>.



### 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, 2018, p. 12).

##### 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. 9-x).

“The Project will build capacity through learning and should influence education and training opportunities in Nunavut in a constructive way, both through increased number of training programs but also through increased motivation to complete studies due to increased employment opportunities.” (Golder Associates, 2014, p. 9-214).

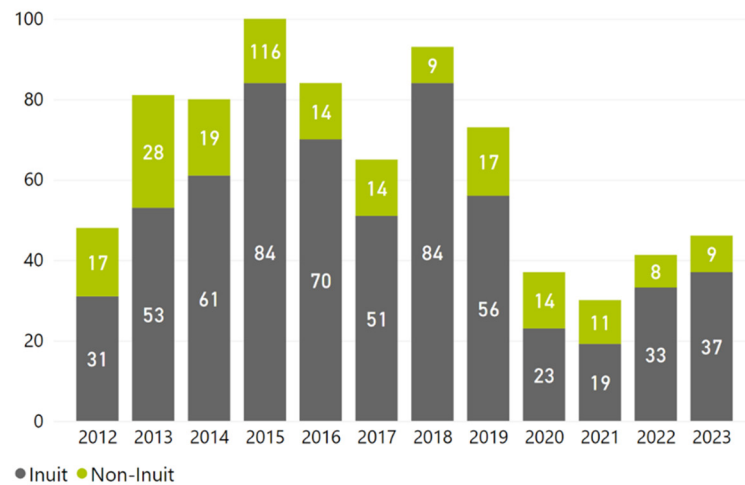
#### Data & Trends

From 2010 to 2019, Agnico Eagle invested \$9.4M in externally delivered mine training and education programs such as the Kivalliq Mine Training Society (KMTS, cash and in-kind), Arviat Diamond Drillers & Welders Program, and sponsorship of Skills Canada Nunavut for the territorial and national skills competition. Similar investments did not take place from 2020 to 2023 as the KMTS does not exist anymore, and the Arviat Community Training Program was suspended.

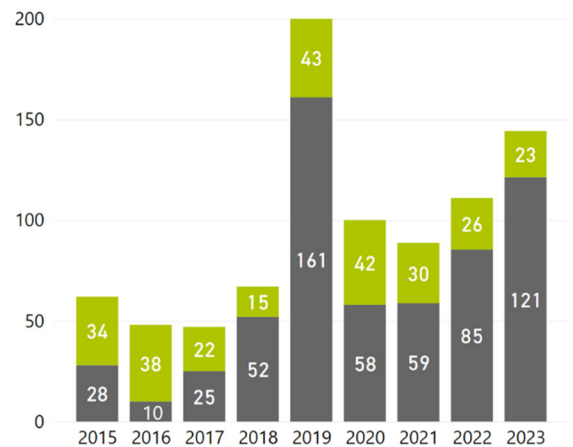
Chart 23 shows the average specific training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of specific training hours by the number of FTEs.

Chart 23. Average specific training hours provided to Agnico Eagle employees

##### MEADOWBANK AND WHALE TAIL



##### MELIADINE



(Agnico Eagle Mines, 2023)

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

Chart 24. Participation in career and skills programs

Program	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Arviat Diamond Drillers & Welders Program Graduates	24	18	18	15	6	-	-	-	-	-	-
Underground Trainee Program											
<i>Participants</i>	-	-	-	-	-	8	8	8	4*	8	10
<i>Graduates</i>	-	-	-	-	-	-	8	4	4	7	7
Haul Truck Trainee Program											
<i>Participants</i>	19	33	28	34	26	43	8	7	2*	8	10**
<i>Graduates</i>							6	4	2	8	4
Process Plant Trainee Program											
<i>Participants</i>											8
<i>Graduates</i>											4
Long Haul Truck Trainee Program	-	-	-	-	-	-	-	1	-	3	2

\*continued training from prior year

\*\*4 trainees to continue the training in 2024

(Agnico Eagle Mines, 2023)

The **Underground Trainee Program** at Meliadine is a 42-day (462-hour) program that has been managed by Nunavut Arctic College and supported by Agnico Eagle. The training program intends to develop skilled workers, who can, upon completion of the program, be hired by the Underground Department. At the Meadowbank Complex, Agnico Eagle created a trainee program affiliated with CMAC. This program is a 42 days (504-hour) program. Trainees go through the Underground Common Core, given by a CMAC Instructor on-site, followed by training by Agnico Eagle trainers. By the end of the program, the trainees have the knowledge, the practice, and the experience to work in general labor.

The **Haul Truck Trainee Program**, run at Meadowbank, is a 42-day (504-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 (e.g., dishwashers, janitors, chambermaids.).

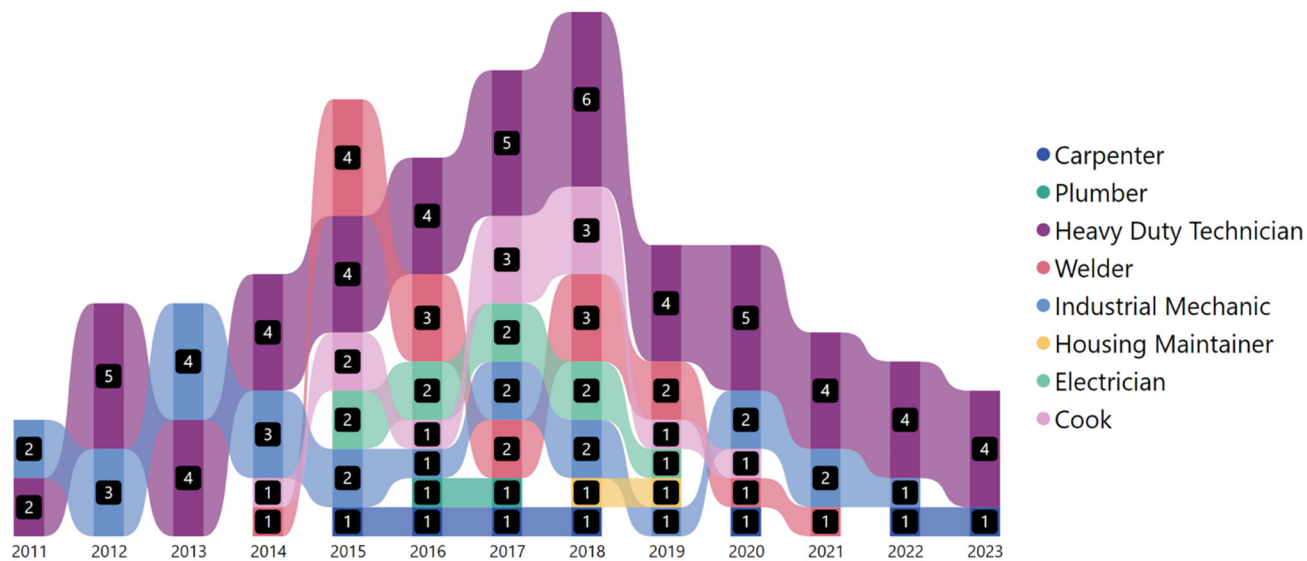
A **Process Plant Trainee Program** is a 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person.

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 (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 mining department. A maximum of four (4) trainees is permitted at a time with one (1) trainer to provide the best training possible.

Chart 25 shows the number of Inuit employees in pre-apprenticeship or apprenticeship roles at Meadowbank, categorized by the type of apprenticeship (such as heavy-duty technician, industrial mechanic, and others).

Chart 25. Pre-apprenticeship and apprenticeship participation by type, Inuit employees



(Agnico Eagle Mines, 2023)

### Interpretation

Agnico Eagle’s financial investments in externally delivered training programs have dropped since 2016 due to the loss of federal funding for KMTS and the loss of funding for the Arviat training programs in 2019. KMTS does not exist anymore, and the Arviat Community Training Program is suspended, as such, there is no opportunity for Agnico Eagle to invest in these programs. *In response to this situation, Agnico Eagle increased internal spending to maintain the investment levels required by the IIBA with the KIA. Agnico Eagle’s commitment to maintaining investment levels supports the ISV pilimmaksarniq so that Inuit employees can continue to develop skills ISV.*

Up until 2020, Agnico Eagle maintained a minimum of \$3.6M in annual mine training and education spending as per the IIBA since 2016. In 2023, training investment at Agnico Eagle reached a total of \$5,030,481. Annual spent for this initiative was as follows:

- 2020: \$2,413,023
- 2021: \$3,159,468
- 2022: \$387,619
- 2023: \$1,347,995

The total unspent amount as of December 31, 2023, was \$56,867. Agnico Eagle is confident to pay the remaining amount in 2024 and remove any loss of benefit from pandemic-impacted years when it was not possible to reach the \$3.6M commitment.

Agnico Eagle continues to support training efforts across projects. In 2023, at Meadowbank / Whale Tail, specific training increased for Inuit and non-Inuit Agnico Eagle employees, while at Meliadine, specific training increased for Inuit employees but decreased for non-Inuit employees.

Training efforts for 2023 were as follows:

- Ten (10) trainees were enrolled in the **Underground Trainee Program**, and of those, seven (7) successfully completed the program.

- At Meadowbank, a pilot project was initiated in 2023 to deliver the program with CMAC. The aim was to train CMAC employees, with the support of Agnico Eagle, in the General Labor position. The duration of the program was 336 hours to focus on the General Labor position instead of the Haul Truck positions, delivering the Common Core Ontario training (3 days) instead of the Quebec training (7 days). Agnico Eagle was able to launch two (2) cohorts in the fall of 2023. The program was a success with three (3) out of four (4) trainees graduating from the program.
- At Meliadine, the program was initiated with first cohort of four (4) trainees, and two (2) candidates successfully completing the program. While assessing objectives for the second cohort, Agnico Eagle established a limited number of two (2) candidates to align with operational needs and available equipment. The goal was to provide specialized training to each trainee, and both trainees successfully completed the program. For the entire year, four (4) trainees graduated out of a total of six (6) participants.
- At Meadowbank, six (6) trainees were enrolled in the **Haul Truck Trainee Program**, and of those, four (4) successfully completed the program. In 2023, Agnico Eagle also started two cohorts with two (2) trainees each, continuing the training in 2024. At Meliadine, a similar program has not been rolled out yet.
- At Meadowbank, two (2) trainees completed the **Long Haul Truck Trainee Program**. At Meliadine, a similar program has not been rolled out yet.
- Eight (8) trainees were enrolled in the **Process Plant Trainee Program**, and of those, four (4) successfully completed the program.
  - At Meadowbank, Agnico Eagle started the program in 2023 with four (4) trainees that year, of whom three (3) graduated the program.
  - At Meliadine, Agnico Eagle initiated the first cohort with three (3) trainees, of whom one (1) candidate successfully completed the program. After the assessment of the objectives for the second cohort, a limited number of candidates was established to deliver specialized training to each trainee. For this second cohort, one (1) candidate was selected but the candidate did not complete the program. For the entire year, Meliadine had a total of one (1) graduate out of a total of four (4) trainees.
- The **Super Operator Program** continued to be on hold in 2023.
- For **Pre-Apprenticeships and Apprenticeships**, one (1) employee at Meliadine completed their apprenticeship training with Agnico Eagle, achieving a Heavy Duty Equipment Technician Gold Seal. Three (3) apprentices successfully completed technical training in Alberta. 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 the trade of their choice. By the end of the 3- or 4-year program, the apprentice is able to challenge their Certificate of Qualification (COQ) to become a Gold Seal Journeyman and will also have the opportunity to challenge their Red Seal Exam. In 2023, Agnico Eagle conducted an internal audit to see what trades could be offered to Inuit apprentices. Currently, Agnico Eagle focuses on the following (7) trades: carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber.
  - At Meadowbank, the adult educator administered two (2) mock exams, however, none were successful.
  - At Meliadine, the adult educator administered four (4) mock pre-trades entrance exams and one (1) person was successful, however, none of the participants reside in Nunavut.
  - Total number of pre- and apprenticeships at the end of 2023 was five (5), compared to six (6) pre-apprenticeships and apprenticeships in 2022, seven (7) in 2021, ten (10) in 2019 and 2020, and down from a peak of 18 in 2018.
- Agnico Eagle has not participated in the **Arviat Community Training Program** since 2020 – since program was locally suspended.

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 KIA to spend and half (\$500k) is spent by Agnico Eagle. As of December 31, 2023, Agnico Eagle has donated a total of \$2.5M to KIA to develop initiatives to support training and development in the region.

Agnico Eagle 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 2023, Agnico Eagle launched the revised E&I (Energy and Infrastructure) Career Path at Meliadine. Presentations were conducted for all E&I employees and the new format was implemented. A trainee program position was posted to the Assay Lab Career path. No major changes were made to the Career Path at the Meadowbank Complex in 2023.

Agnico Eagle's **Inuit Employment Growth Initiative** was developed by the Agnico Eagle Nunavut Regional Office and implemented in 2022. The initiative consisted of three (3) pillars (development, retention, and recruitment). In 2023, the initiative, was handed over to site operations (e.g., HR and training) to improve the employment of Inuit. In 2023 and going forward, the recruitment and employment are guided by the Sanajiksanut program, development and retention pillars are now covered by the Human Resource (HR) teams and Learning & Development leads the RISE program.

Findings in this section are aligned with the FEIS predictions for Meadowbank / Whale Tail and Meliadine.

## 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, 2018, p. 12).

Total composition of employment includes 154 entry level jobs, 493 semi-skilled jobs, 323 skilled jobs, and 202 professional and management jobs. Workers from Nunavut are expected to fill 154 entry level positions, 305 semi-skilled positions, 29 skilled positions, and 4 management positions.  
(Golder Associates, 2018, p.10-11).

#### MELIADINE

*“Increased opportunities for on-the-job training will enhance the capacities of local workers, which can be applied elsewhere when the work with Meliadine comes to an end.”*  
(Golder Associates, 2014, p. 9-211).

*“Out of the 700<sup>12</sup> positions, about 55% will be unspecialized. Other positions include management positions (2%), skilled positions (30%), and supervisor and professional positions (13%).”*  
(Golder Associates, 2014, p. 9-182).

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<sup>12</sup> This is based on an estimated total number of predicted jobs of 1,400, based on a rotation of 700 positions for two (2) weeks on, two (2) weeks off.

## Data & Trends

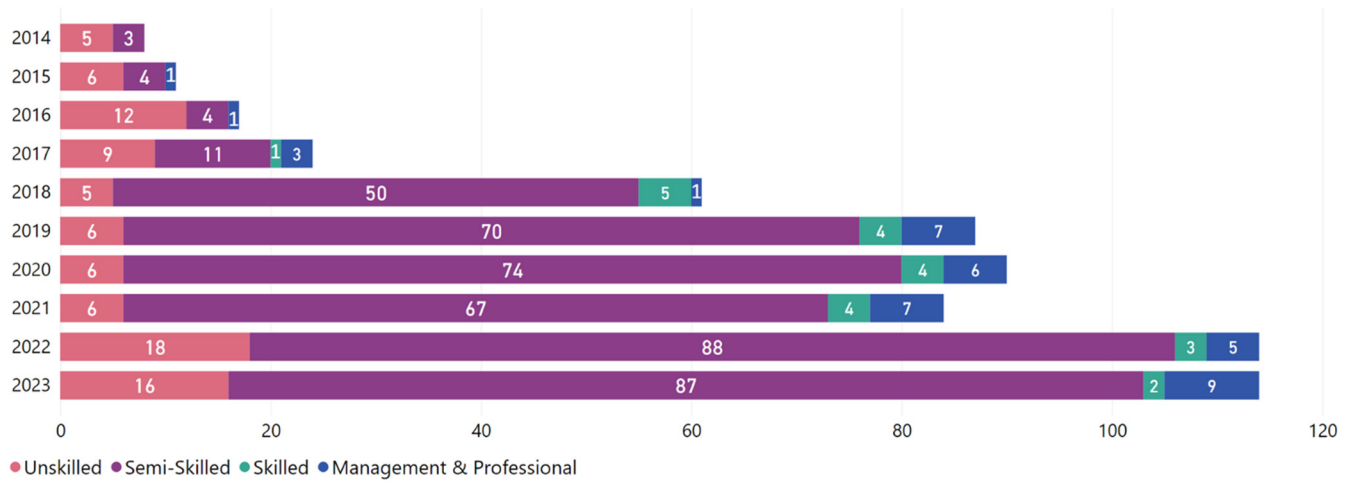
Chart 26 shows the number of Inuit employees at each skill level.

Chart 26. Project Agnico Eagle Inuit employees by skill-level

### MEADOWBANK AND WHALE TAIL



### MELIADINE

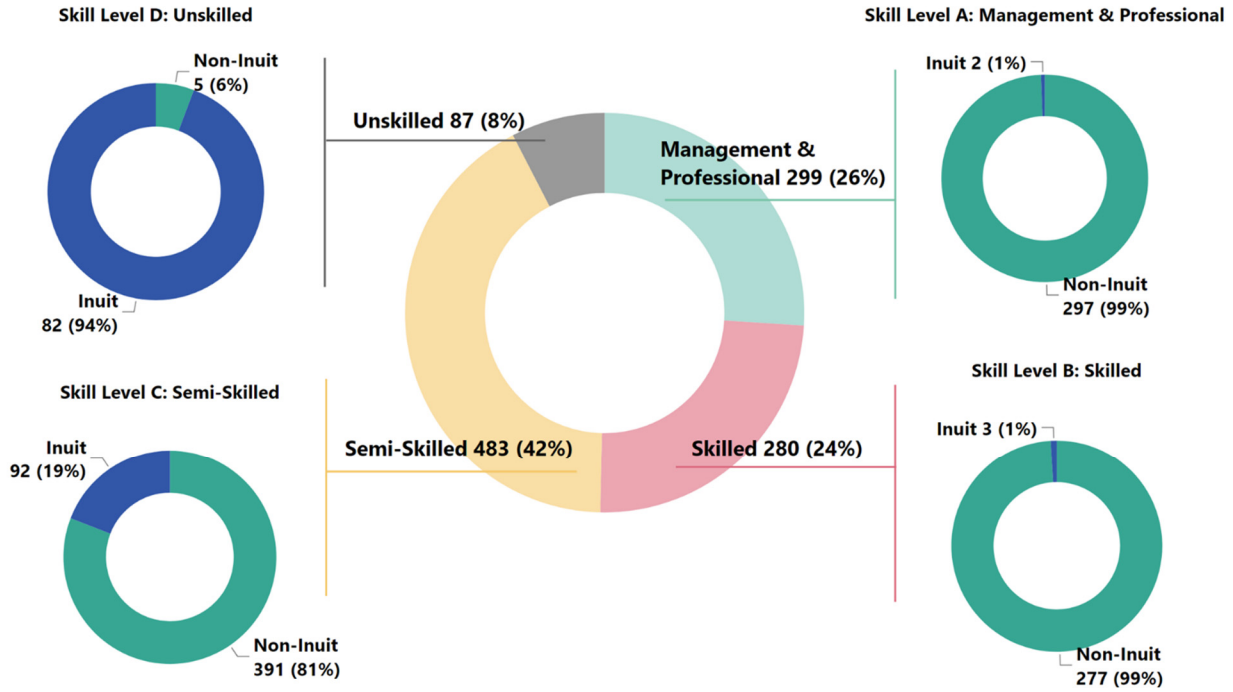


(Agnico Eagle Mines, 2023)

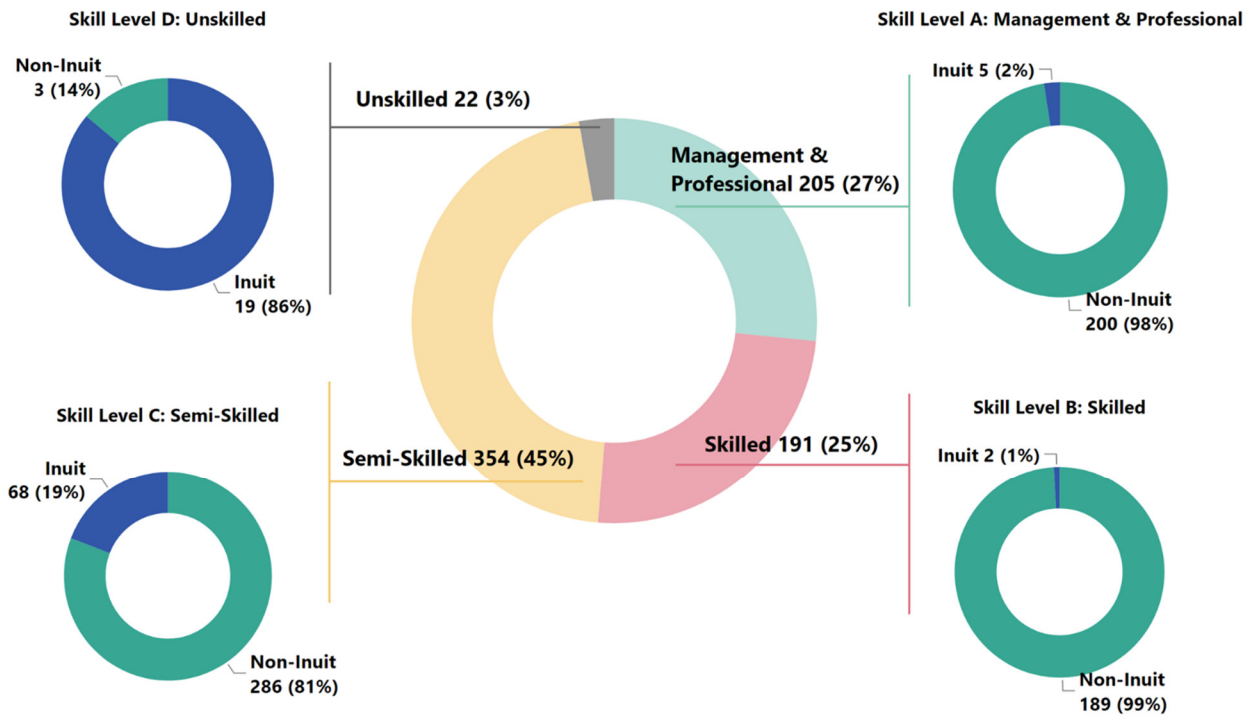
Chart 27 below shows the relationship between job skill levels and proportion of Inuit labour.

Chart 27. Agnico Eagle FTEs by skill level (Inuit & non-Inuit), 2023

**Meadowbank / Whale Tail**



**Meliadine**



(Agnico Eagle Mines, 2023)

## Interpretation

In 2023, the number of Inuit employees continued to decrease in semi-skilled and unskilled job categories at Meadowbank, but remained constant for skilled, and decreased for management & professional positions. At Meliadine, the number of management & professional employees increased in 2023, while the number of employees in unskilled, semi-skilled and skilled decreased. Overall, most unskilled jobs and less than a quarter of semi-skilled jobs are held by Inuit employees, while Inuit employees are underrepresented in management & professional / skilled roles.

For overall employment by skill level, Meadowbank / Whale Tail had 87 FTEs in unskilled roles, 483 in semi-skilled, 280 in skilled, and 299 in management and professional, while for Meliadine these metrics were respectively 22 unskilled, 354 semi-skilled, 191 skilled and 205 management and professional.

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 (3) 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.

The openness of Agnico Eagle towards hiring Inuit and supporting career progression is representative of the ISVs *tunnganarniq* and *pilimmaksarniq*, by being open and inclusive with Inuit employment opportunities and supporting career growth of Inuit employees through the development of skills. Agnico Eagle must continue to utilize the ISV *qanuqtuurniq*—of being innovative and resourceful—as these challenges to the retention and career advancement for Inuit employees are overcome<sup>ISV</sup>.

Overall, the data points to limited success at growing Inuit-filled roles in higher-skilled positions. It should be noted that the metrics in this section focus on Agnico Eagle employees, however, the FEIS predictions for Whale Tail and Meliadine are for the total direct operational workforce, including Agnico Eagle and contractor employees. As such, based on total employment:

- The FEIS prediction for Whale Tail for total employment by skill level is not met for unskilled, semi-skilled and skilled roles, but exceeded for management & professional roles.
- The FEIS prediction for Whale Tail for Inuit employment by skill level is not met.
- The FEIS prediction for Meliadine for total employment by skill level is not met; there is no specific FEIS prediction for Inuit employment by skill level.



## 4.5 Trade certificates / apprenticeships in Nunavut

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

#### MELIADINE

*“AEM will also provide assistance to those who wish to develop the skills which can better position them for Meliadine employment and contracting. Such assistance would include pre-employment programs, educational institution-based programs such as apprenticeship and technician programs, and training for businesses.”*  
(Golder Associates, 2014, p. 9-216).

### 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 provided in Section 4.3.

# 5 Contracting and Business Opportunities

## IMPACT / GOAL STATEMENT

Increased opportunities for Inuit-owned and local businesses.

## OVERARCHING FEIS PREDICTIONS

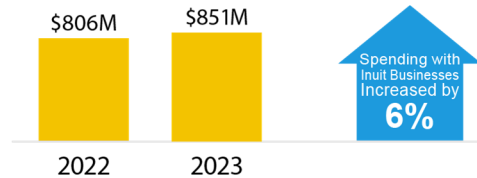
**Meadowbank:** “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd.,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

**Whale Tail:** The Project will generate “continued local economic activity” (Golder Associates, 2018, p. 6)  
“The Expansion Project will sustain local business development and contracting” (Golder Associates, 2018, p. 8).

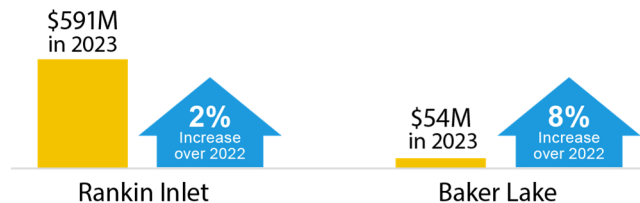
**Meliadine:** “Project spending on goods and services would increase the demand locally, allowing local businesses (and new businesses) to grow and become more cost-effective.” (Golder and Associates, 2014, 9-192).

## OVERVIEW OF FINDINGS

**Agnico Eagle spending with Inuit businesses in 2023 increased by 6%** compared to 2022, accounting for 65% of total procurement in 2023.



Agnico Eagle spending with Inuit businesses from Rankin Inlet and Baker Lake also increased in 2023:



Total contract expenditures in Nunavut in 2023 reached

**\$903M**

**\$523M** at Meadowbank / Whale Tail

**\$380M** at Meliadine.



## SUMMARY OF MITIGATION MEASURES

While procurement is a beneficial impact, enhancement measures are implemented to maximize benefits to Inuit businesses. Agnico Eagle 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 obligations 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, 9-177).  
\$127M over 10-year operations phase; 20% (\$25M annually) in Kivalliq (Golder Associates, 2014, 9-183).

### Data & Trends

Chart 28 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:

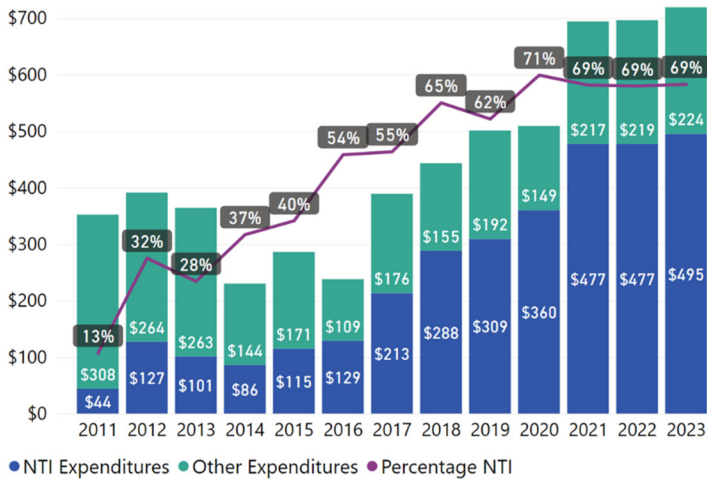
- A limited company with at least 51% of the company's voting shares beneficially owned by Inuit, or
- A cooperative controlled by Inuit, or
- An Inuk sole proprietorship or partnership.<sup>13</sup>

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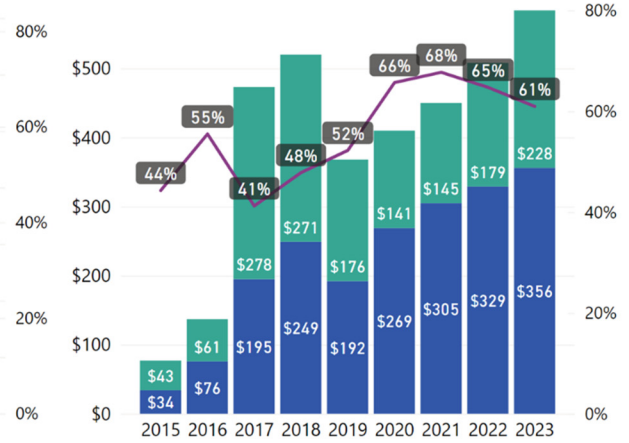
<sup>13</sup> NTI maintains a registry of Inuit firms in accordance with Article 24 of the *Nunavut Land Claims Agreement*.

Chart 28. Contract expenditures on NTI-registered businesses (\$M)

**MEADOWBANK AND WHALE TAIL**



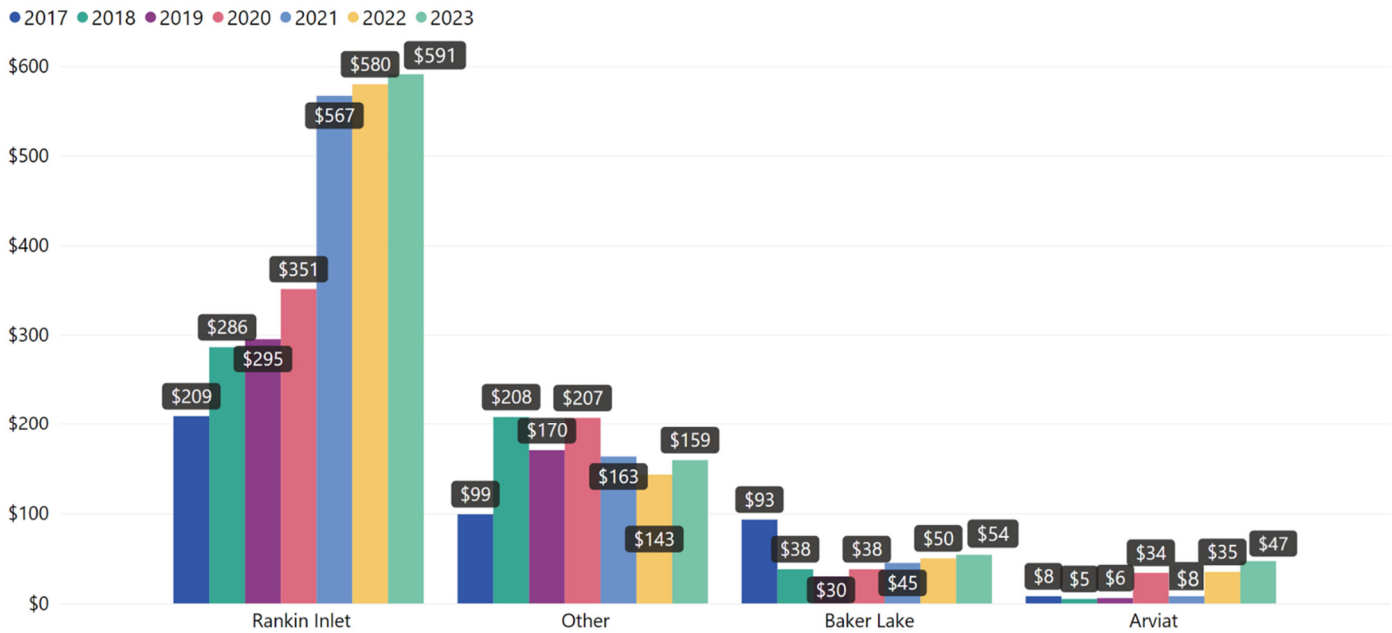
**MELIADINE**



(Agnico Eagle Mines, 2023)

Chart 29 further breaks down contract expenditures across all Agnico Eagle projects with NTI-registered businesses by the community in which those businesses are registered.

Chart 29. NTI-registered business expenditures by Nunavut community (\$M)

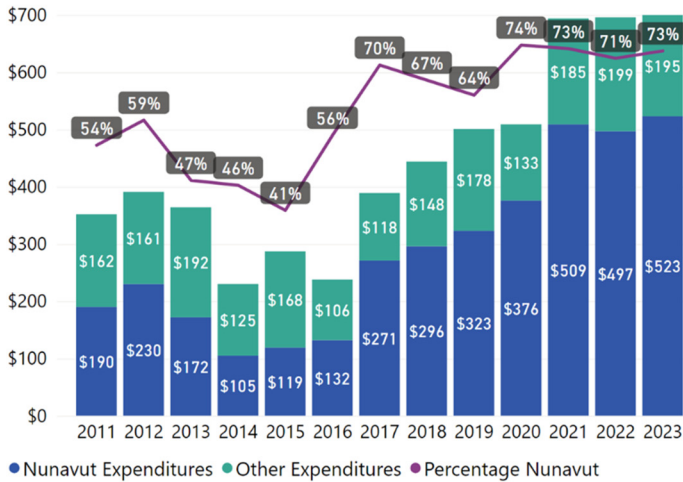


(Agnico Eagle Mines, 2023)

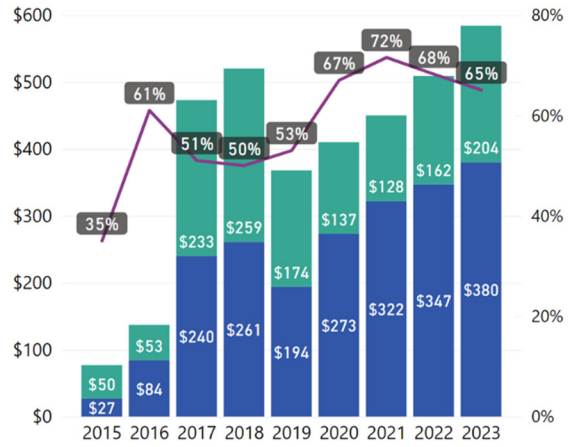
Chart 30 shows the value and proportion of contract expenditures awarded to Nunavut-based businesses over time. Nunavut-based businesses are those that are headquartered in the territory. While often overlapping with NTI-registered businesses, these businesses are not necessarily Inuit-owned as outlined in the description for Chart 28.

Chart 30. Contract expenditure on Nunavut-based businesses (\$M)

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**

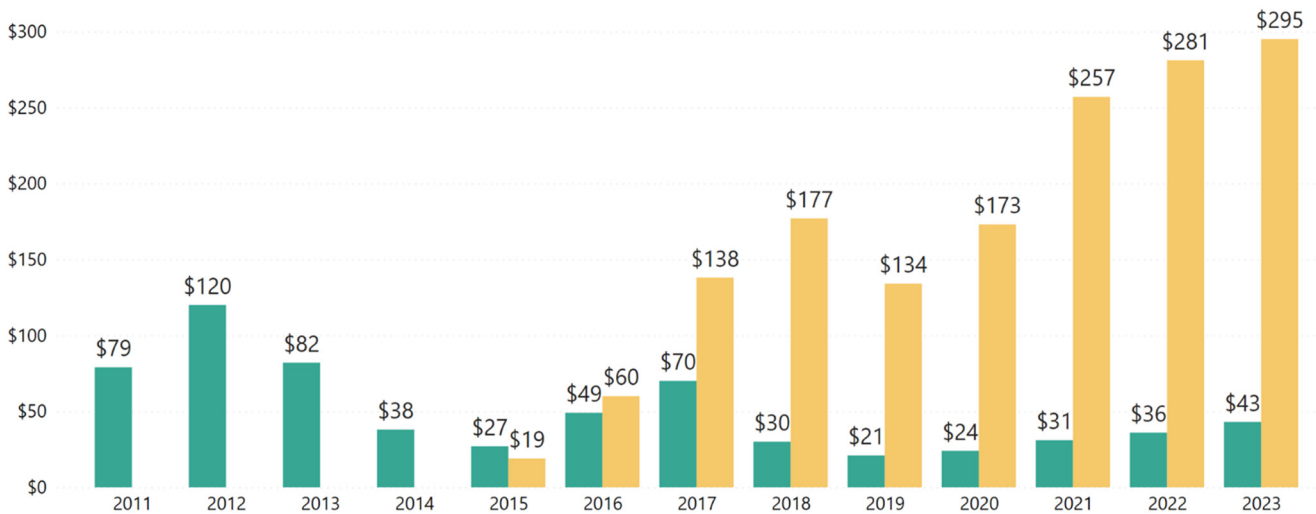


(Agnico Eagle Mines, 2023)

Chart 31 shows the value from contract expenditures on Baker Lake-based and Rankin Inlet-based businesses.

Chart 31. Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses (\$M)

● Baker Lake ● Rankin Inlet



(Agnico Eagle Mines, 2023)

## Interpretation

Agnico Eagle projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses in 2023. Contracting to NTI businesses across both projects increased by 6%, from \$806M in 2022 to \$851M in 2023, representing 65% of total procurement at both projects (a decrease from 67% in 2022).

At Meadowbank / Whale Tail, procurement awarded to NTI firms as a proportion of total spending had been generally trending upward over 2013 to 2020, and comprising 69% of the total spend in 2021, 2022 and 2023. At Meliadine, while procurement awarded to NTI firms as a proportion of total spend decreased in 2021, 2022 and 2023, the amount spent on contracts with NTI businesses continued to increase. Two reasons for the overall increase include the preferred contract provisions outlined in the IIBA with Sakku Investments Corporation companies, as well as the IIBA procurement and tendering process, which provide advantages for Inuit owned firms.

At a community level, procurement from NTI businesses reached \$591M in 2023 in Rankin Inlet, representing a 2% increase over 2022 levels, while procurement from Baker Lake NTI businesses increased to \$54M, representing an 8% increase from 2022 levels.

Regarding FEIS predictions:

- At a territorial level, Agnico Eagle's contract expenditures in 2022 reached \$523M at Meadowbank / Whale Tail, exceeding the FEIS prediction for Whale Tail of \$271M.
  - FEIS prediction for Whale Tail in Baker Lake (32% of \$223M) was not met, with \$43M in spending in 2023 from Meadowbank / Whale Tail on Baker Lake-based businesses.
  - FEIS prediction for Rankin Inlet (67% of \$223M) was exceeded, with \$316M in spending in 2023 from Meadowbank / Whale Tail on Rankin Inlet-based businesses (based on NTI procurement, thus the actual total is expected to be higher).
  - FEIS prediction for Kivalliq (\$223M) was also exceeded, with \$376M spent in Kivalliq in 2023 (based on NTI procurement, thus the actual total is expected to be higher).
- Meliadine FEIS prediction of \$25M annually in Kivalliq is exceeded, as Agnico Eagle procured \$295 just from Rankin Inlet-based businesses, with the total for Kivalliq of \$316M (the \$316M total is based on NTI procurement, thus the actual total is expected to be higher).

Through the implementation of the Meliadine IIBA in 2015, Agnico Eagle follows a prequalification procurement process, which requires all suppliers to pre-qualify in categories prior to submitting a tender. Also noteworthy, NTI-registered companies are eligible for preference points in a bidding process. In 2023, Agnico Eagle had 914 pre-qualification categories. At the end of 2023, there were three (3) new prequalified NTI firms, for a total of 121 pre-qualified NTI firms, resulting in 6,190 pre-qualified categories for all 121 NTI firms.

In 2023, Agnico Eagle continued virtual and in-person prequalification assistance, information sessions, workshops, and entrepreneurial training in the Kivalliq Region. In-person and online prequalification information sessions were provided and accessible to all Kivalliq communities. Special online information sessions were hosted for the Kivalliq Entrepreneur Program Coral Harbour participants, and a separate session was held for two Inuit owned firms (one from Rankin Inlet and one from Resolute Bay) who requested session to Agnico Eagle Procurement team. During those online sessions, Agnico Eagle answered questions and provided directions on next steps to follow in the prequalification process. Agnico Eagle's Strategic Procurement shared contact information, the prequalification presentation, prequalification forms/documents, and the categories list and steps on the process of applications.

Throughout the year, emails and communications were sent to all businesses/participants from the prequalified information sessions and to other local partners. Emails included information about prequalification sessions for new businesses in the region with potential mine-related business. Information on Agnico Eagle's new program, the Business Building Capacity Mentoring Program for Kivalliq businesses, was also shared via email. Emails were also sent with information on the Assistance Ecosystem that is used for business support. Emails were sent to Kivalliq businesses, Manitoba Inuit Association, KMTS, Nunavut Development Corporation (NDC), Kivalliq Entrepreneur Program (KEP), KIA IIBA coordinators, and the Kivalliq Business Development Centre (KBDC), and the Economic Development Officers (EDO's).

Social media were used to share information with local suppliers on the pre-qualification process. Facebook post reiterated that Agnico Eagle is always looking for partnerships with Inuit businesses, especially in the Kivalliq region. Recipients were invited to learn about prequalification and get more information on the procurement process by visiting Agnico Eagle Nunavut website under suppliers' opportunities.

Agnico Eagle also hosted two Procurement Process presentations at the Kivalliq Tradeshow in Rankin Inlet (September 2023). One of the in-person event included KMTS participants, and led to a separate presentation with the KEP participants and later in November Agnico Eagle hosted another session with Coral Harbour KEP participants. Agnico Eagle responded to questions, and the Ecosystem business support resource information were shared during both sessions. Both presentations were well received and Agnico Eagle is looking forward to continued support and collaboration with the Kivalliq Entrepreneur Program Coordinator.

Agnico Eagle's commitment to supporting Kivalliq-based and Inuit-owned businesses exemplifies alignment with the ISV principles of *tunnganarniq*, *pijitsirniq*, and *piliriqatigiinniq*. The company's initiative to increase contracting with NTI businesses represents more than just economic engagement; it reflects *tunnganarniq*, fostering good spirit by being open, welcoming, and inclusive. This approach not only opens doors for local businesses but also establishes a welcoming environment for community participation and growth alongside Agnico Eagle's Kivalliq projects.

Agnico Eagle's procurement strategy, which prioritizes Inuit-owned firms, is an example of *pijitsirniq*, the principle of serving and providing for the family and community. By directing and preferring procurement towards Inuit-owned businesses the company is directly contributing to the economic well-being and stability of local Kivalliq communities. This action is a tangible demonstration of serving the community's needs, fostering local employment, and supporting the prosperity of families in the Kivalliq region.

The collaborative nature of Agnico Eagle's engagement with local businesses, including the prequalification procurement process and the organization of informational sessions, embodies *piliriqatigiinniq*, which is about working together for a common cause. This collaborative approach not only empowers local businesses but also builds a solid foundation for sustainable community development. By working with Kivalliq communities and Inuit-owned businesses, Agnico Eagle is fostering a partnership that benefits all parties involved and sets a precedent for mutual growth and success, in line with the very essence of *piliriqatigiinniq* <sup>ISV</sup>.

# 6 Health and Safety

## IMPACT / GOAL STATEMENT

Strong health and safety culture. Zero workplace accidents.

## OVERARCHING FEIS PREDICTIONS

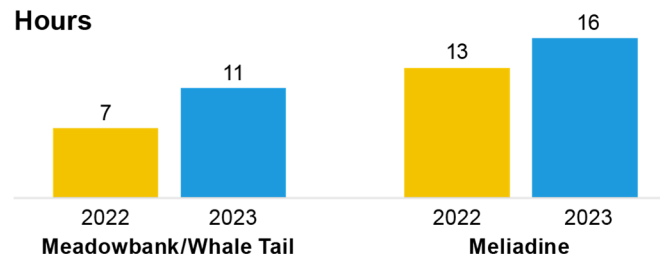
**Meadowbank:** The FEIS considers both the health and safety of workers and the public and recognizes that one may affect the other. *“Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has 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. 9-246).

## OVERVIEW OF FINDINGS

In 2023, mandatory training delivered to Inuit employees averaged 11 hours at Meadowbank / Whale Tail and 16 hours at Meliadine, representing an **increase in health and safety trainings at both sites over 2022 levels.**



In 2023, project combined lost-time and light duty accident frequency decreased at Meadowbank / Whale Tail and Meliadine, remaining low at both sites compared to previously recorded rates.

## 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.
- Communication by the Health & Safety Departments at each operation (Meadowbank’s Daily Communicator and Meliadine Minutes) that covers 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 specific 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

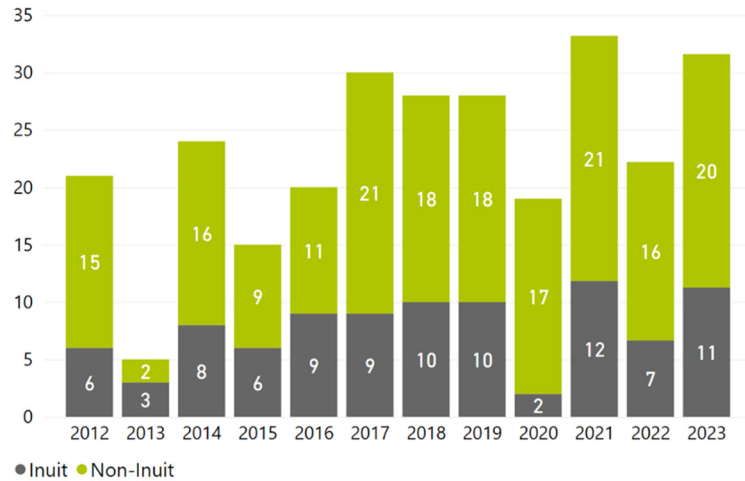
*“Project health and safety training may improve health and safety at mine site and outside of the workplace.”* (Golder Associates, 2014, p. 9-246/271).

### Data & Trends

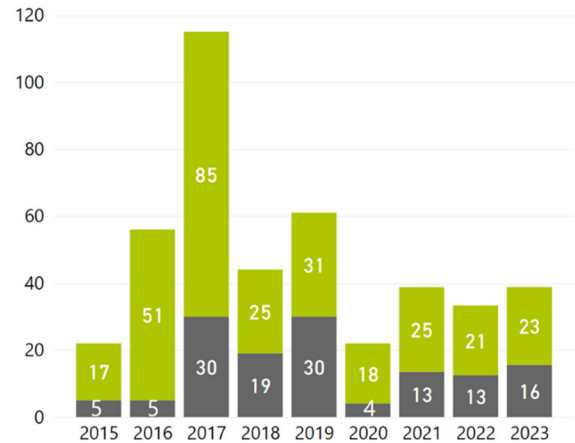
Chart 32 shows average mandatory training hours provided to Inuit and non-Inuit employees each year.

Chart 32. Average mandatory training hours per FTE provided to Agnico Eagle Inuit & non-Inuit employees

#### MEADOWBANK AND WHALE TAIL



#### MELIADINE



(Agnico Eagle Mines, 2023)

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

In 2023, the level of mandatory training of Inuit employees increased at Meadowbank / Whale Tail and Meliadine from the year before. It is notable that in 2021 there was a marked increase in mandatory training hours at both locations attributable to the re-integration of the Nunavut-based workforce following their return to work after having been sent home in 2020.

Agnico Eagle provides ERT training and maintains Emergency Response and Mine Rescue teams for both sites:

- At the end of 2023, Meadowbank Complex ERT consisted of 105 active Emergency Responders for Surface and Underground operations. Six (6) Underground and three (3) Surface Basic Emergency rescue courses were given in 2023 to onboard new ERT members for Meadowbank / Whale Tail. In total, 77 training sessions were provided, including weekly practices, mock scenarios, and specialized trainings.
- In 2023, Meliadine ERT consisted of 60 active Emergency Response and Mine Rescue members, including two (2) Inuit team members.
- In 2023, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) Mine Rescue Competition in Yellowknife, in both Surface and Underground competitions, and won three trophies.

Continued delivery of health and safety training at both sites is aligned with the FEIS predictions.

Agnico Eagle's mandatory training align with both corporate objectives and ISVs. The H&S training, mandatory for compliance with the *Nunavut Mine Act* and company policies, reflects the *inuuaqatigiitsiarniq* by promoting care and safety for employees. The incorporation of e-learning tools illustrates the company's commitment to *qanuqtuurniq*, showcasing innovation and resourcefulness in delivering training <sup>ISV</sup>.

## 6.2 Health and safety on-site

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

While the Expansion project's planned activities are expected to yield an overall positive effect on worker and public health and safety, there remains "*potential risks associated with accidents and emergencies.*" (Golder Associates, 2018, p. 13).

#### MELIADINE

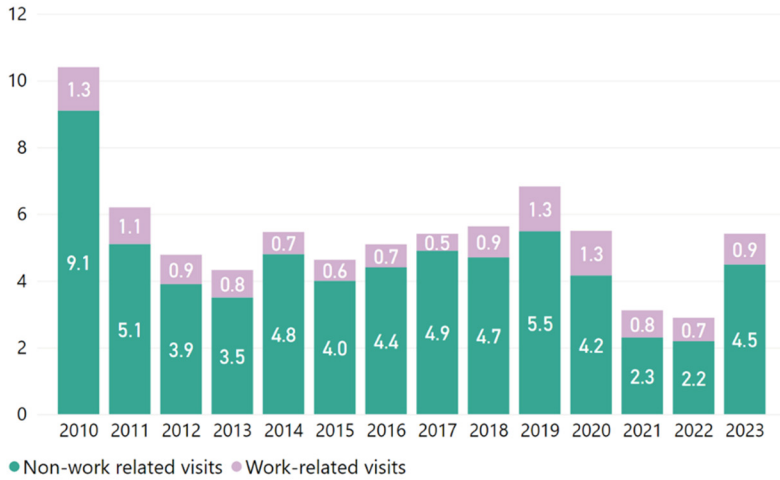
There are no specific predictions in the Meliadine FEIS regarding health and safety on-site at Meliadine.

### Data & Trends

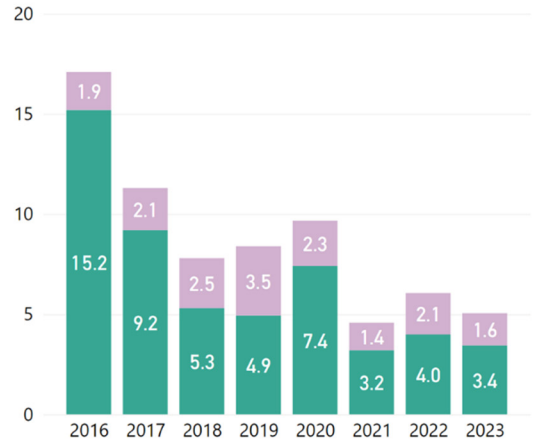
The following charts provide an overview of the health and safety performance for Meadowbank / Whale Tail and Meliadine. Chart 33 shows the visits per FTE to an Agnico Eagle clinic for work-related reasons (e.g., injuries) or other reasons (e.g., personal conditions ranging from minor ailments such as colds to severe conditions such as heart attacks).

Chart 33. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons

**MEADOWBANK AND WHALE TAIL**



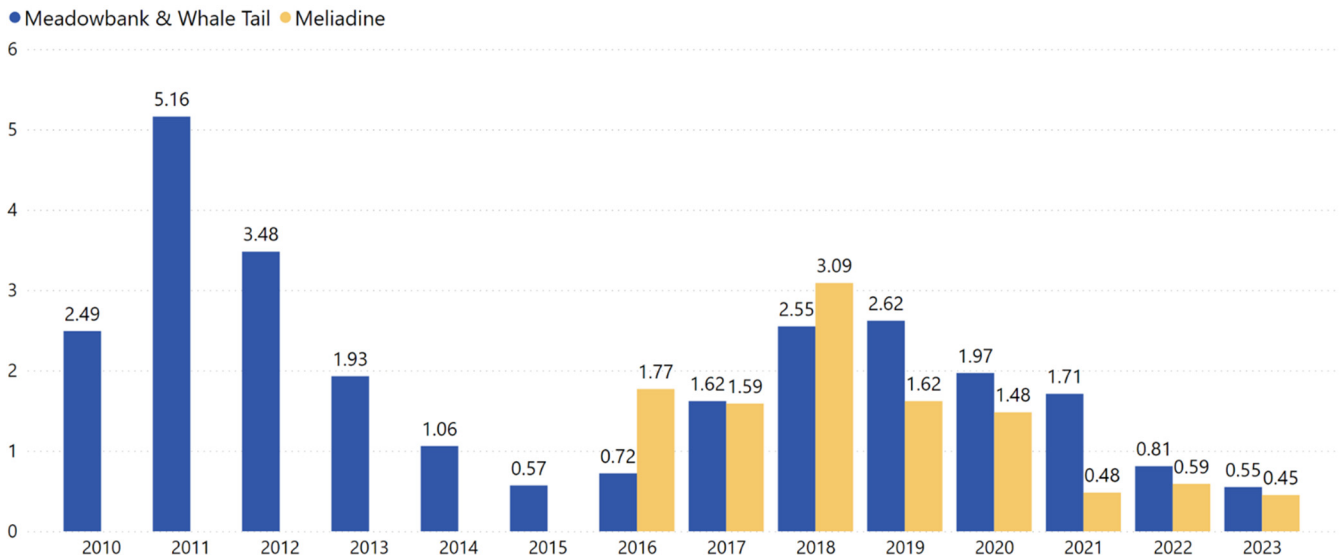
**MELIADINE**



(Agnico Eagle Mines, 2023)

Chart 34 shows the combined lost-time and light-duty accident frequency, per 200,000 person-hours worked.

Chart 34. Project combined lost-time and light duty accident frequency (per 200,000 person-hours)



(Agnico Eagle Mines, 2023)

## Interpretation

The use of the on-site clinics increased in 2023 at Meadowbank / Whale Tail and declined at Meliadine. On-site clinics were used mostly for non-work-related reasons, with work related reasons representing approximately 17% of all visits at Meadowbank / Whale Tail, and 32% at Meliadine. [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 reflecting the ISV \*inuqatigiitsiarniq\* of caring for people <sup>ISV</sup>.](#)

Further, in 2023, project combined lost-time and light duty accident frequency (per 200,000 person-hours) continued to decrease at Meadowbank / Whale Tail and also decreased at Meliadine after a slight increase in 2022.

Visits to on-site clinics and on-site incidents continue to be low, however, the potential risks associated with accidents and emergencies (FEIS prediction for Whale Tail) remains.

# 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. 9-53).

“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. 9-45).

## OVERVIEW OF FINDINGS

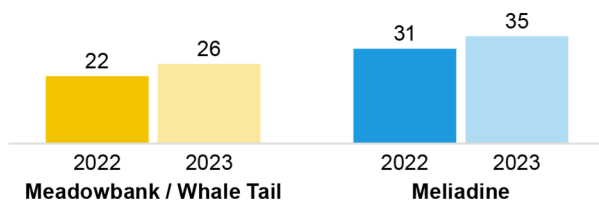
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

In 2023, the number of Inuit employees residing outside Nunavut slightly increased at Meadowbank / Whale Tail and Meliadine from the previous year.

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

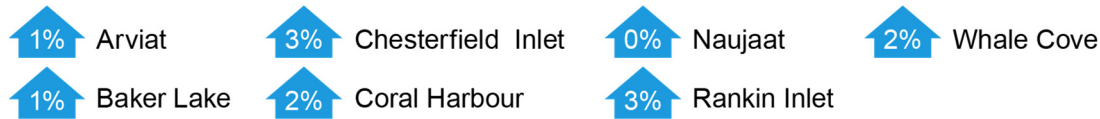


### Inuit Employees Residing Outside of Nunavut



Regarding contractor employment, Meadowbank / Whale Tail had nine (9) Inuit employees (total 3.1 FTE) and Meliadine had seven (7) Inuit employees (total 6.7 FTE) living outside Nunavut in 2023.

The change in population (based on population estimates for 2022) in Kivalliq communities between 2011 and 2022 has varied by community:



There was an overall population **increase of 6%** in the Kivalliq region (based on population estimates). Population estimates for 2023 were not available at the time of writing the report.

## SUMMARY OF MITIGATION MEASURES

As per Agnico Eagle’s IIBAs, each of the Kivalliq communities is a point of hire. Agnico Eagle 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 Eagle 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 employment opportunities could spur migration to Baker Lake and Rankin Inlet.”* (Golder Associates, 2018, p. 15).

#### MELIADINE

*“Project construction and operations will be a force of change in Kivalliq, with anticipated in-migration to Rankin Inlet.”* (Golder Associates, 2014, p. 9-101).

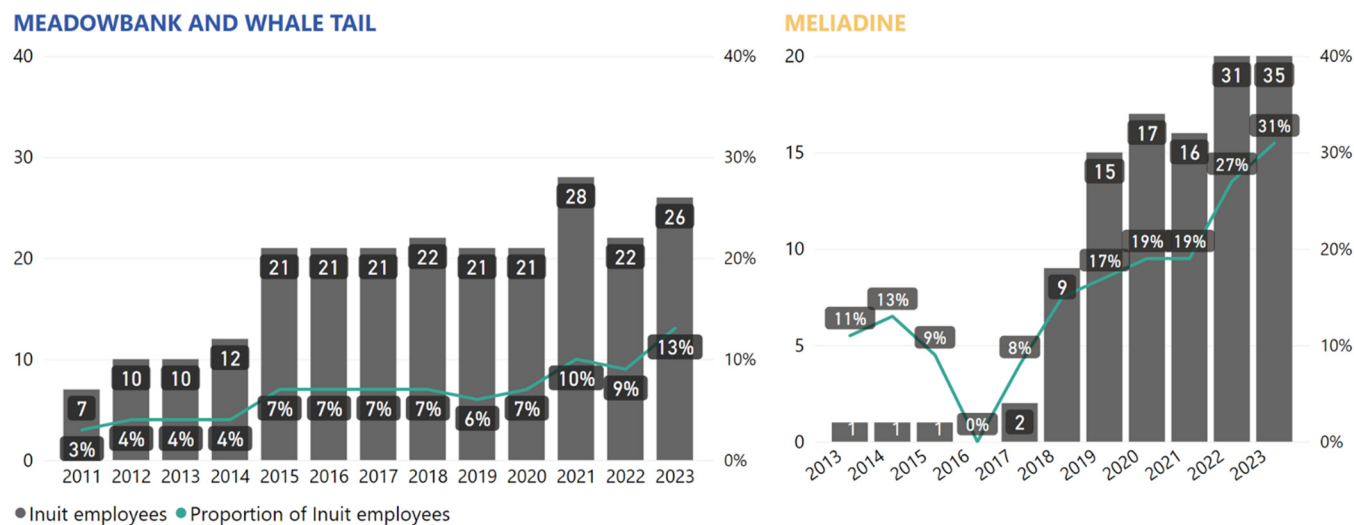
### Data & Trends

Agnico Eagle monitors the movement of employees into- and out of Nunavut. In 2023, net employee movements included:

- Eleven (11) Inuit employees moving out of Nunavut.
- Five (5) Inuit employees moving into Nunavut.
- One (1) Inuit employee moving to Rankin Inlet. No net migration impacts were reported for Baker Lake.

Chart 35 shows the number and proportion of Agnico Eagle Inuit employees who are currently residing outside Nunavut.

Chart 35. Project Agnico Eagle Inuit employees residing outside Nunavut



(Agnico Eagle Mines, 2023)

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.

Regarding contractor employment, Meadowbank / Whale Tail had nine (9) Inuit employees (total 3.1 FTE count) and Meliadine had seven (7) Inuit employees (total 6.7 FTE) living outside Nunavut in 2023, representing 8% of total Inuit employment that year.

### Interpretation

At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut in 2023 increased to 26 from 22 in the previous year. Overall, it has remained relatively flat since 2015, with the exception of 2021 when there was a peak of 28 employees living outside the region (likely attributable to the fact that Nunavummiut employees did not have access to the site for extended periods in 2021 to prevent the spread of COVID-19 to communities). 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 and 35 in 2023, accounting for 31% of the Inuit workforce in 2023.

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 FEIS predictions for Meadowbank / Whale Tail and Meliadine are therefore not supported by the data as minimal migration has been experienced to date by Baker Lake and Rankin Inlet. Engagement with Agnico Eagle employees in 2023 revealed that, of the 224 respondents to the Inuit and Nunavummiut Employment Survey (Question 39 in Appendix A), 132 (59%) indicated they wanted to move in the next 12 months. When asked where they wanted to move, of the 144 responses to this question (Question 40 in Appendix E), one (1) person wanted to move back to Nunavut, 96 (67%) wanted to move south from Nunavut, and 47 (33%) wanted to move within Nunavut. Most common reasons associated with the desire to move in 2023 (Question 41 in Appendix E) included being closer to friends and family, better access to services, better housing and being closer to work (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

The migration trends among Inuit employees Kivalliq projects highlight a dynamic aspect of contemporary Inuit life. The pursuit of opportunities, both within and outside Nunavut, underscores a commitment to personal and professional growth, embodying *pilimmaksarniq*. This migration, driven by the desire for better employment, housing, and access to services, also reflects *qanuqtuurniq*, as individuals innovatively adapt to new environments and challenges while maintaining cultural ties. Such movements represent an approach to resourcefulness and adaptability given current circumstances, crucial for thriving in the modern world while honouring traditional Inuit values <sup>15V</sup>.

## 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

*“Project employment opportunities could spur migration to Baker Lake and Rankin Inlet.”* (Golder Associates, 2018, p. 15).

#### MELIADINE

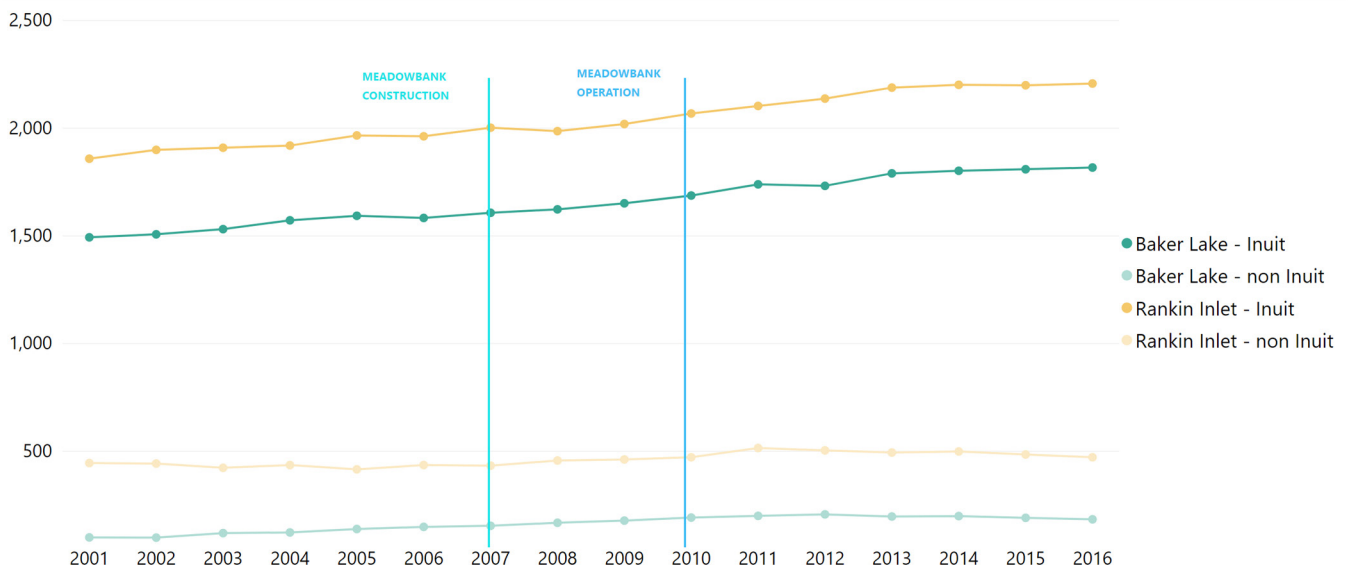
*“Project construction and operations will be a force of change in Kivalliq, with anticipated in-migration to Rankin Inlet.”* Golder Associates, 2014, p. 9-101).

### Data & Trends

Chart 36 shows the population estimates of Rankin Inlet and Baker Lake, Inuit, and non-Inuit population from 2001 to 2016 (population by Inuit status is only available up to 2016 from the GN). The 2021 Census of Population further informs that in 2021, based on a 25% sample, 1,870 (91%) Inuit lived in Baker Lake and 2,475 (84%) Inuit lived in Rankin Inlet, suggesting continued growth in both communities.

Chart 36. Population estimates of Rankin Inlet and Baker Lake, Inuit & non-Inuit.

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.

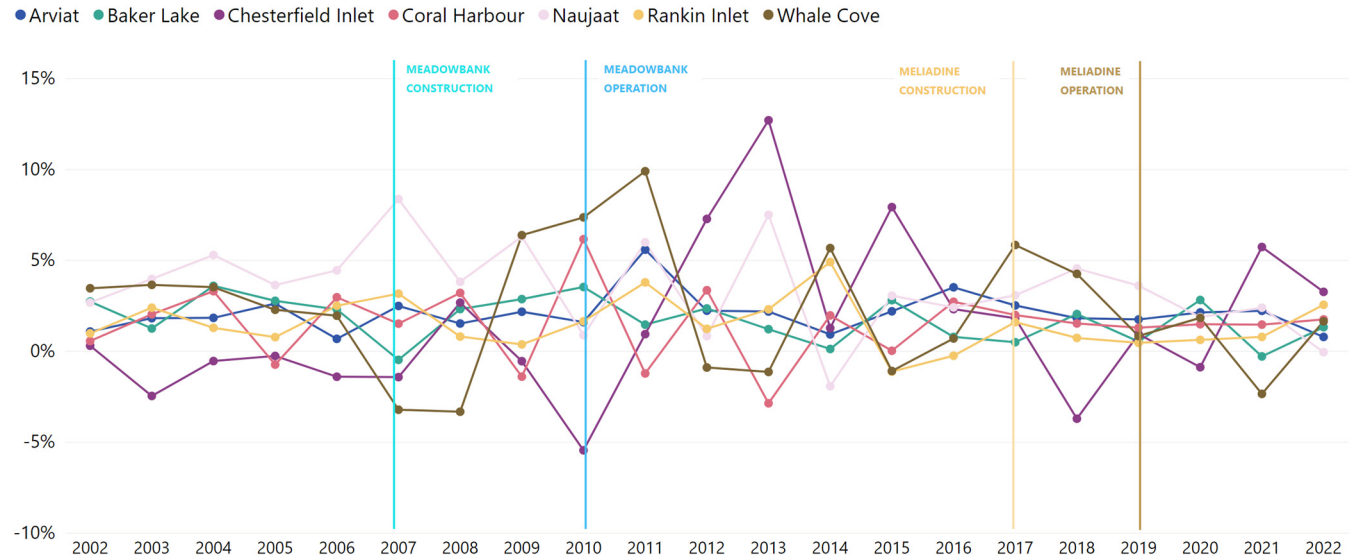


(Nunavut Bureau of Statistics, 2016a)



Chart 37 shows the annual (year-over-year) change in the population for Kivalliq communities based on population estimates prepared by Statistics Canada. Data for 2023 was not available at the time of publication.

Chart 37. Annual change in population estimates of Kivalliq communities



(Statistics Canada, 2023a)

## Interpretation

Population changes result from the interaction of three (3) variables: births, deaths, and migration. Historical data on population change, based on Statistics Canada population estimates, show notable variations on an annual basis, without specific trends at a community level. The 2021 Census of Population however suggests that, between 2016 and 2021, 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). Despite the annual variation in population numbers, the ratio of Inuit to non-Inuit employees in Rankin Inlet and Baker Lake remained 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, countering FEIS predictions for both mine sites.

# 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

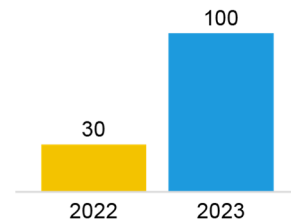
**Meadowbank:** “The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006,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

**Whale Tail:** “Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet.” (Golder Associates, 2018, p. 17-18).

**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. 9-299).

## OVERVIEW OF FINDINGS

In 2023, **100 employees were referred to community health care** centres, representing an increase in referrals over the previous year. Since 2018, 72% of referrals to community health care centres have been for non-work-related conditions.



**16 Incidents** at Meadowbank / Whale Tail required the use of GN health services in 2023, an increase from 7 reported in 2022.

## 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

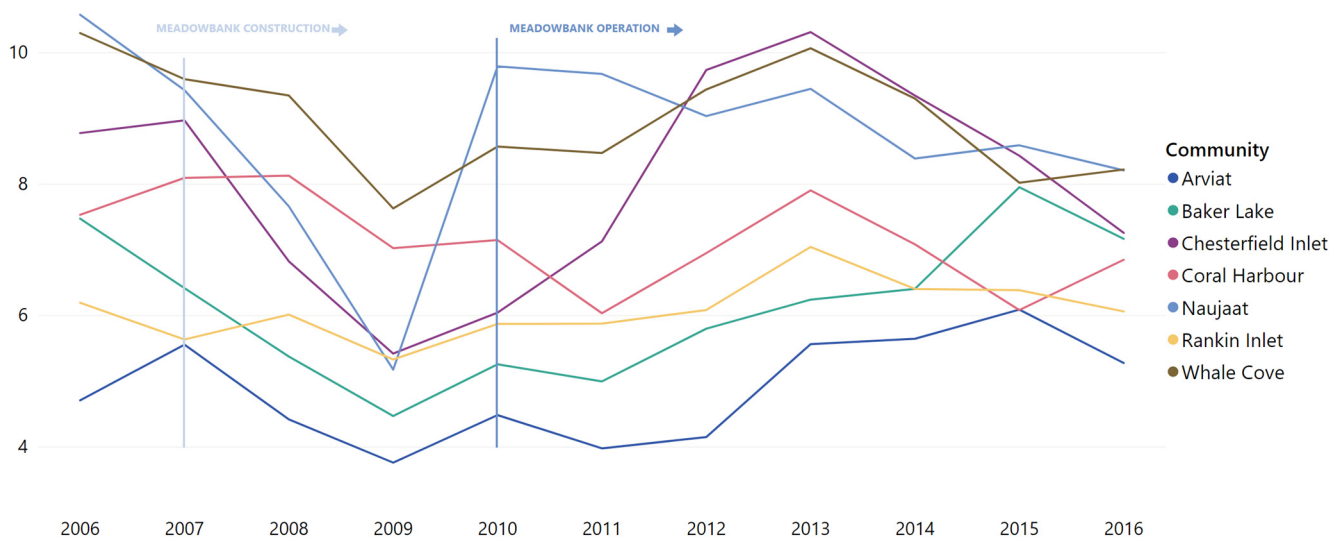
*“Health services in the hamlet [Rankin Inlet] are likely to experience some level of increased demand.”*  
(Golder Associates, 2014, p. 9-288).

### Data & Trends

Chart 38 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 38. Kivalliq community health centre visits per capita

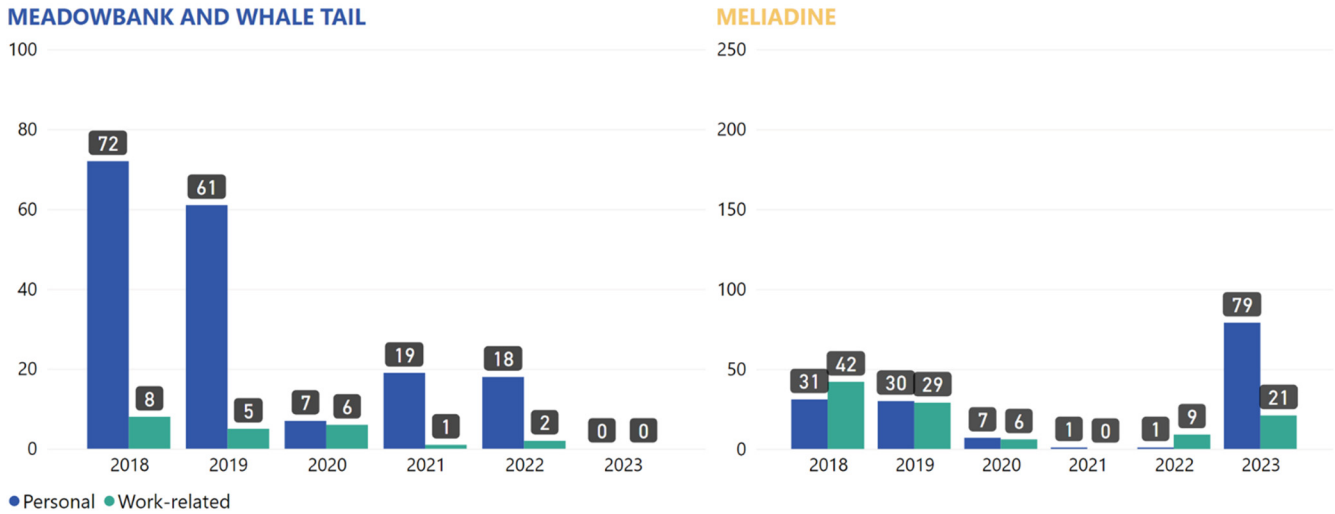
The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(GN Department of Health, 2018)

Chart 39 shows the number of Inuit employees referred to community health centre for both personal and work -related reasons.

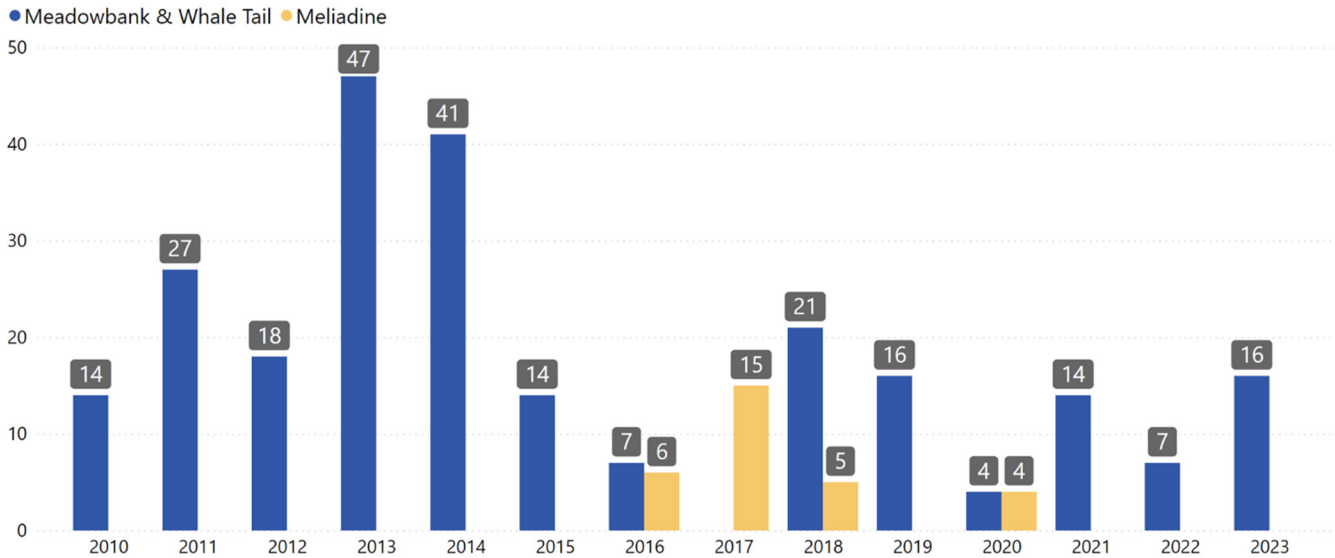
Chart 39. Employees referred to community health care centre (personal and work-related)



(Agnico Eagle Mines, 2023)

Chart 40 shows the incidents requiring use of GN health services from 2010 to 2023.

Chart 40. Incidents requiring use of GN emergency health services



(Agnico Eagle Mines, 2023)

## 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 seven (7) years ago, making it challenging to identify any recent trends.

In 2023, 100 employees were referred to community health care centres, representing an increase in referrals over the previous year (30 employees in 2022). Of these 100 referrals, 21 were work-related and the remaining were for personal reasons and all referrals were made at Meliadine; there was no personal or work-related referrals at Meadowbank / Whale Tail in 2023. To explain the increase at Meliadine, Agnico Eagle started collecting statistics on mental health and other medical referrals in 2023.

Since 2018, 72% 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 from seven (7) in 2022 to 16 in 2023; there were no incidents at Meliadine in 2021, 2022 or 2023.

The usage of health centres in the Kivalliq by Agnico Eagle employees aligns with the ISVs *inuuaqatigiitsiarniq*—respecting others and caring for people—and *pijitsirniq*—the concept of serving and providing for family and/or community. Encouraging employees to seek medical care, regardless of the cause, supports the well-being of individuals and the community at large, reflecting a commitment to caring for oneself and others as intrinsic to fostering a healthy, supportive work environment. This approach not only promotes individual health but also contributes to the overall resilience and well-being of the community, embodying the principles of respect and service central to these values <sup>ISV</sup>.

## 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

*“An increase in population as a result of the Project will have an associated effect on increased demand for goods shipped by land, sea and air”* and

*“Project traffic on local roads will interact with local traffic, acting as a nuisance to local road users, and potentially increasing the risk of collisions.”*

(Golder Associates, 2014, p. 9-290).

### 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 all-weather access roads (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).

2023 estimates of use for this infrastructure directly related to Meadowbank are as follows:

- Use of Baker Lake Airport to access commercial flights from January to November. Estimated number of passengers per month is not available.
- Use of other Nunavut airports to access commercial / chartered flights included no flights from January to November. In November and December, this included chartered flights to Coral Harbour, Naujaat, Arviat, Rankin Inlet and commercial flights to Whale Cove and Chesterfield Inlet.
- There was a total of 283 charter passenger flights, 30 cargo flights and 53 Kivalliq flights.
- Two (2) barges received Nine (9) vessels in Baker Lake for 154,000 m<sup>3</sup>.
- Information on the use of Baker Lake Community Centre in 2023 is unavailable.

**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. Agnico Eagle uses their own barge landing and boat launch area. In 2023, Agnico Eagle used their own area 95% of the time, and only used the community barge landing and boat launch area 5% of the time. The AWAR connecting Rankin Inlet to the Meliadine mine was constructed and paid for by Agnico Eagle from kilometre 7, with the addition of a new bridge spanning Char River on the Hamlet's section of road.

2023 estimates of use of infrastructure directly related to Meliadine are as follows:

- Use of Rankin Inlet Airport to access commercial flights from January to November. Estimated number of passengers per month is not available.
- Use of Rankin Inlet airstrip included 259 charter passenger and cargo flights, and 53 Kivalliq flights.
- Ten (10) vessels received in Rankin Inlet for 142,000 m<sup>3</sup>.
- Information on the use of Rankin Inlet Community Hall in 2023 is unavailable.
- The community boat launch area for barge landings was not used.
- Use of Hamlet roads to transport goods from the barge to the operations – maintained daily operations.
- No use of the community tank farm during commissioning of the Agnico Eagle tank farm.

## 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. There is greater use of public infrastructure in Rankin Inlet from Meliadine compared to the use of public infrastructure 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. As such, while not resulting from in-migration, there is an increase in the use of public infrastructure. It is challenging however to determine if the FEIS predictions for both projects are supported.

[Agnico Eagle's emphasis on utilizing its own infrastructure for transportation and other needs at Kivalliq projects, instead of overburdening community infrastructure, exemplifies \*qanuqtuurniq\*, which focuses on being innovative and resourceful. This approach demonstrates foresight and consideration, ensuring that community resources are preserved and not strained by the company's operations, aligning with the value of finding ways to coexist and support the communal well-being<sup>15V</sup>.](#)

## 8.3 Social assistance

### 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

The Whale Tail FEIS makes no specific predictions on the subject of social assistance in Kivalliq.

#### MELIADINE

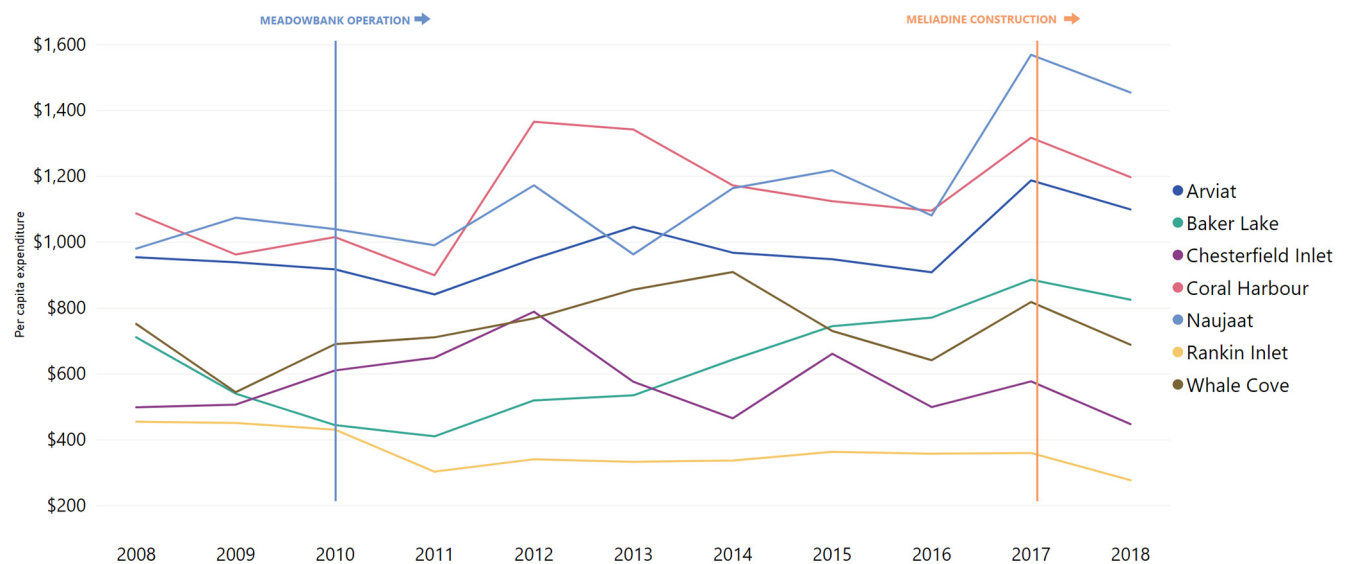
*“The increase in population as a result of Project induced in-migration may affect demand on social services in Rankin Inlet.”* (Golder Associates, 2014, p. 9-288).

### Data & Trends

Chart 41 shows per capita social assistance expenditures (in dollars) for Kivalliq communities over time.

Chart 41. Per capita social assistance expenditures by community

The most recent update to this dataset is available for 2018. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



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

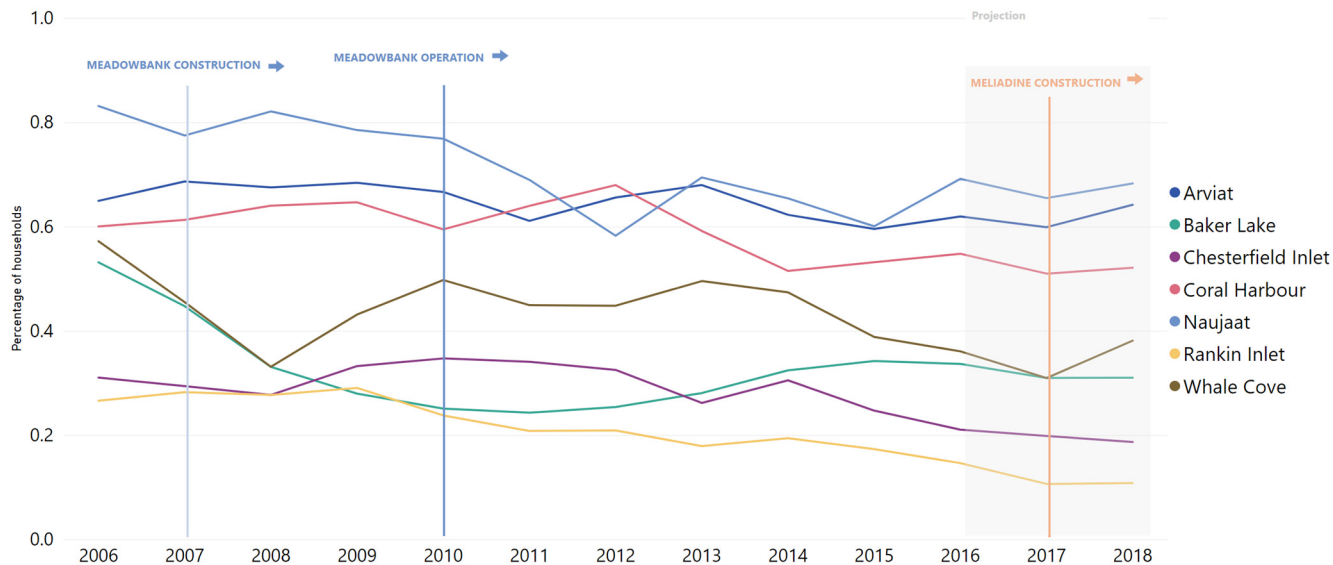
**Social assistance**, i.e., income support, is a program of last resort for Nunavummiut, and is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All residents of Nunavut between the ages of 18 and 59 can apply for 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 42 shows the percentage of households receiving social assistance by Kivalliq community.



Chart 42. Percentage of households receiving social assistance by community

The most recent update to this dataset is available for 2018. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(GN 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, however, the percentage of household receiving social assistance by community increased in Arviat, Naujaat, and Whale Cove. 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 Eagle-related employment and social assistance requirements, which are likely also influenced by other factors including the legacy of residential schools, poverty, and a lack of economic opportunities. Lack of recent data makes it challenging to assess the accuracy of FEIS predictions.

While Agnico Eagle’s impact on social assistance cannot show a correlation or impact, the principle of *pijitsirniq* encourages efforts to support community welfare and economic independence. The mixed trends in social assistance data highlight the complexity of addressing community needs and the importance of continued efforts by all stakeholders to contribute to the well-being and self-sufficiency of communities. This approach involves recognizing the multifaceted nature of economic and social support, and the need for collaborative efforts to enhance community resilience and reduce dependency on social assistance through sustainable development and employment opportunities <sup>15V</sup>.



# 9 Individual and Community Wellness

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## 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:** *“The Expansion Project is not expected to change the impacts on community health and cohesion stemming from additional incomes predicted in the Approved Project FEIS, including: Substance abuse, Sexual misconduct, Family violence, Crime, Income disparity, Social disparity.”* (Golder Associates, 2018, p. 14)  
*“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:** *“Project may lead to higher levels of substance abuse, resulting in increased family violence, [...] increased alcohol consumption leading to crime, [...] increased social inequality leading to higher crime rates.”* (Golder Associates, 2014, 9-249). *“Rotational employment may lead to a breakdown of family cohesion, including increased family violence.”* (Golder Associates, 2014, 9-249).

## OVERVIEW OF FINDINGS

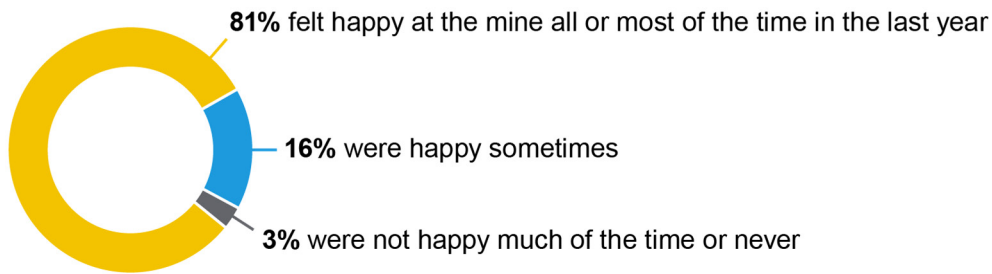
### Agnico Eagle continues to support mental health initiatives on-site and in communities.

Agnico Eagle created the **Inunnguiniq project** in 2023, which consists of a **\$5M investment** dedicated to supporting community mental health.

In 2023, Agnico Eagle administered an **Inuit and Nunavummiut Employment Survey** to gather data and insights on the perceptions of the projects’ impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. The Inuit and Nunavummiut Employment Survey was also renamed to **"Tukisigiaqniq,"** which translates to **"Better understanding"** in Inuktitut to align the name of the survey with the objectives of the survey while honouring local culture.

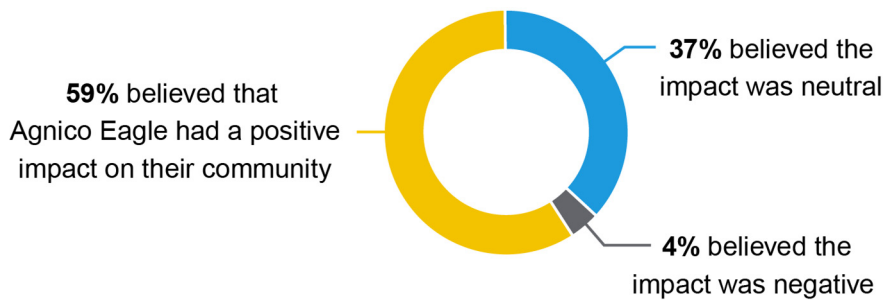
The results of the 2023 Inuit and Nunavummiut Employment Survey regarding health and wellness are as follows.

**Inuit and Nunavummiut Employment Survey results regarding feeling happy:**



**59%** of survey respondents worried about their family, **24%** about their financial situation and **21%** felt lonely while at work.

**Perceptions of Agnico Eagle impact:**

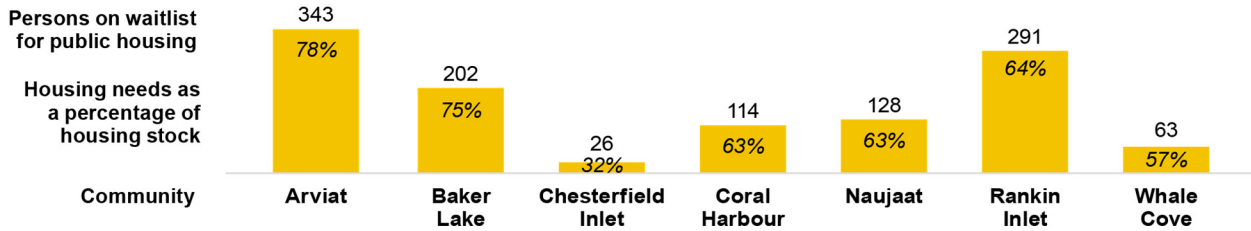


Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher **crime rates** since 2018; in 2022 (the most recent year for which these statistics were available at the time of preparing this report), the crime rate increased in all communities compared to 2021 except for Baker Lake and Chesterfield Inlet. In 2022, 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.

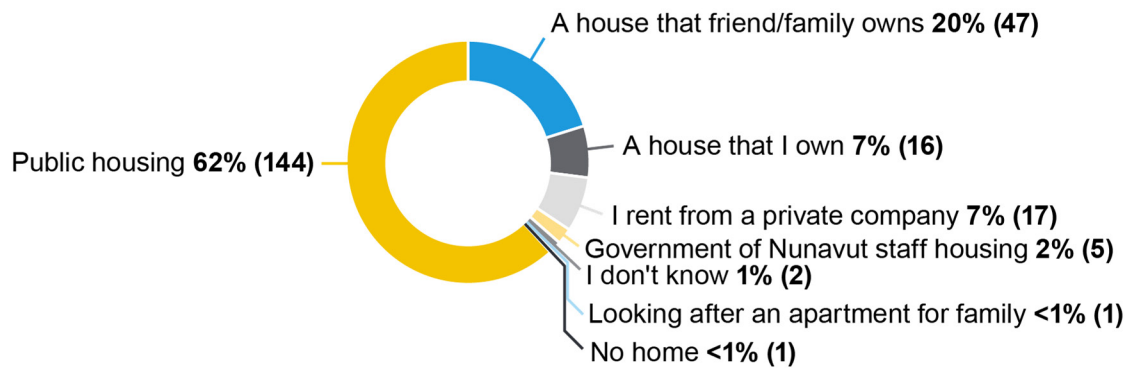


In 2023, there was a **14% increase in the demand for public housing**, with 1,167 people on the waitlist in the Kivalliq region. Only the community of Chesterfield Inlet had a slight decrease in the number of persons on housing waitlists compared to 2022.



Lack of housing in Chesterfield Inlet is rated as **“serious”**, in all other communities it is rated as **“critical need.”**

**Inuit and Nunavummiut employees who responded to the employment survey live in:**

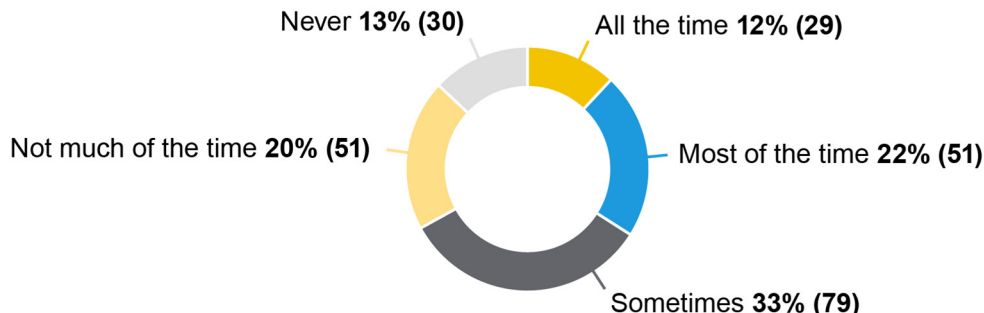


**Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:**

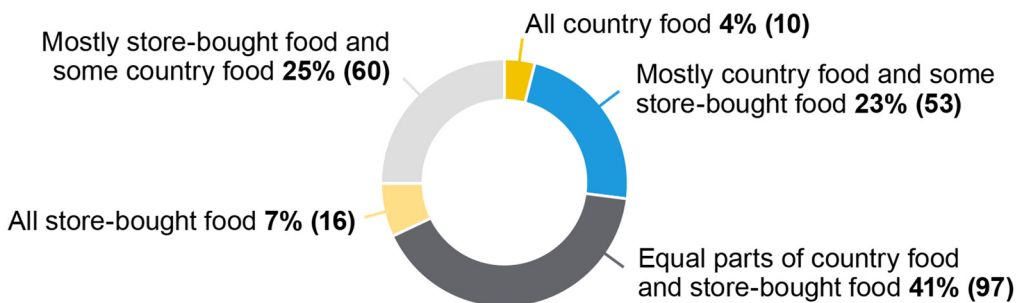


Food security remains an important issue for employees.

**When Inuit and Nunavummiut employees were asked about whether they worry about food:**



**When asked about diet:**



**SUMMARY OF MITIGATION MEASURES**

Agnico Eagle has programs in place to encourage employee and community wellness on-site and in the Kivalliq region. These include <sup>15V</sup>:

- 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.
- Community Mental health support and on-site training sessions,
- Site clinics preventative health outreach, including sexual health and mental health information and resources.
- Employee Assistance Programs (EAP), including financial literacy training and pre-employment training
- 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 specific predictions in the Meadowbank FEIS regarding community wellness programs and usage at Meadowbank.

#### WHALE TAIL

*“The Expansion Project continues the benefits [positive wellness effects] to communities predicted in the Approved Project FEIS”* (Golder Associates, 2018, p. 18).

#### MELIADINE

There are no specific 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 and 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 pre-employment training.
- Overnight site visits for spouses of employees over Christmas and New Year at Meadowbank Complex.
- 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 304 times in 2023, representing an increase from 190 uses in 2022, and marking 2023 as the year with the highest EAP use since 2019.

Agnico Eagle continues to support mental health initiatives on-site and in communities. In 2023, on-site mental health initiatives included:

- **Meadowbank Complex:** In 2023, a third-party contractor provided awareness training to supervisors and emergency responders on site. Meadowbank continued to provide communications of monthly topics related to mental health and started collecting statistics on mental health related visits to the clinic.
- **Meliadine:** In 2023, Meliadine hired a trainer to provide on-site training to all supervisors regarding mental health discussions with employees. The trainer also hosted a short mental health workshop for all workers. Mental health has also been the subject of several toolbox talks and communications that were shared across the site as posters to provide resources to those in need.

Over the past few years, Agnico Eagle has engaged with community members and local partners to understand the needs of communities in terms of mental health support. After conducting several discussions and consultation activities, it became evident that to positively influence the future of Nunavut, Agnico Eagle’s focus should be on enhancing the well-being and development of the current and future generation of Inuit.

In 2023, Agnico Eagle created the Inunnguiniq project, which consists of a \$5M investment dedicated to supporting community mental health. With Inunnguiniq, Agnico Eagle is committed to investing in three specific programs to reach this mission:

1. Active lifestyle through activities, including on the land in partnership with Ilitaqsiniq (Nunavut Literacy Council).
2. Food security in partnership with Breakfast Club of Canada.
3. Act as a facilitator in sponsoring Inuit-led non-profits in partnership with the Arctic Rose Foundation.

Agnico Eagle signed agreements with the above partners and the following portion of the \$5M was provided in 2023:

- \$50,000 to the Arctic Rose Foundation; and
- \$500,000 to Breakfast Club of Canada.

In 2023, Meadowbank Complex clinics offered the Hepatitis A and B vaccination, and flu vaccination to workers. The clinic personnel responded to injury or illness trends by promoting good health practices or offering awareness sessions to workers, such as awareness for being in contact with sodium chloride. The clinic personnel conducted pre-employment medical assessment to Nunavummiut and for ERT, and Mine Rescue annual medical examination. Finally, the Medical Surveillance Program was restarted in 2023.

In 2023, the Meliadine clinic continued to offer free flu shots. In addition, Agnico Eagle continued to offer Twinrix vaccinations (Hepatitis A and B) to specific workers as well as Td (Tetanus and Diphtheria) vaccines as needed.

Each year, Agnico Eagle offers a variety of ways for the residents of Baker Lake, as well as various other groups or individuals from the Kivalliq, to visit the Meadowbank Complex. In 2023, Agnico Eagle did a draw within the community members of Baker Lake and offered the three (3) recipients a helicopter tour to the Whale Tale site. Additionally, Agnico Eagle organized a site visit to Meadowbank for 30 students and instructors from the KSEC. The students and instructors participated in a bus tour and visited indoor facilities including the maintenance shop and the Geology core shack. Also in 2023, Agnico Eagle's Meadowbank Complex and Meliadine invited employees' spouses from Kivalliq communities to the sites for Christmas and New Year's celebrations. In total, 27 spouses visited during Christmas and 30 spouses joined for the New Year celebration.

In 2023, Agnico established (or renewed for some) Community Initiatives Fund (CIF) agreements with all Kivalliq hamlets. The purpose of the funds is to invest in community-based activities that will enrich the health, cultural and social well-being of the community. 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 2023, all seven (7) Kivalliq communities signed the agreement, and each community is responsible for providing a yearly expenses report.

The **Baker Lake Prenatal Nutrition Project (BLPNP)**, in alignment with the Baker Lake Wellness Plan, is a community-based health promotion program that helps expectant and new mothers 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 2023, \$21,500 was contributed towards this program, completing the third-year funding of the 3-year contribution agreement of \$128,000. Agnico Eagle agreed to support for an additional \$21,500 in 2023 to pay for a portion of the salary of a new resource required for the replacement of the current Coordinator to ensure the continuity of the program. Further, Meadowbank Complex and Meliadine clinics continued promoting safe sexual health practices by distributing condoms and raising awareness. The Meadowbank and Amaruq site continued to discuss topics of safe sexual health via the Daily Communicator; at Meliadine this was done via sharing toolbox talks.

In 2023 **Financial Literacy Trainings** resumed on site for Agnico Eagle employees, after cancellations in 2020, 2021 and 2022 due to COVID-19 related challenges. The trainings took place on site between November 13<sup>th</sup> to 15<sup>th</sup> and November 27<sup>th</sup> to 29<sup>th</sup> delivered by representatives from Sun Life. Information was shared and questions

answered regarding financial programs and resources such as the Registered Retirement Savings Plan (RRSP) and Defined Contribution Pension Plan (DCPP). Other measures to enhance financial literacy included financial training via pre-employment training, available resources through EAP, and one-on-one assistance upon request.

Agnico Eagle’s comprehensive approach to wellness and community engagement aligns with ISVs that emphasize respect, caring, and the fostering of strong relationships. The dedication to individual and family wellness planning, alongside its support for mental health initiatives both on-site and within local communities, serves as a reflection of *inuqatigiitsiarniq*—respecting others and nurturing care for people. By offering an Employee Assistance Program, which saw varied usage over the years, and engaging in activities like the Baker Lake Prenatal Nutrition Project and promoting safe sexual health practices, Agnico Eagle showcases respect and care for the well-being of its employees and their families. Such efforts are further supported by welcoming community involvement through tours and events, reflecting *tunnganarniq* by being open and inclusive. This approach not only fosters individual and community well-being but also supports the broader goal of developing resilient communities, in line with values of respect, inclusivity, and service <sup>15</sup>.

## 9.2 Perceptions of health and wellness

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

*“Project incomes [and rotational employment] may affect family and community health and cohesion.”*  
(Golder Associates, 2018, p. 14-15).

#### MELIADINE

*“Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet).”*  
(Golder Associates, 2014, p. 9-271).

### Data & Trends

In 2019, Agnico Eagle developed an Inuit and Nunavummiut Employment Survey to gather data and insights on the perceptions of the projects’ impacts on health and wellness. This survey was then again conducted in 2022 and in 2023. In 2023, the Inuit and Nunavummiut Employment Survey was also renamed to “Tukisigiaqniq,” which translates to “Better understanding” in Inuktitut to align the name of the survey with the objectives of the survey while honouring local culture.

The results of the 2023 Inuit and Nunavummiut Employment Survey regarding health and wellness are described below <sup>14</sup>.

In 2023, 59% of survey respondents indicated they believed that Agnico Eagle had a positive impact on their community, 37% believed the impact was neutral, and 4% believed the impact was negative (Question 50 in Appendix E). This represents an improvement over 2022 survey results when 48% of respondents believed Agnico Eagle had a positive impact, 43% believed it was neutral and 8% responded negatively (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Regarding **workplace culture and values**, 88% of respondents strongly (69%) or somewhat (19%) agreed that respect and consideration of others and positive working relationships were encouraged in the workplace (Question 31 of Appendix E). The survey found that 84% of respondents had discussed important work values

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<sup>14</sup> Questions in this section were answered by 125 to 157 respondents.

(working hard, being on time, being safe) with children and youth in their homes and communities (Question 12 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Regarding **mental health and wellness**, 81% of respondents felt happy at the mine all or most of the time in the last year, 16% were happy sometimes, and 3% were not happy much of the time or never (Question 7 in Appendix E). The survey found that 85% of participants reported that they spent time at the mine with someone they like some, most, or all the time (Question 8 in Appendix E), 73% had someone to talk to if they felt worried or needed support at the mine some, most, or all the time (Question 9 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Worrying about their **family situation** is one of the most difficult things at work for 59% of respondents, with loneliness and worries about their financial situation also noted as significant difficulties (Question 25 in Appendix E). While 66% of respondents reported that they worried about keeping their job some, most, or all the time (Question 10 in Appendix E), some reported a work-related issue as the most difficult challenge (such as challenges with camp life, type of work, or relationships with supervisors and colleagues, Question 25 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Regarding **personal relationships**, in 2023 majority (90%) reported that their personal relationships were about the same since starting to work at the mine, compared to 51% in 2022 (Question 13 in Appendix E). A higher number reported that their relationships were worse (8%) than better (2%) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Regarding **financial health**, 72% survey respondents reported that they were struggling with paying bills and debt in 2023 (Question 14 in Appendix E). About 13% reported that they could not pay most of their bills on time and were falling behind on debt, with 59% occasionally falling behind (Question 14 in Appendix E). Similarly, 55% responded they were not saving any money in the past year (Question 15 in Appendix E), 77% were not aware of the Nunavut Down Payment Assistance Program (Question 19 in Appendix E), but 72% indicated they wished to own a home in the last 12 months (Question 16 in Appendix E). When asked what they wished to buy, 85% indicated a house / condo (Question 17 in Appendix E). Approximately 68% of respondents did not seek financial advice in the past year (Question 20 in Appendix E); and many felt they did not know where to start to look for financial advice, said there was no financial advice in their community, or felt uncomfortable talking about money (Question 21 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

## Interpretation

The 2023 Inuit and Nunavummiut Employment Survey revealed many positive results and limited negative impacts. Agnico Eagle's presence in Nunavut communities is perceived to have a positive or neutral impact, recording an increase in the share of positive perception compared to 2022. Most respondents agreed that positive working relationships were encouraged and that they felt happy working for Agnico Eagle projects. However, while majority of personal relationships have remained stable among those who responded to the survey, respondents often worried about families when on-site, felt lonely, and/or worried about keeping their job. Many also struggled with their financial situation and often find it challenging to pay all bills and debt.

Regarding the FEIS predictions for Whale Tail and Meliadine, it is challenging to determine if survey results support the stated predictions.

The Agnico Eagle Inuit and Nunavummiut Employment Survey reveals important insights in the context of ISVs like *inuuqatigiitsiarniq* and *pijitsirniq*. The survey findings demonstrate a positive trend towards fostering respect, consideration, and positive working relationships within the workplace, aligning with *inuuqatigiitsiarniq* which emphasizes respecting others, nurturing relationships, and caring for people. This is evidenced by the majority of respondents feeling encouraged by the workplace culture to uphold these values, and the practice of sharing



important work values with the younger generation in their communities. Concerns like family worries, loneliness, and financial difficulties highlight opportunities towards the potential for enhancing the practice of *pijitsirniq*, of serving and providing for family and community <sup>ISV</sup>.

The survey results also reflect aspects of *tunnganarniq*, showcasing an open, welcoming, and inclusive environment as perceived by the community's improving view of Agnico Eagle's impact. The increase in positive perceptions compared to previous years signals a growing sense of community goodwill fostered by the company's efforts. These findings underscore the importance of not only fostering positive workplace relations and community perceptions but also addressing underlying challenges <sup>ISV</sup>.

### 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 affect family and community health and cohesion [crime].”* (Golder Associates, 2018, p. 14).

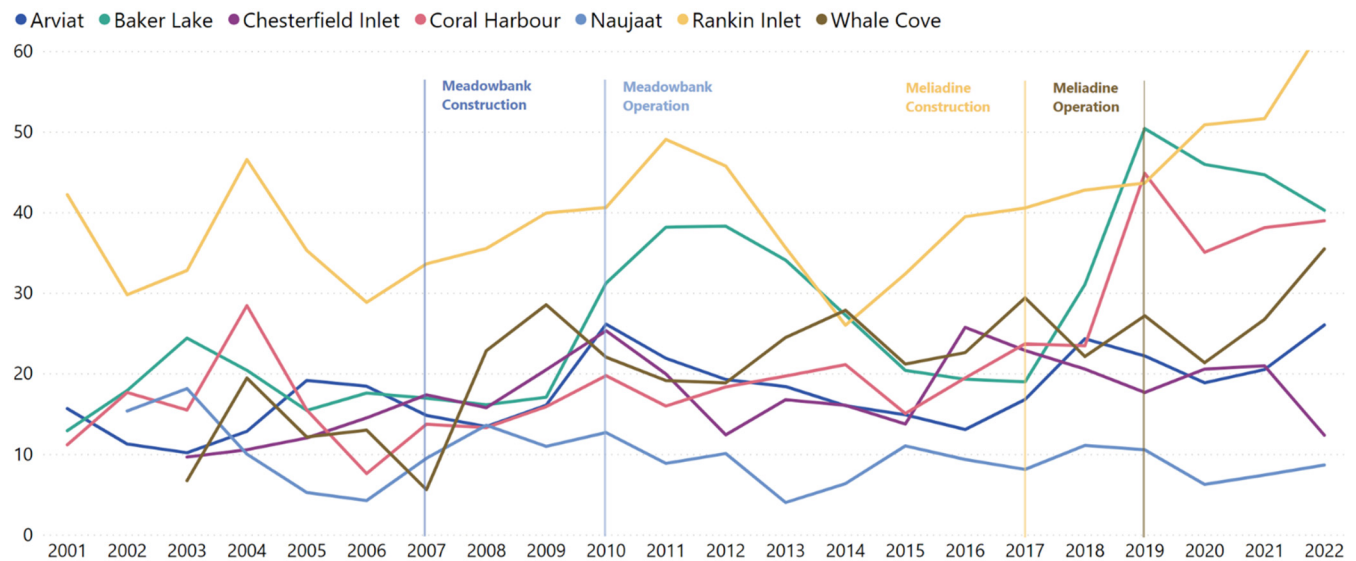
##### MELIADINE

*“Increased incomes from direct, indirect and induced Project employment may lead to illegal behaviours [increase in crime]”* (Golder Associates, 2014, p. 9-271-272).

#### Data & Trends

Chart 43 shows the criminal violations rate (number of violations per 100 people<sup>15</sup>) for each community in the Kivalliq region from 2001 to 2022, the latest year for which data is available.

Chart 43. Criminal violations per hundred people by Kivalliq community



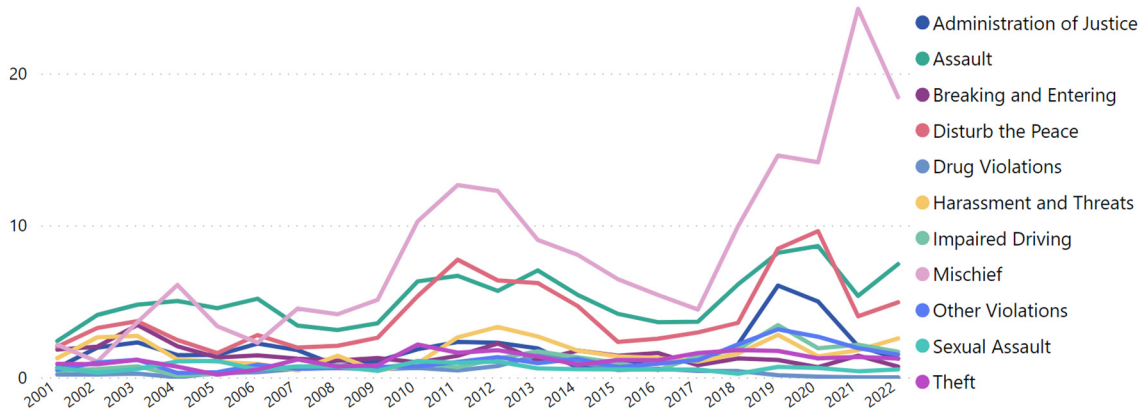
Data prior 2019 is from (Statistics Canada, 2018a). Data for 2019 to 2022 was obtained from (Statistics Canada, 2022b).

<sup>15</sup> 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.

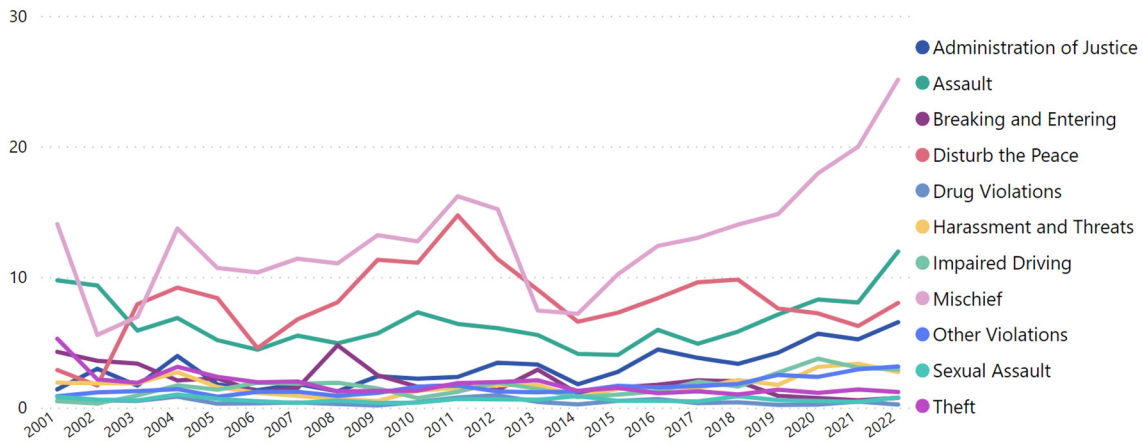
Chart 44 shows the criminal violations rate by type for Baker Lake, Rankin Inlet and Chesterfield Inlet 2001 to 2022, the latest year for which data is available.

Chart 44. Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)

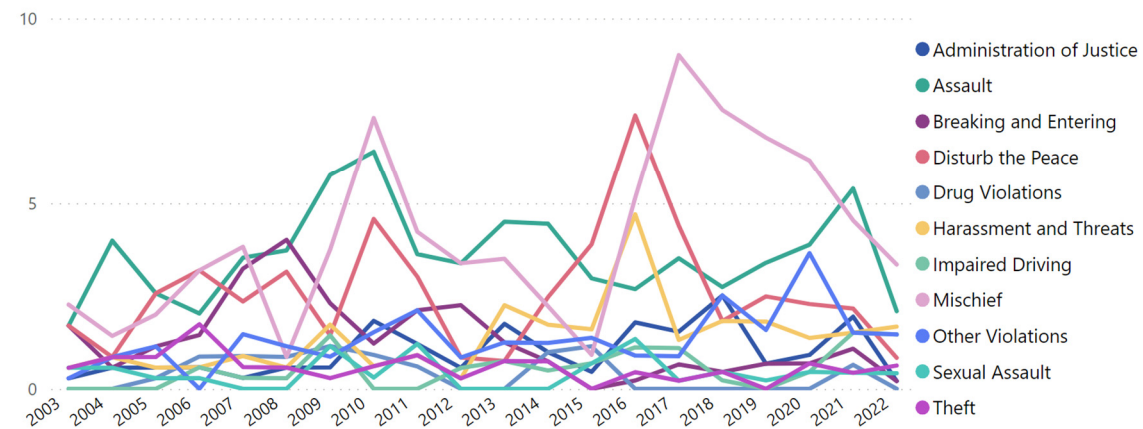
### Baker Lake



### Rankin Inlet



### Chesterfield Inlet



Data prior 2019 is from (Statistics Canada, 2018b). Data for 2019 to 2022 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 also having higher crime rates since 2018. In 2022, the crime rate increased in most communities compared to 2021 except for Baker Lake and Chesterfield Inlet. Crime rate in Chesterfield Inlet recorded a notable decrease in 2022 after remaining unchanged in 2020 and 2021. Baker Lake crime rate continued to decrease in 2022, a trend that continues since 2020. In 2022, Whale Cove reached its highest crime level since 2001. Crime rate in Arviat increased to the level of its previous crime peak in 2010. Crime in Rankin Inlet continued to increase in 2022, surpassing the highest crime rate recorded for that community previously in 2021. Coral Harbour had a slight increase in crime rate compared to 2021 but remaining below its peak level in 2019. By category, mischief, disturbing the peace, and assault tend to be more common in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

The opening of the Beer and Wine Store in Rankin Inlet in 2021 may have increased alcohol consumption, and consequently resulting in more alcohol related crime rates (CBC, 2023). Further, there are several factors that may explain any potential impact of Agnico Eagle projects on crime rates. Additional expendable income can lead to substance use and other negative behaviours; 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.

The ISVs *pijitsirniq* and *piliriqatigiinniq* provide a culturally grounded perspective on addressing fluctuating crime rates, identified in the above reports. These values emphasize serving the community and working together, principles that can inspire collaboration between Agnico Eagle, local communities, and other stakeholders. By embracing *pijitsirniq*, Agnico Eagle contributes to the well-being of the communities around its operations through initiatives focused on mental health, substance use prevention, and the creation of economic opportunities that are respectful of Inuit culture. *Piliriqatigiinniq* encourages a cooperative approach leading to holistic and compassionate responses to crime-rates in these communities. By embracing these ISVs Agnico Eagle embraces its role as a positive force for community resilience and well-being. This reflection positions Agnico Eagle as a community partner invested in the holistic prosperity of the regions it operates in <sup>ISV</sup>.

Overall, fluctuating crime rates make it challenging to assess if the FEIS predictions of increased crime are accurate, as for many communities or types of crime, crime rates continue to remain within previously recorded levels. Changes in crime are expected to result from complex interactions of socio-economic factors at a community level, along with the potential impacts of Agnico Eagle operations and mining-related income levels.

## 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 in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet [health care]."* (Golder Associates, 2018, p. 17).

#### MELIADINE

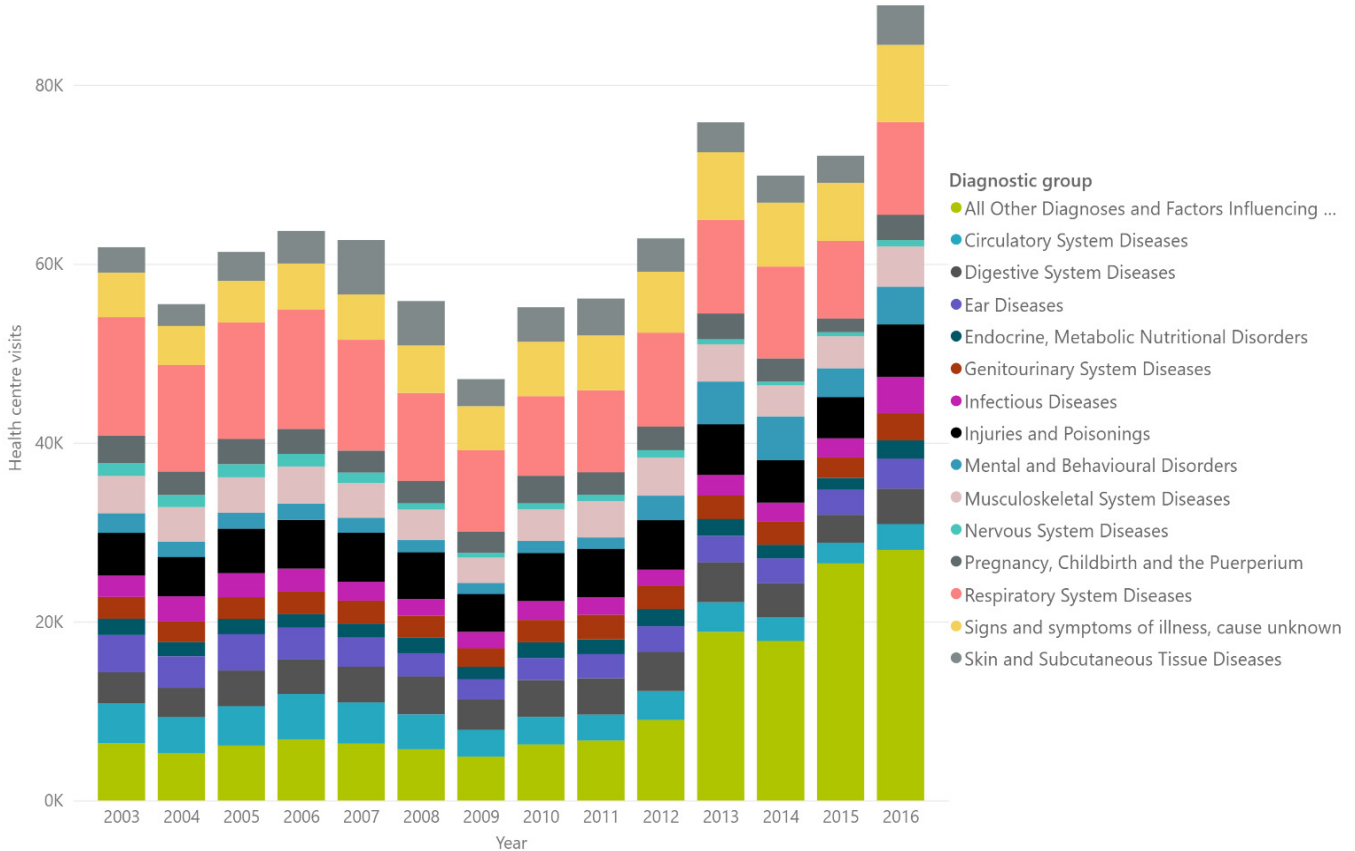
*"Project-induced in-migration may increase demand on health services."* (Golder Associates, 2014, p. 9-284).

## Data & Trends

Chart 45 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 45. Kivalliq community health center visits by reason for visit

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(GN Department of Health, 2018)

## 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.

The analysis of health center usage in the Kivalliq region, especially among Agnico Eagle employees, underscores the alignment with the ISVs of *inuuaqtigiitsiarniq*—respecting others and caring for people—and

*pijitsirniq*—serving and providing for family and/or community. The significant rise in visits for mental health, behavioral disorders, and other health concerns from 2009 to 2016 may reflect a collective commitment to acknowledging and addressing health needs, thereby nurturing the well-being of both individuals and the broader community. This trend towards increased utilization of medical services, driven perhaps by greater awareness and an individual's willingness to seek help, mirrors the ISV principles by demonstrating a proactive stance towards health and wellness. It showcases a community-oriented approach where caring for oneself and others is fundamental to creating a supportive and resilient work environment. By actively encouraging this engagement with health services, Agnico Eagle fosters a culture of respect, care, and service, which not only elevates individual health but also fortifies the community's overall well-being <sup>ISV</sup>.

## 9.5 Housing

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

*“Project-induced in-migration could increase demand for housing in Baker Lake and Rankin Inlet.”* (Golder Associates, 2018, p. 16).

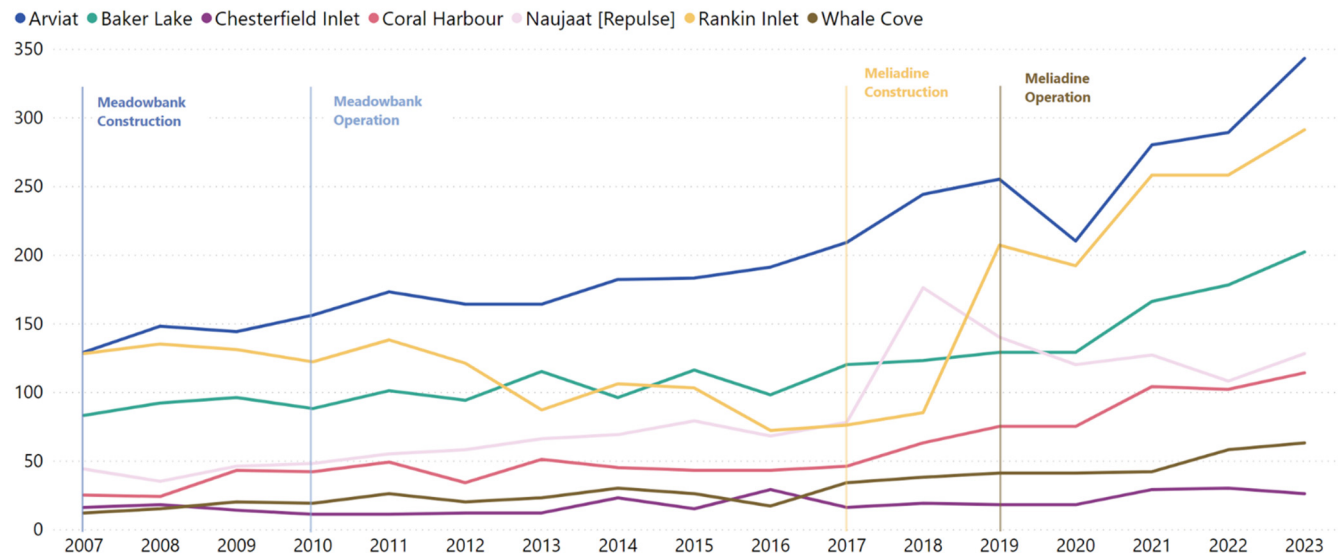
#### MELIADINE

*“Project-induced in-migration may increase demand on local housing.”* (Golder Associates, 2014, p. 9-284).

### Data & Trends

Chart 46 shows the number of people in the Kivalliq region who were on a waiting list for public housing, presented by community.

Chart 46. Persons on waitlist for public housing by community

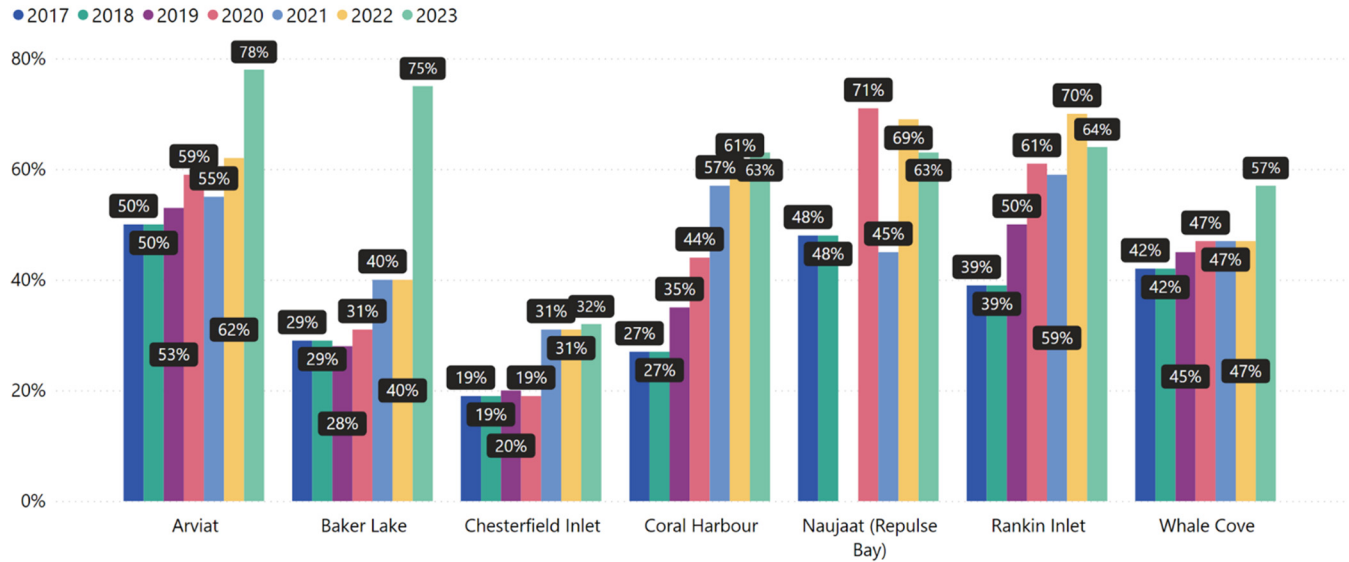


(Nunavut Housing Corporation, 2023a; Nunavut Housing Corporation, Personal Communication, 2024)

Chart 47 show the housing needs by community as a percentage of housing stock (each community's housing demand).



Chart 47. Housing needs by community as a percentage of housing stock

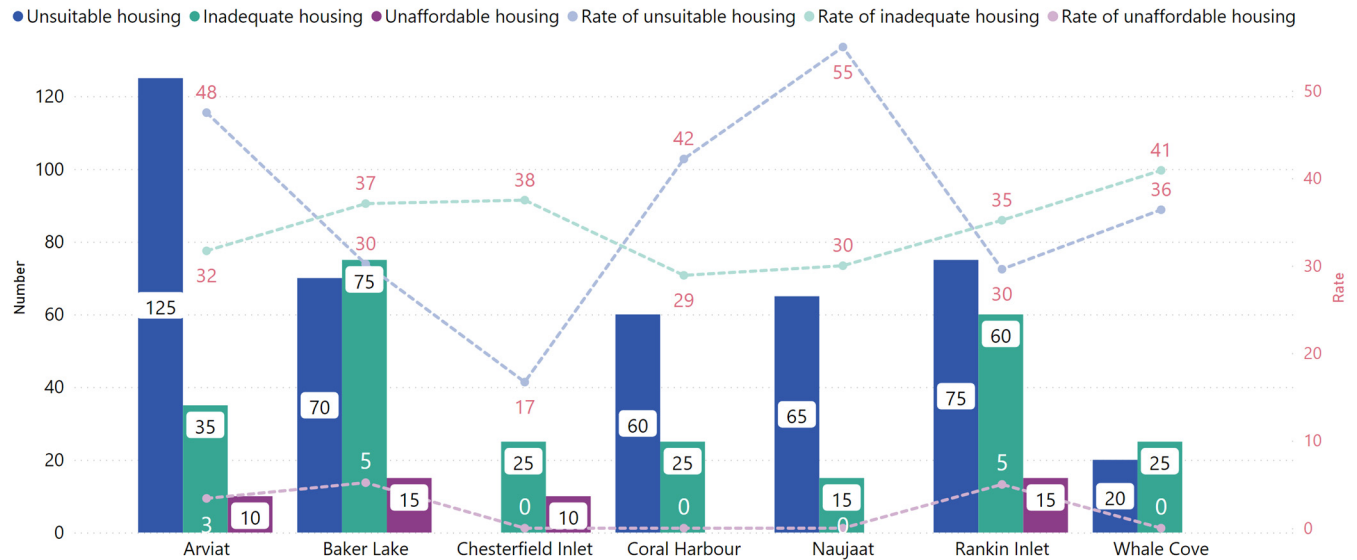


(Nunavut Housing Corporation, 2023a; Nunavut Housing Corporation, Personal Communication, 2024). Data for 2019 for Naujaat was not available.

Chart 48 shows the number / rates of households living in dwellings considered unsuitable, inadequate, or unaffordable based on 2016 Census data. This data set is released every five years, however, comparable information for 2021 was not available at the time of preparing this report.

Chart 48. Number of people in core housing need, 2016

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(Statistics Canada, 2018c)

The 2023 Inuit and Nunavummiut Employment Survey asked several questions regarding housing. With respect to the type of housing respondents live in, 62% indicated that they lived in public housing, 20% in a house owned by a friend/family, 7% owned their houses, 7% rented from a private company, and 2% lived in government housing (Question 42 in Appendix E). The majority of respondents' households consisted of 5 (18%) or more than 5 (33%) people; 30% lived in households with 3 and 4 people, and 19% reported double and single occupancy (Question 43 in Appendix E). In terms of the number of bedrooms, almost half of the respondents had 3 (28%) or more than 3 bedrooms (22%); 38% lived in a 2-bedroom unit and 13% of employees lived in a 1-bedroom (Question 45 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Regarding aspirations to own a house, 72% indicated they wished to own a home in the last 12 months (Question 16 in Appendix E) and 85% want to buy a house / condo in the future (Question 17 in Appendix E). The survey found that 77% of respondents were not aware of the Nunavut Down Payment Assistance Program (Question 19 in Appendix E) but that 45% of respondents were able to put money aside for a house, vacation, truck, retirement, or other purchase (Question 15 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

## Interpretation

The number of people on public housing waitlists is trending upward in most Kivalliq communities, being generally highest in Arviat and Rankin Inlet. In 2023, 1,167 people were on a public housing waitlist in the Kivalliq region, representing a 14.1% increase over 2022 demand, and only the community of Chesterfield Inlet had a slight decrease in the number of persons on waitlists.

Based on housing needs as a percentage of housing stock, the Kivalliq communities with the highest needs are Arviat (78%), Baker Lake (75%), Rankin Inlet (64%), Naujaat (63%), Coral Harbour (63%), and Whale Cove (57%) (all rated as 'critical need'), and Chesterfield Inlet (32%, rated as 'serious'). This represents deteriorating conditions in all Kivalliq communities. According to Nunavut Tunngavik's assessment in 2020, 37% of Nunavut's population was in core housing need and a further 48% of Nunavut's residents resided in housing that was functionally unsustainable. The assessment further indicated that 35% of Nunavut households did not have enough bedrooms. In 2023, the waitlist for public housing across Nunavut was 3,305 meaning the housing supply cannot keep up with demand.

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. GN has recently implemented "Nunavut 3000 Strategy" to expand housing options and availability and reduce housing cost / improve housing affordability (Nunavut Housing Corporation, 2023b).

While there is potential for mining projects to impact housing supply and demand, it appears likely that the current housing situation in the Kivalliq stems from a number of concurrent factors, including demographic growth, lack of available community infrastructure for residential development, innovative construction systems adapted for the North, and others.

The rising numbers on public housing waitlists alongside the broader challenges in housing supply and demand in Nunavut, highlight just one of the intricate socio-economic dynamics in the Kivalliq region. Agnico Eagle's initiatives to increase employment opportunities for Inuit, provide competitive incomes, and support financial literacy are directly relevant to addressing housing challenges in these communities. By prioritizing employment for Inuit, Agnico Eagle not only contributes to reducing unemployment rates but also increases household incomes, which is crucial for improving living standards and enabling families to transition from public housing to homeownership. This approach aligns with *pijitsirniq*, as it exemplifies the serving and providing for family and/or community <sup>ISV</sup>.

## 9.6 Food security

### Predictions

#### MEADOWBANK

There are no specific predictions in the Meadowbank FEIS specifically related to impacts on the consumption of country foods.

#### WHALE TAIL

*“Regular incomes can help lift or keep people out of poverty; provide access to nutritious food.”* (Golder Associates, 2018, p. 20).

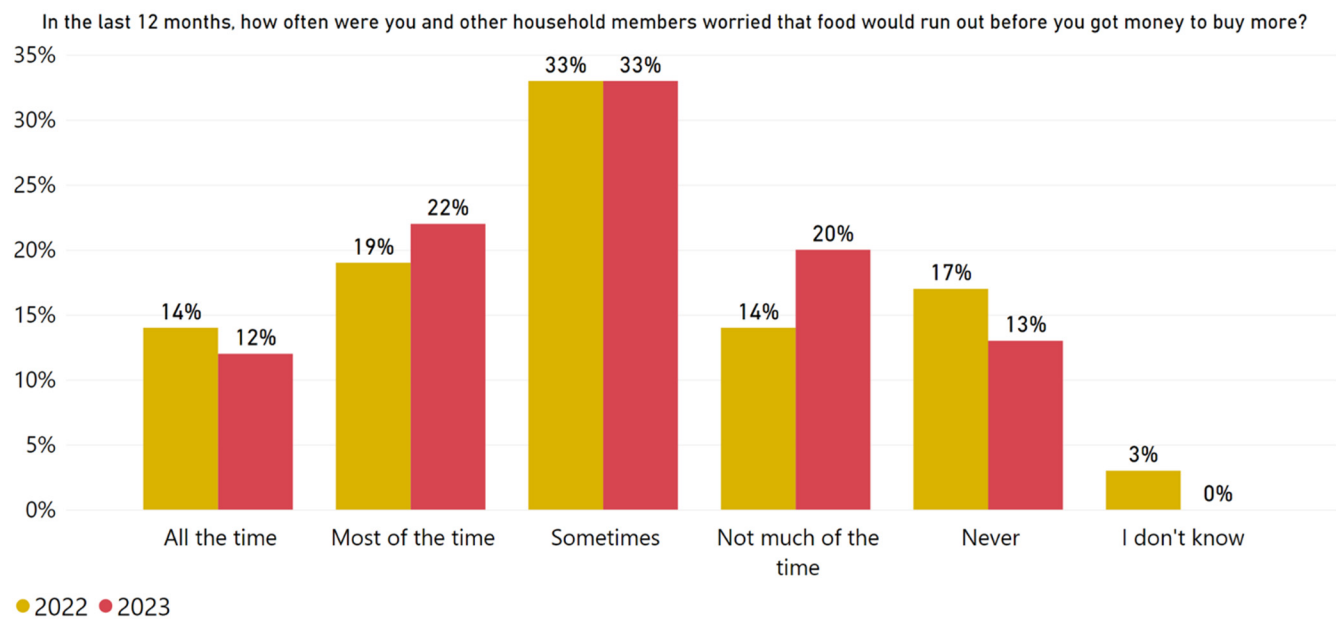
#### MELIADINE

*“Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet)”* (Golder Associates, 2014, p. 9-110) *“Project employment may increase time and resources available for harvesting nutritious country foods.”* (Golder Associates, 2014, p. 9-24). Potential *“Changes in availability and quality of traditional foods”* (Golder Associates, 2014, p. 9-97).

### Data & Trends

Chart 49 presents the 2022 and 2023 Inuit and Nunavummiut Employment Survey results pertaining to food security. In 2023, 67% reported that they were worried their food would run out before they got more money all, most or some of the time, a slight increase from 66% in 2022; in 2023, 33% never or not much of the time worried about food running out compared to 30% in 2022 (Question 23 in Appendix E). In 2023, 4% of respondents indicated their diet to be all country food (same as in 2022), 23% consumed mostly country food and some store-bought food (compared to 37% in 2022), 41% consumed equal parts country food and store-bought food, 25% consumed mostly store-bought food and some country food (compared to 13% in 2022), and 7% consumed all store-bought food (Question 22 in Appendix E). Further, 62% of respondents participated in hunting, trapping and fishing activities (Question 26 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Chart 49. Survey results pertaining to food security

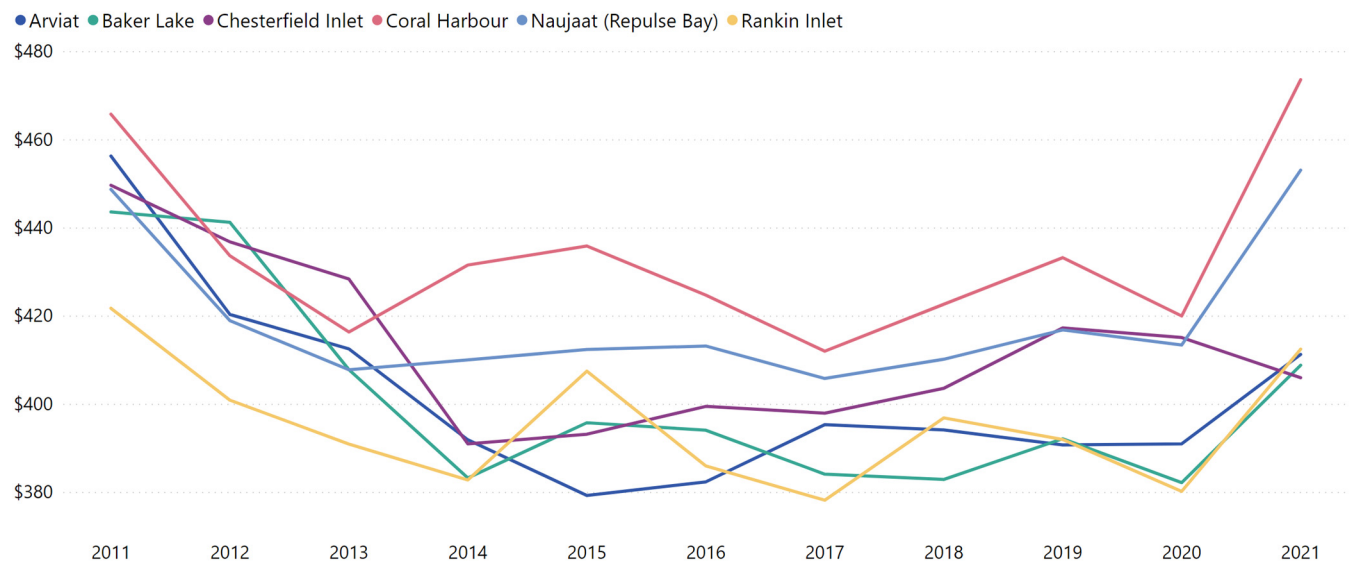


(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023)



Chart 50 shows the cost of the Revised Northern Food Basket (RNFB) from 2001 to 2021. Information for 2022 and 2023 was not available at the time of preparing this report.

Chart 50. 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 (4), 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.

Regarding investment in food security initiatives, Agnico Eagle, through the Inunnguiniq project, committed to an investment of \$2.5M to Breakfast Club of Canada, and in 2023 Agnico Eagle provide \$500,000 of this amount to the Breakfast Club of Canada. This initiative aims to provide breakfast for all students in the Kivalliq and the Kitikmeot communities, on every school day, for a minimum of three (3) years.

## Interpretation

The Nunavut Food Security Coalition outlines the four (4) 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 Naujaat, 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%), Naujaat (+10%), and Rankin Inlet (+8%); the RNFB is not available for Whale Cove. More recent information on the RNFB is not available.

Inuit and Nunavummiut Employment Survey conducted in 2023 revealed that two-thirds of respondents (67%) worried about food running out, representing a slight increase in this metrics over 2022 results (66%). Further, the share of respondents not worried about food increased in 2023 to 33% from 30% in 2022. Nevertheless, the results point to a high share of employees concerned about food security. This could be, at least, partially attributed to the continued high inflationary pressures in Canada in 2023 resulting from supply challenges resulting from the COVID-19 pandemic and other political uncertainties (e.g., Russian invasion of Ukraine) (Statistics Canada, 2023b).

Agnico Eagle continues to make notable efforts to reduce food insecurity in the Kivalliq Region, and in 2023 contributed \$500,000 to provide breakfast for students in the Kivalliq and Kitikmeot communities. Overall, income earned by project employees as well as Agnico Eagle’s financial support provided to programs aimed at improving food security, work to reduce the number of food insecure people or/and the magnitude of food insecurity in Kivalliq communities, being aligned with the FEIS prediction for Whale Tail.

Agnico Eagle’s steps towards mitigating food insecurity and fostering community well-being through targeted donations and program supports directly reflect the ISVs *inuuaqatigiitsiarniq*, *pijitsirniq*, and *piliriqatigiinni*. The support extended to the Coral Harbour Sakku School and Baker Lake Abluqta Society underscores Agnico Eagle’s dedication to *inuuaqatigiitsiarniq* by ensuring that members of the community, especially students and the vulnerable, have access to nutritious food, thereby respecting and caring for the community’s well-being.

Agnico Eagle’s contributions towards hunting and traditional food for the community, such as the bowhead whale hunts in Rankin Inlet and Coral Harbour, align with *pijitsirniq* by contributing to country foods and community hunts. The involvement in the Baker Lake Prenatal Nutrition Project and the hot meals program further demonstrates *piliriqatigiinni*, as these initiatives foster community cooperation and collective action towards improving health and food security. These efforts, coupled with a significant financial commitment of \$500,000 in 2023, not only address the direct needs identified through community consultation but also contribute to the larger framework of food security <sup>ISV</sup>.

## 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.

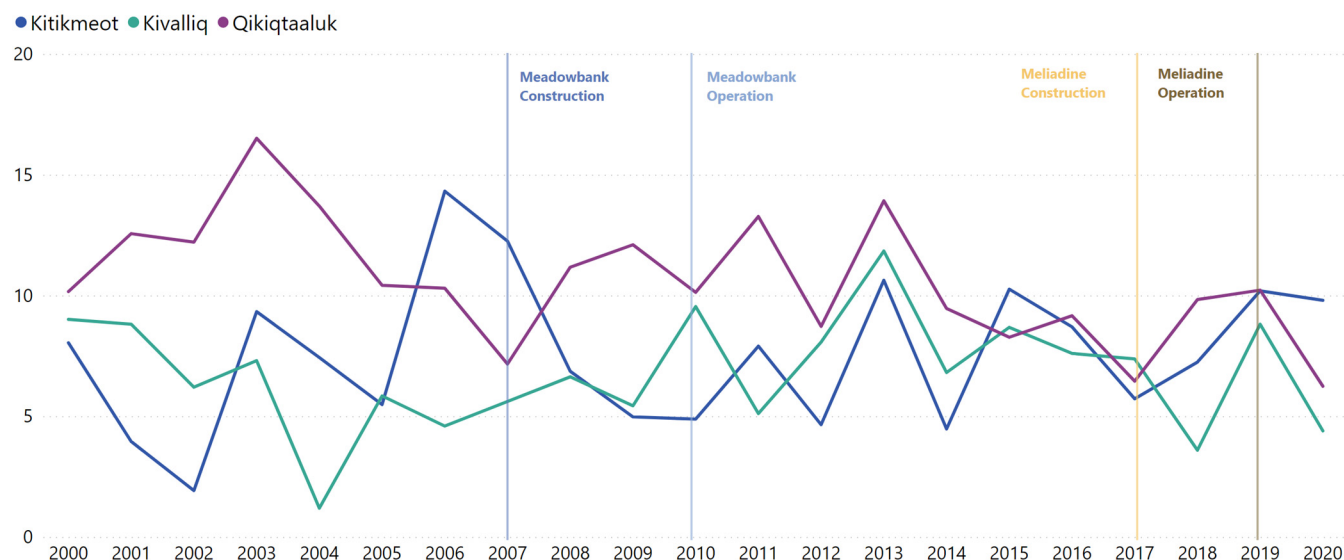
#### MELIADINE

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

### Data & Trends

Chart 51 shows the suicide rate per 10,000 people by region from 2000 to 2020, the latest year for which data is available.

Chart 51. Suicides per 10,000 people by region



(Nunavut Bureau of Statistics, 2021)

## Interpretation

Suicide rates in Kivalliq remain at crisis levels, being 6 times the rate of suicide in Canada in 2020; more recent statistics are not available for this indicator. 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.

The National Inuit Suicide Prevention Strategy, released in 2016, 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.

[Agnico Eagle understands the mental health challenges in the Kivalliq region, and in 2023 it supported the following community mental health initiatives <sup>ISV</sup>:](#)

- Agnico Eagle initiated the Inunnguiniq project which consists of a \$5M investment dedicated to support community mental health. As part of the Inunnguiniq, Agnico Eagle is investing in active lifestyle through activities, including on the land in partnership with Ilitaqsiq (Nunavut Literacy Council).

[Agnico Eagle’s initiative to provide training for adults in Coral Harbor by certified mental health professionals reflects the ISV of \*pilimmaksarniq\*, promoting the acquisition of skills and knowledge essential for community resilience. By engaging in activities such as land trips that facilitate small group discussions on suicide prevention and mental health, Agnico Eagle embodies the ISV \*inuuqatigiitsiarniq\*, emphasizing the importance of fostering strong, supportive relationships within the community. Furthermore, by supporting the annual, territory-wide Mental Health Art Contest, Agnico Eagle champions the ISV of \*tunnganarniq\*, nurturing good spirits and inclusivity through creative](#)

expression. The initiatives directly tackle the pervasive issues stemming from historical trauma, substance abuse, poverty, and cultural loss, thus contributing meaningfully to the mental wellbeing of the community <sup>ISV</sup>.

Section 9.1 further describes these initiatives and highlights Agnico Eagle's on-site mental health initiatives.

# 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:** “Rotational employment can [...] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values.” (Golder Associates, 2018, p. 12)

**Meliadine:** The “Project may contribute to weakening of traditional culture.” (Golder Associates, 2014, p. 9-271)  
“The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community.” (Golder Associates, 2014, 9-271)

## OVERVIEW OF FINDINGS

Agnico Eagle employees continue to participate in **traditional activities**. In 2023, all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, with more than half of respondents participating in family gatherings, and hunting, trapping, and fishing.

### When asked about their participation in traditional activities since they started working at the mine:



The **use of Inuktitut** on-site declined in 2023 at both mine sites. The 2023 Inuit and Nunavummiut Employment Survey results indicated that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, **10% of respondents indicated that they felt they spoke Inuktitut less at home** as a result of working at the mine.

In 2023, Agnico Eagle Kivalliq Projects continued to integrate Inuktitut uses in their operations and additional language focused initiatives were launched. These included:

- Delivering socio-economic monitoring results in Inuktitut.
- Delivering orientation and public information sessions in the Kivalliq region in Inuktitut.
- Promotion of Nunavumi Uqausilirinik Maligaq through internal communications.

- Hiring workers fluent in Inuktitut to provide translation services to other employees needing assistance.
- Offering English as a second language training accessible to all workers.
- Providing on-site signage in Inuktitut.
- Translating of the Hourly Employee Handbook into Inuktitut.
- Actively participating in Uqausirmut Quviasuutiqarniq.
- Discussing translation of the IIBA Awareness Session into Inuktitut.

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

#### Meadowbank/Whale Tail



#### Meliadine



In 2023, the **Kivalliq Inuit Elders' Advisory Committee** participated in annual meetings, site visits and cultural activities.



In 2023, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day, held various activities to support Inuit Arts and Crafts, and hosted country food nights.

In total, in 2023, Agnico Eagle made monetary contributions of **\$69,160** to support traditional activities.

### 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 specific predictions in the Meadowbank FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

#### WHALE TAIL

*“Rotational employment can [...] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values”* (Golder Associates, 2016, p. 12).

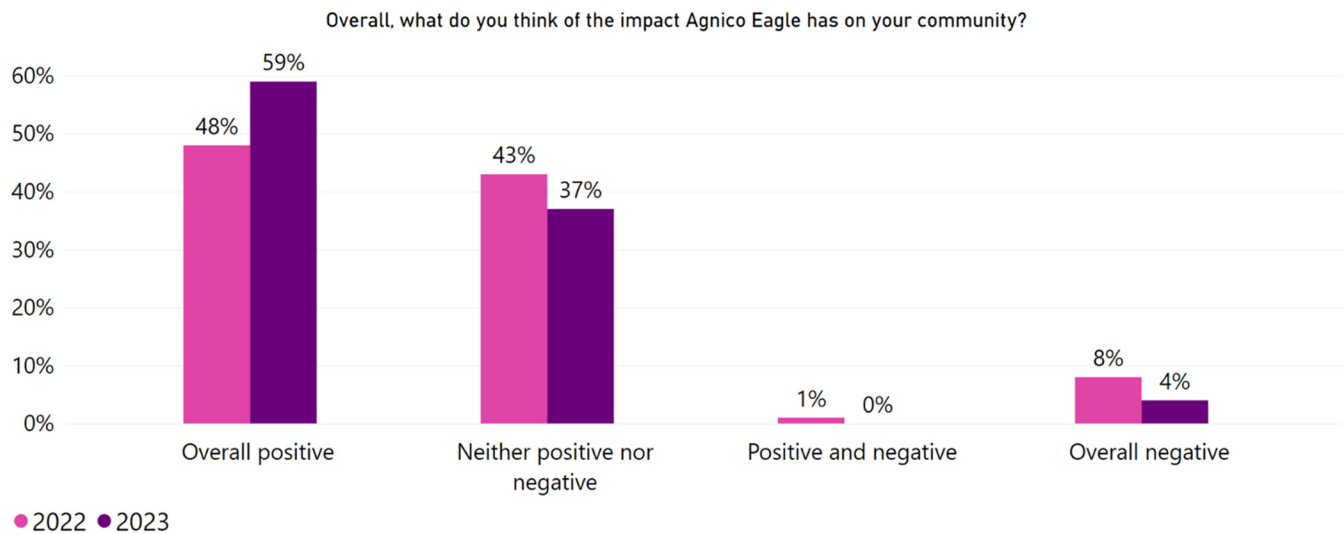
#### MELIADINE

*“The Project may contribute to weakening of traditional culture”* (Golder Associates, 2014, p. 9-246).

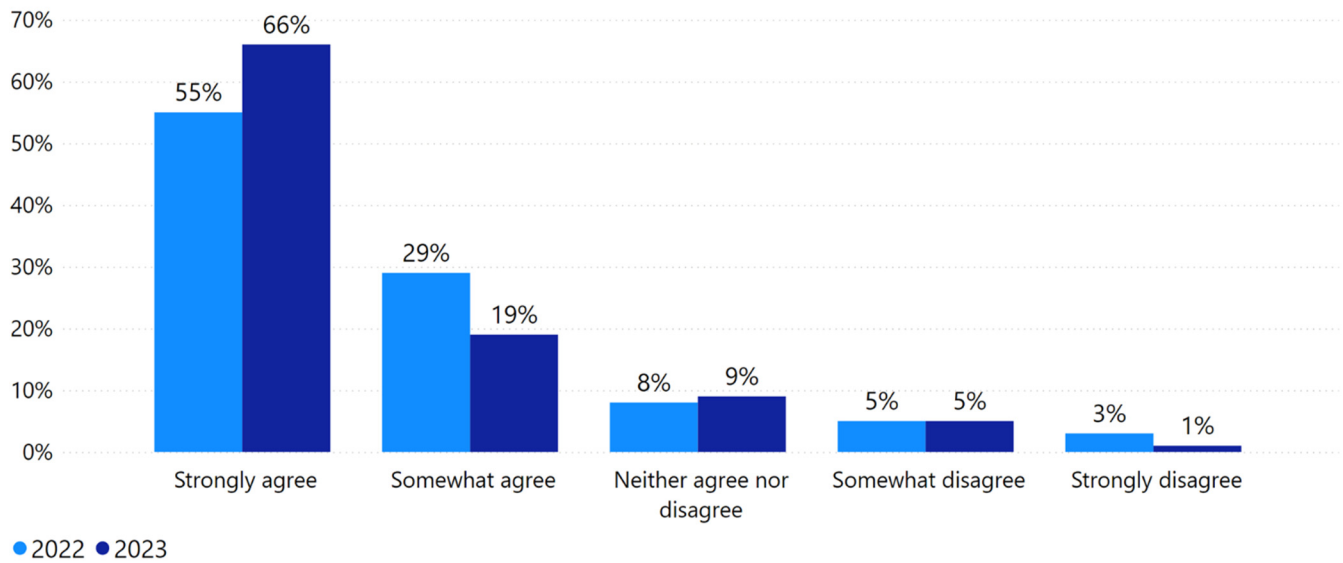
### Data & Trends

Chart 52 below presents the survey results from 2022 and 2023 pertaining to the perceived impacts of Agnico Eagle on local communities.

Chart 52. Survey result of perceived overall impact of Agnico Eagle on communities



In my workplace, knowledge and respect of Nunavut's environment and land is valued.

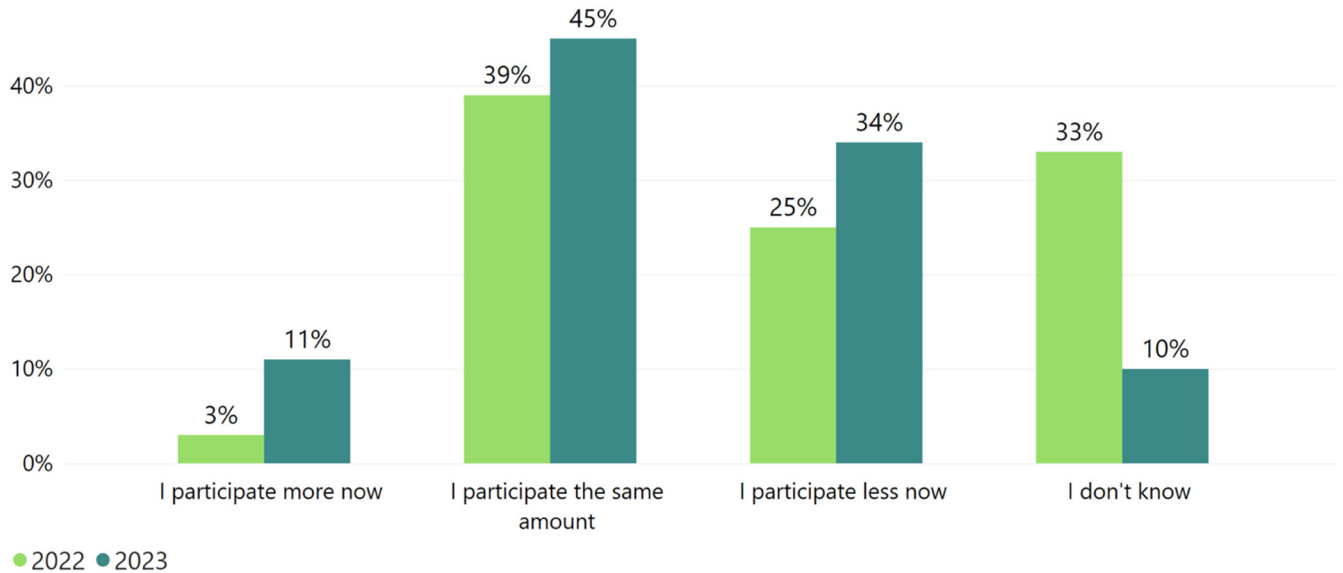


(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023)

Chart 53 provides survey results from 2022 and 2023 pertaining to the impact of the mines on the ability of employees to participate in cultural and traditional activities.

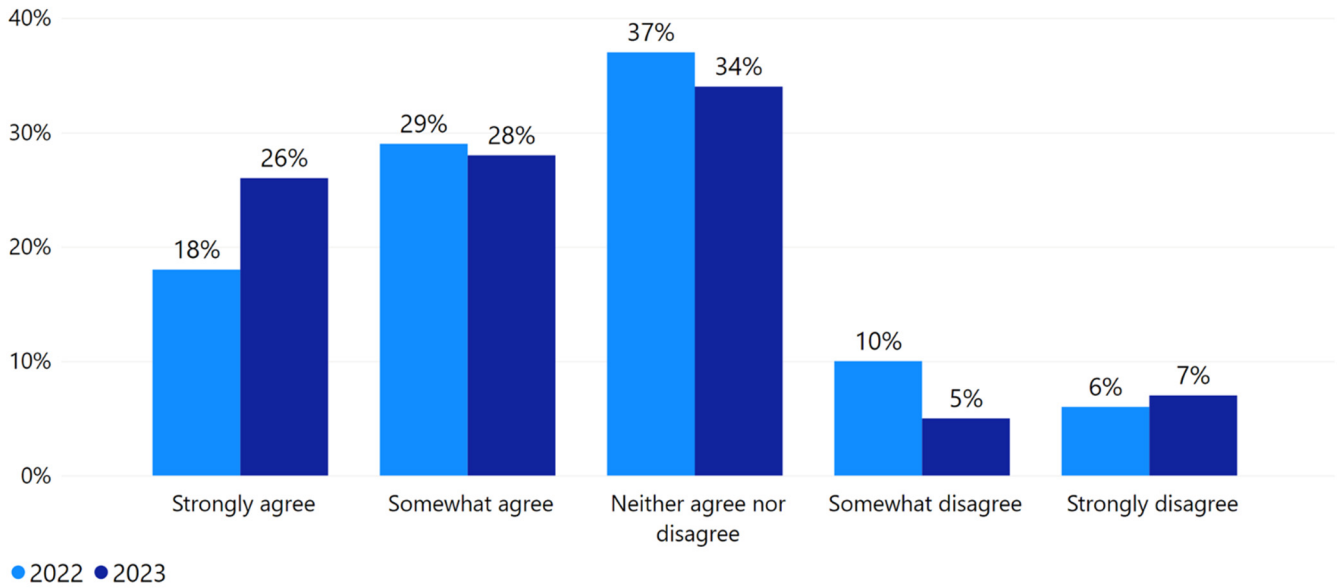
Chart 53. Survey results pertaining to impact of mining on participation in cultural and traditional activities

How has working at the mine impacted your ability to participate in cultural and traditional activities?





I have the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities in my community.



(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023)

### Interpretation

In 2023, 59% of Inuit employees indicated that Agnico Eagle has had a positive impact on their community (increase from 48% in 2022); 37% indicated that the impact has been neutral, and 4% indicated that the impact was negative (decrease from 8% in 2023; Question 50 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Regarding Agnico Eagle's value of knowledge and respect of Nunavut's environment and land, 85% of respondents strongly (66%) or somewhat (19%) agreed that knowledge and respect of Nunavut's environment and land is valued by the mining company, but 6% somewhat or strongly disagreed (Question 33 in Appendix E). In 2023, 11% indicated they participated more in traditional activities (increase from 3% in 2022), 45% stated that their participation had not changed (increase from 39% in 2022), and 34% indicated that their participation had decreased (increase from 25% in 2022; Question 27 in Appendix E). The results show a mixed change in employees' participation in cultural activities compared to 2022 – some participate more, some less and more respondents participate the same amount. The majority of respondents also strongly (26%) or somewhat (28%) agreed that Agnico Eagle and contractors provided flexibility to participate in cultural and traditional activities, while 34% neither agreed or disagreed, but 12% somewhat or strongly disagreed (Question 32 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

All survey participants indicated that they had participated in some form of traditional and cultural activities in 2023, with over half of respondents participating in family gatherings, and hunting, trapping, and fishing, double the results from 2022. Other activities included traveling on the land, gathering plants and berries, building cabins and igloos, sewing and crafts, and community events (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

Increasing participation in cultural and traditional activities, and varying perceptions about having insufficient or sufficient time to participate in such activities does not fully support the FEIS predictions for Whale Tail and Meliadine, which anticipated that the project may contribute to weakening of traditional culture.

Agnico Eagle's support of the ISVs *avatittinnik kamatsiarniq* and *inuuaqatigiitsiarniq* is evident in their positive community impact and support for cultural participation among Inuit employees. Inuit employees recognized Agnico Eagle's beneficial influence on their communities, an increase from the previous year, highlighting the company's growing positive footprint. The respect for the environment and land was strongly affirmed by the 2023 Inuit and Nunavummiut Employment Survey, demonstrating Agnico Eagle's commitment to environmental stewardship and cultural respect which is directly relevant to *avatittinnik kamatsiarniq*. The increase in employees participating in traditional activities and the broad engagement in cultural practices such as family gatherings, hunting, trapping, fishing, and more, underscore the company's support for the preservation and practice of Inuit culture reflecting *inuuaqatigiitsiarniq*. Despite mixed changes in participation levels in cultural activities, the overall engagement, and the provision of flexibility for employees to partake in these traditions reflect Agnico Eagle's dedication to fostering a workplace that honors and upholds ISVs <sup>15V</sup>.

## 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

*“Rotational employment can [...] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values”* (Golder Associates, 2018, p. 12).

#### MELIADINE

*“The Project may contribute to weakening of traditional culture”* (Golder Associates, 2014, p. 9-246).

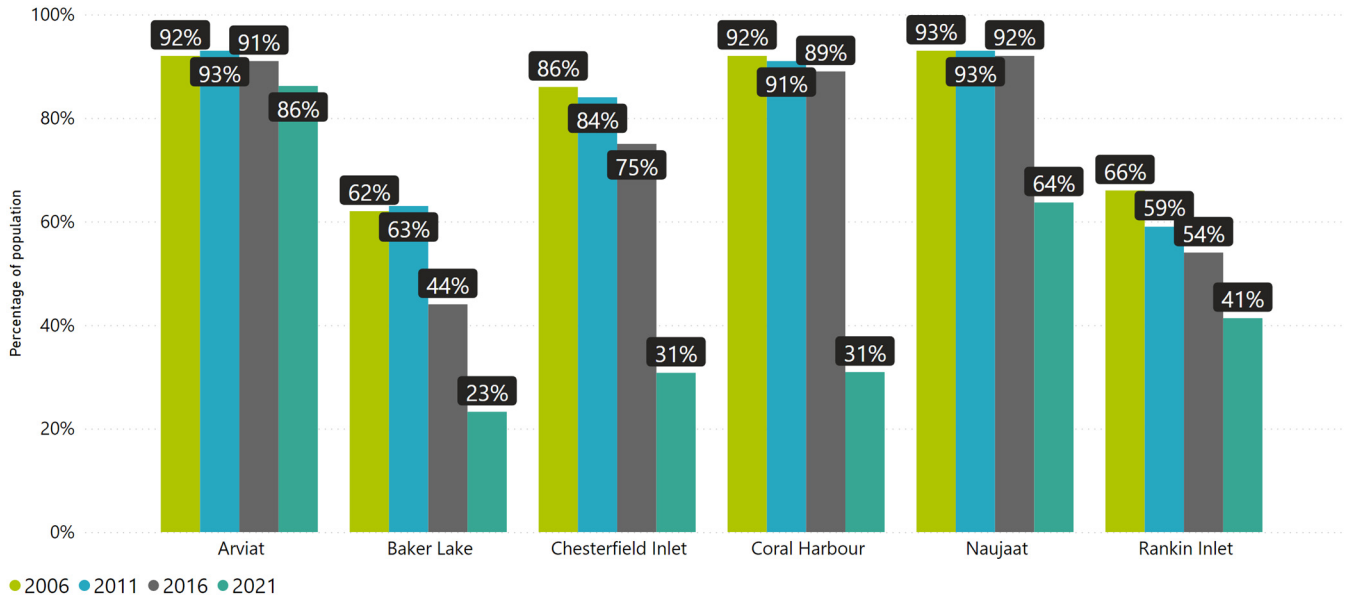
*“The proposed AWAR would improve [community] access into the LSA, Meliadine Lake, and cabin locations in the portion of the RSA close to the LSA.”* (Golder Associates, 2014, p. 9-103).

The Project may have a negative impact on the use of culturally important areas / impacts on access to areas for hunting, fishing, marine harvesting, travelling, recreational, and religious activities (Golder Associates, 2014, p. 9-102).

### Data & Trends

Chart 54 shows the proportion of the total community population that identifies Inuktitut as their mother tongue, by Kivalliq community.

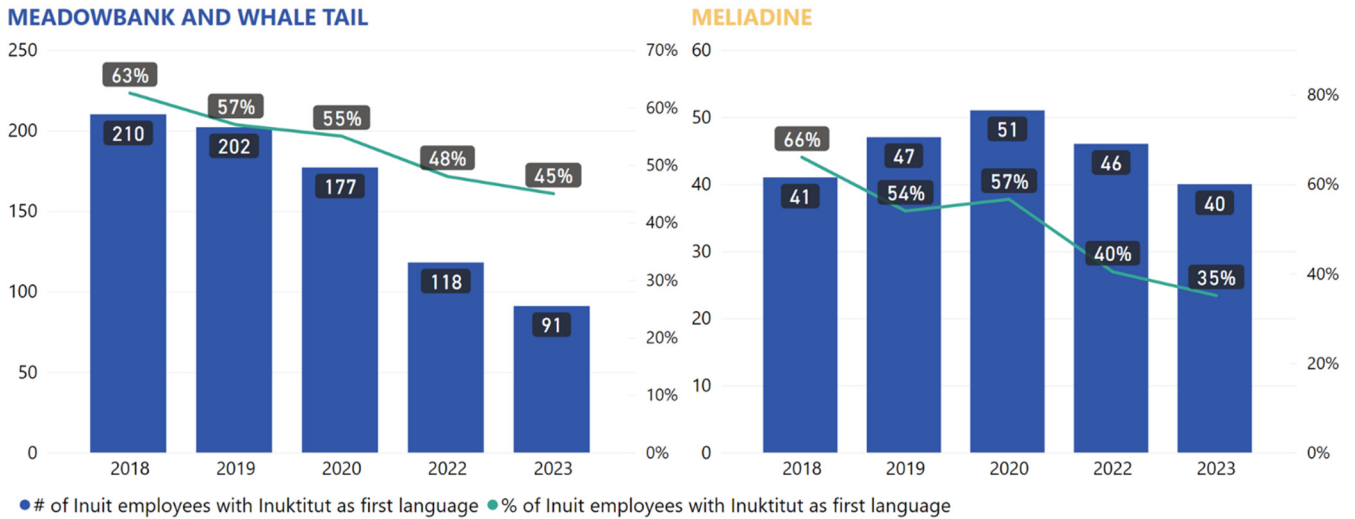
Chart 54. Proportion of total population identifying Inuktitut as their mother tongue by community



(Statistics Canada, 2016b; Statistics Canada, 2011b; Statistics Canada, 2006b; Statistics Canada, 2022a)

Chart 55 shows the number of Agnico Eagle employees that use Inuktitut as their first language.

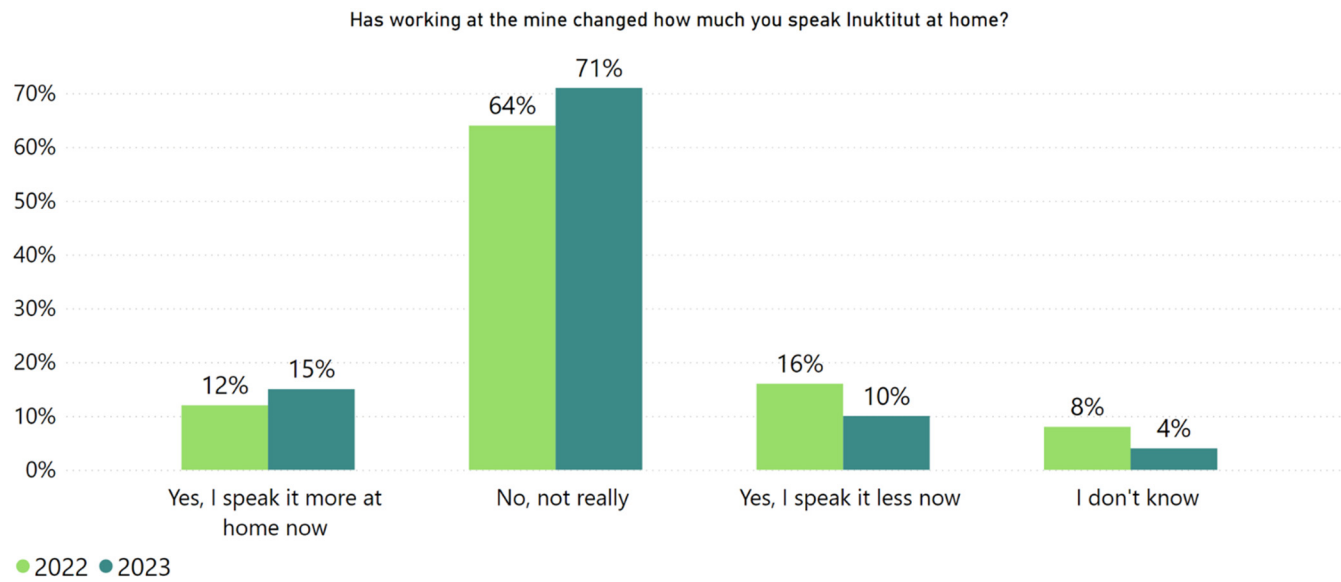
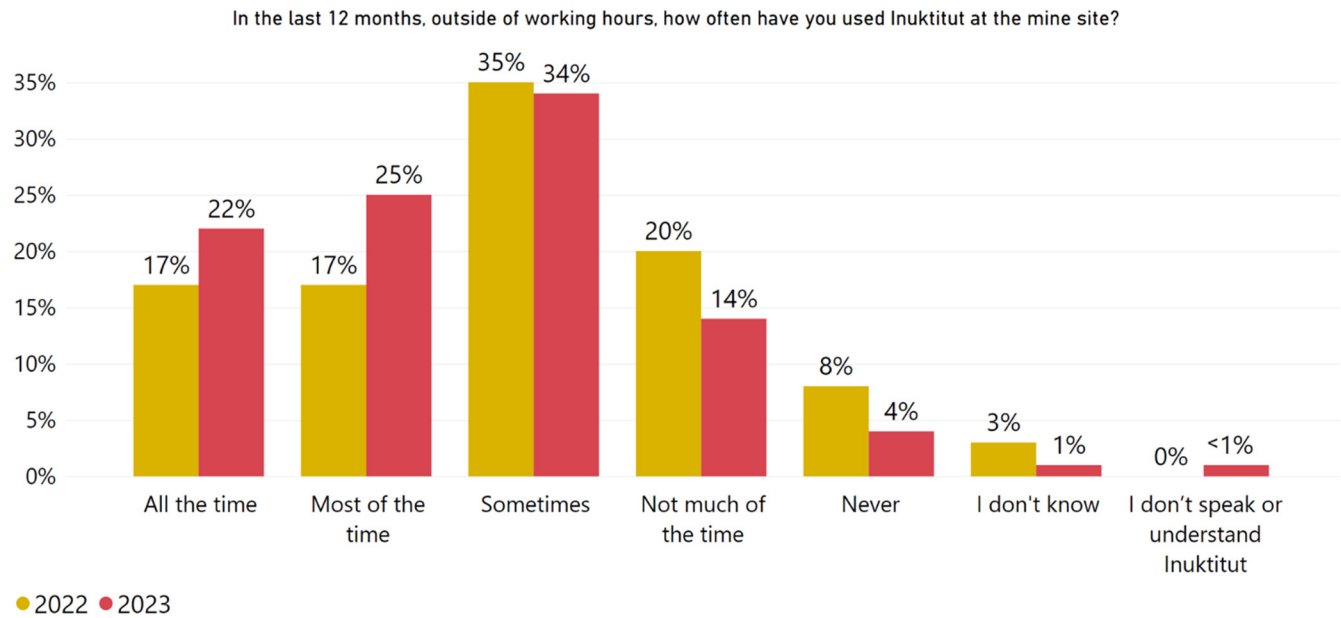
Chart 55. Number of Agnico Eagle Employees with Inuktitut as First Language



(Agnico Eagle Mines, 2023). Data for 2021 is not available for this indicator.

Chart 56 below presents the 2022 and 2023 Inuit and Nunavummiut Employment Survey results pertaining to the use of Inuktitut.

Chart 56. Survey results pertaining to use of Inuktitut



(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023)

In 2023, 81% of respondents to the 2023 Inuit and Nunavummiut Employment Survey reported that they used Inuktitut at the mine outside of working hours some, most, or all the time, an increase from 69% in 2022 (Question 28 in Appendix E). The survey reported that 85% of respondents indicated that using Inuktitut at the workplace was somewhat or very important (an increase from 76% in 2022; Question 30 in Appendix E), and 71% reported that working at the mine has not changed how much they speak Inuktitut at home (increase from 64% in 2022; Question 29 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023).

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 KIA, and complies to Agnico Eagle Inuit Impact Benefit Agreements, the \*Inuit Language Protection Act\* and the \*Mine Health and Safety Act\* <sup>ISV</sup>.](#) In 2023, Agnico Eagle Kivalliq Projects continued to integrate Inuktitut uses in their operations. Additional language focused initiatives were launched in 2023:

- The results of the socio-economic monitoring report have been disseminated through a summarized highlights pamphlet available in both English and Inuktitut. These materials were distributed to the Meadowbank, Whale Tail, and Meliadine sites, as well as the Agnico Eagle Rankin Inlet and Baker Lake community offices. [This approach enables all employees and community members to gain a comprehensive understanding of Agnico Eagle's impact in the region, presented in their preferred language](#) <sup>ISV</sup>.
- Agnico Eagle continued delivery of orientation and public information sessions in the Kivalliq region in both English and Inuktitut. [To cater to the specific requirements of diverse audiences, Agnico Eagle ensured the presence of an Inuktitut speaker in these meetings. This facilitator provided translation and interpretation services to engage effectively with the public](#) <sup>ISV</sup>.
- All sites persist in promoting the Nunavumi Uqausilirinik Maligaq through internal communications and postings on bulletin boards, accessible to all employees. This initiative aims to safeguard the safety and security of all individuals—employees, contractors, and visitors—within and beyond the Nunavut locations and facilities.
- Agnico Eagle identified and hired workers fluent in Inuktitut for both sites who can orally translate information for employees requiring assistance. [This provision ensures that Inuit workers receive appropriate support in various site-related or non-work-related situations where understanding the context is crucial](#) <sup>ISV</sup>.
- Although English as a second language training is accessible to all workers, efforts persist to introduce Inuktitut as a second language option for employees. [Meanwhile, sites are distributing Inuktitut Passports to all Agnico Eagle and Contractor workers, containing essential words and phrases applicable at work and in social interactions. These booklets are acknowledged as valuable tools for facilitating personal integration of the Inuktitut language](#) <sup>ISV</sup>.
- In collaboration with KIA and independently, Agnico Eagle conducted site assessments to identify signage that could benefit from Inuktitut translation or improved translations for Inuktitut-speaking workers. After a tour in Spring 2023, it was confirmed by KIA representatives that no changes were necessary; all signs were deemed satisfactory. Since the launch of the Nunavumi Uqausilirinik Maligaq in 2021, integrating Inuktitut

translations into Health and Safety practices, including a 2023 initiative to replace worded signs with pictograms for general comprehension, has become standard practice for sites.

- [The Inuit and Nunavummiut Employment Survey has been renamed to "Tukisigiqarniq," which translates to "Better understanding" in Inuktitut](#) <sup>ISV</sup>. This new name authentically captures the essence and intent of the survey, aligning the name of the survey with the objectives of the Inuit and Nunavummiut Employment Survey within Kivalliq operations while honouring local culture.
- In 2023, the Hourly Employee Handbook has been translated into Inuktitut and made available to employees at the site. This initiative aims to facilitate understanding of work-related guidelines among all employees by providing the information in their primary language.
- In 2023, Agnico Eagle's operations in Nunavut actively participated in the Uqausirmut Quviasuutiqarniq, advocating for and encouraging the use of Inuktitut. This engagement was established to honor and celebrate the Inuit language, which encompasses various dialects. Recognizing the significance of Inuit heritage and the rich traditions embedded in Inuktitut, Agnico Eagle proudly joined the Uqausirmut Quviasuutiqarniq initiative, led by the Government of Nunavut throughout April. To promote and support this great initiative, Agnico Eagle shared on social media and at site Inuktitut words each week related to the mining sector. [Celebrating the language used in our host communities in the North is an important facet of our commitment to continue fostering a diverse and inclusive workplace](#) <sup>ISV</sup>.
- Collaboratively, Agnico Eagle and KIA initiated discussions in early fall regarding the translation of the IIBA Awareness Session into Inuktitut. KIA expressed their intention to handle the translation of the presentation and subsequently provide it to Agnico Eagle for review. The current status of the project remains ongoing.
- In 2023, Agnico Eagle conducted its annual Cyanide information sessions ahead of the cyanide transportation season at the Meliadine and Meadowbank Complex sites. During these sessions, Agnico Eagle ensured the validation of Inuktitut translations for chemical terms related to cyanide, respecting the impacted communities of Rankin Inlet, Baker Lake, and Chesterfield Inlet own local interpretation. [Representatives from Hamlets, Hunters and Trappers Organizations \(HTOs\), KIA, and community members collaborated to validate the translations leveraging piliriqatigiinniq](#) <sup>ISV</sup>. The translations, "Ulurianaqtunik pilirialit" and "Hiqalirut (Ulurianaqtuq)," were confirmed to mean "working with something we have to be cautious with".

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 HTOs](#) <sup>ISV</sup>. The AWAR that connects Rankin Inlet to Meliadine was used for traditional activities by the community 3,615 times in 2023 (compared to 3,353 times in 2022). The AWAR that connects Baker Lake to Meadowbank was used for traditional activities by the community 3,142 times in 2023 (compared to 2,323 times in 2022).

In 2021, Agnico Eagle developed a **Kivalliq Elders' Advisory Committee (KEAC)** comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate IQ, 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 <sup>ISV</sup>.

The 2023 highlight of the various initiatives with the KEAC is as follows:

- March 2023 – Annual Executive Members Meeting to provide an update for KEAC members on employment and recruitment initiatives implemented through the Sanajiksanut program and the use of green energy systems. The group expressed their interest in joining the Raglan Mine Windfarm site visit (meeting #1).

- May 2023 – Meliadine Water Management Site Visit to provide an overview of the water management at the Meliadine mine site to KEAC members that included a visit to water management infrastructure and tea tasting. The KEAC recommended Agnico Eagle to check the reasons behind the changing tea color (site visit #1).
- June 2023 – KEAC Annual General Meeting that included a validation of snow bridge installations by KEAC members, presentation on cyanide transportation and shipping, and review of IQ collection (meeting #2).
- June 2023 – Raglan Mine Windfarm visit. The participants were guided by the Raglan Mine representatives who were able to answer questions and provide details at an operational level. A visit to a windfarm in a similar condition to Meliadine mine provided valuable information for all parties involved in the Meliadine Extension regulatory process (site visit #2).
- August 2023 – Tea Colour activity to discuss water chemistry through interaction with tea leaves following the recommendations from the KEAC in May 2023. An experiment was designed along with a botanical expert to better understand the chemical interaction between different water sources (tap water, bottled water, and lake water) and tea leaves. Participants enjoyed the activity and reported a better understanding of how tea infusion colour may differ from time to time (cultural activity #1).
- October 2023 – Winter Travel Routes (3 meetings) in the vicinity of the Meadowbank Complex. The KEAC identified and discussed culturally important winter travel routes between Baker Lake, Garry Lake, Back River and Gjoa Haven and planned to organize subsequent meetings to mark historic camp sites and graves around camping locations on a blank map (meetings #3, #4 and #5).
- November 2023 - Agnico Eagle's Reconciliation Action Plan. The outcome of the meeting was to focus on encouraging the younger generation to work with Agnico Eagle (meeting #6).
- November 2023 – Winter Trail Mapping from Baker Lake to Gjoa Haven (3 meetings). KEAC marked on a map culturally important winter travel routes, including historic camp sites and graves around camping locations (meeting # 7, #8, #9).

Agnico Eagle provides cross cultural training program, an in-class training course for employees from different cultures and backgrounds to understand cultural differences and improve communication in the workplace. For this program, in 2023, three (3) pilots were launched at Meliadine, and a final workshop content was delivered by Human Resources department. In total, 115.5 hours of cross-cultural training was delivered at Meliadine. Similar workshop was not available at the Meadowbank Complex, but Agnico Eagle is looking to train support staff and deliver additional programming in 2024.

Agnico Eagle also supports cross-cultural understanding and celebration. In 2023, Agnico Eagle celebrated Nunavut Day at Meadowbank Complex and Meliadine, which was planned and organized by Agnico Eagle's Inuk employee from the Human Resources department. The festivities included traditional food cooked by Inuit in the country kitchen. Everyone gathered to watch a throat singer performance and participated in traditional games and square dance. An elder was also invited on site for storytelling. Square dances occur throughout the year at the Meadowbank Complex.

At Meliadine, Arts and Craft fairs were organized in July 2023 to showcase local artists from Rankin Inlet, sell art, and participate in traditional Inuit games. In 2023, the site shop at Meliadine also sold \$5,000 worth of Inuit arts and crafts (this did not include sales from Arts and Craft fairs). At Meadowbank Complex, there is ongoing planning to restart Arts and Craft fairs with local artists.

Family Day was also celebrated on September 2, 2023, at the Meadowbank Complex. This included a helicopter visit to the Amaruq site for five Kivalliq residents who won the helicopter ride in a draw. Additional initiatives included community visits and students visit at site in the fall. The student visits were done via the KSEC program.



At Meliadine, eight (8) trips were organised in August and September of 2023 for Meliadine site employees who wanted to visit Rankin Inlet for one evening. In total, more than 200 employees were able to visit the community, explore important areas such as Arts and Crafts shop, local commerce, Inukshuk, the arena, and visit the remaining of the Rankin Inlet Nickel Mine.

In total, in 2023, Agnico Eagle made monetary contributions of \$69,160 to support traditional activities.

## 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 declined in all communities from 2006 to 2021. The decline in Coral Harbour was the most notable, with a decline of 58 percentage points over the 2006 to 2021 period, with most of that happening over the last five (5) years (2016 to 2021). To date, Arviat has the highest prevalence of Inuktitut use, and the lowest rate of decline. The use of Inuktitut on-site also declined in 2023 for both mine sites. The 2023 Inuit and Nunavummiut Employment Survey results indicate that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, 10% of respondents indicated that they felt they spoke Inuktitut now less at home as a result of working at the mine. It is challenging to determine if these findings support the FEIS predictions for Meadowbank or Whale Tail.

Regarding traditional activities, 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—following \*piliriqatigiinni\*—participates in several caribou monitoring programs collaboratively with the Kivalliq Hunters and Trappers Organizations \(KHTOs\), communities and the KIA, and maintains a Caribou Protection Plan as per project certificates issued by the NIRB <sup>15V</sup>.](#)

Agnico Eagle continues to support cross-cultural understanding and celebration through financial contributions (\$69,160 in 2023), cross-cultural training and workshops, arts and crafts events, Nunavut Days celebration, storytelling by Elders, square dances, showcasing Inuit traditional hunting gear, participating in traditional Inuit games, and having local artists present and sell articles to mine site employees.

[The findings from various initiatives and surveys conducted by Agnico Eagle showcase a deliberate effort to not only respect but also actively foster the use of Inuktitut and uphold Inuit traditions within its workplace and the broader community. The increased usage of Inuktitut at the mine site outside of working hours, as reported by the 2023 Inuit and Nunavummiut Employment Survey, reflects Agnico Eagle's supportive environment for language preservation. By providing materials and services in Inuktitut, including documentation, employee handbooks, and safety signage, the company upholds the \*Inuit Language Protection Act\* and demonstrates respect for \*inuuqatigiitsiarniq\* by valuing the native language and ensuring it remains a living, vibrant part of daily life at the mine.](#)

[Agnico Eagle's establishment of the Nunavut Language Policy, in consultation with the KIA, further exemplifies \*tunnganarniq\*, as it fosters an inclusive environment where Inuktitut speakers feel welcomed and valued, and \*piliriqatigiinni\*, by working with KIA towards a common cause. The promotion of the policy across operations and the provision of Inuktitut translation for essential communications and signage enable employees to engage more fully with their work and with each other, thereby enhancing community spirit and cooperation.](#)

[The dedication to \*pilimmaksarniq\* and \*piliriqatigiinni\* is evident in its efforts to integrate IQ and Inuit traditional knowledge into its operations through the formation of the KEAC. This committee's role in advising on various aspects of the mine's operation, including environmental stewardship and cultural preservation, ensures that](#)



traditional skills and knowledge are respected and applied, promoting a sense of shared purpose and collaborative success.

*Qanuqtuurniq* is reflected in Agnico Eagle's innovative approaches to language and cultural preservation, such as the use of pictograms for safety signage to ensure universal understanding and the development of Inuktitut language training and resources for employees. These initiatives not only support the practical needs of the workplace but also contribute to the broader cultural richness and sustainability of Inuit traditions.

Agnico Eagle's actions demonstrate a deep respect for ISVs and IQ. The company's efforts to maintain and promote Inuit language and culture, while ensuring the safety and well-being of its employees and the surrounding communities, underscore a commitment to a respectful, inclusive, and collaborative working environment that honors Inuit values <sup>ISV</sup>.

### 10.3 Country food use at project

#### Predictions

##### MEADOWBANK

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

##### WHALE TAIL

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

##### MELIADINE

There are no specific 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, one (1) in 2020, none (0) in 2019 and two (2) in 2022, and Meliadine hosting 11 in 2019, three (3) in 2020, none (0) in 2021 and six (6) in 2022. In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, no country food nights/events were hosted. In 2023, Meadowbank Complex hosted five (5) country food nights. In 2023, Meliadine organised 12 activities, including two (2) country food nights, Tea and Bannock nights, and sewing nights; while the events were very popular, a total count of attendee was not tallied. Both sites served country food meals as part of its standard menu (caribou and Arctic char).

At Meliadine, Agnico Eagle's recreational department held tours in Rankin Inlet during summer months and collaborated with the on-site kitchen staff and recreational specialist to ensure traditional food was accessible and served in the cafeteria or country kitchens. The country kitchen at Meliadine is now fully in use after significant improvement and renovations. At Meadowbank Complex, the country kitchen is accessible all year round and Bannock and Tea is also served at times from the cafeteria.

The Meadowbank / Whale Tail country food kitchen – available to Inuit employees – was used by 118 attendees in 2019, 30 attendees in 2020, none in 2021, and more than 20 in 2022 and 2023. The Meliadine country food kitchen was used by 500 attendees in 2019, 127 attendees in 2020, none in 2021, 30 in 2022, and around 30 to 50 in 2023. 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 <sup>ISV</sup>. 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. In 2023, both sites hosted country food night and had employees accessing the country food kitchens.

The country food initiatives undertaken by Agnico Eagle exemplify their commitment to the ISVs of *tunnganarniq*, which emphasizes fostering good spirits by being open, welcoming, and inclusive, and *pijitsirniq*, the concept of serving and providing for family and/or community. By integrating a rotational menu that includes traditional foods such as arctic char and caribou, and organizing country food events and nights, Agnico Eagle nurtures an environment that respects and honors Inuit traditions and diets, directly reflecting *tunnganarniq*. These efforts not only provide comfort and a sense of home for Inuit employees but also foster a sense of community and belonging, critical aspects of inclusivity and respect.

The establishment and continuous support for country food kitchens, alongside the organization of tours in Rankin Inlet and collaboration to ensure traditional food is accessible, are tangible manifestations of Pijitsirniq. These initiatives demonstrate Agnico Eagle's dedication to serving the community by making traditional foods accessible and supporting traditional skills such as sewing nights and Tea and Bannock nights. Even though the COVID-19 pandemic posed challenges, the company's effort to adapt and maintain these cultural practices where possible highlights a resilient commitment to the community's wellbeing <sup>ISV</sup>.

# 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 Expansion Project will continue to contribute to territorial economic activity.” (Golder Associates, 2018, p. 7)

**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. 9-299)

## OVERVIEW OF FINDINGS

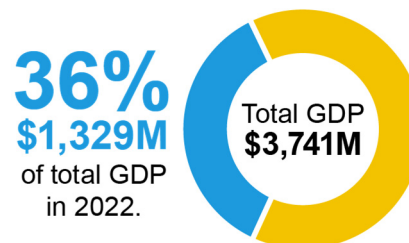
In 2023, Agnico Eagle **payments from taxes and royalties**, and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 12% to **\$175M**, for a total to-date impact of **\$967M** from all sources.



In 2022, Nunavut experienced its **smallest trade deficit since 2002**, down to \$469M, due to both decreasing imports and increasing exports.



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



Agnico Eagle estimated, in 2022, that Meadowbank / Whale Tail and Meliadine operations were collectively responsible for approximately **22% of Nunavut's GDP**. At the time of this report, 2023 information was not yet available.

## 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

There are no specific predictions in the Meadowbank FEIS regarding royalties and taxes for Kivalliq, Nunavut, or Canada.

#### WHALE TAIL

*"The Project's operational government revenue impact from taxes is projected to be approximately \$307 million, of which 14% (\$41.5 million) would accrue to Nunavut."* (Golder Associates, 2018, p. 8).

#### MELIADINE

*"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"* (Golder Associates, 2014, p. 9-192).

### Data & Trends

Chart 57 below presents the main payments made by Agnico Eagle to the GN, 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 57. Project payments, royalties, and taxes (\$M)

#### Meadowbank:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
GN payroll taxes			\$3.4	\$2.9	\$2.8							\$9.1
GN property tax	\$4.8	\$1.8	\$1.8	\$1.8	\$1.8	\$2.1	\$2.2	\$2.6	\$2.8	\$3.3	\$3.9	\$29.0
GoC payroll taxes			\$30.9	\$31.3	\$30.4							\$92.6
KIA IIBA payments						\$2.5						\$2.5
NTI royalties		\$2.8	\$4.5	\$7.0	\$14.1	\$7.7	\$0.03	\$0.003	\$2.9	\$1.6	\$1.4	\$42.0
NTI Payments							\$5.0	\$10.8	\$16.3			\$32.1
<b>Sub-Total</b>	<b>\$4.8</b>	<b>\$4.6</b>	<b>\$40.6</b>	<b>\$43.1</b>	<b>\$49.1</b>	<b>\$12.3</b>	<b>\$7.2</b>	<b>\$13.5</b>	<b>\$22.0</b>	<b>\$5.0</b>	<b>\$5.2</b>	<b>\$207.3</b>

**Meadowbank and Whale Tail:**

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
GN payroll taxes					\$5.4	\$2.9	\$3.7	\$4.0	\$4.7	\$6.1	\$6.5	<b>\$33.3</b>
GoC payroll taxes					\$30.4	\$32.7	\$38.7	\$40.9	\$48.7	\$57.2	\$60.5	<b>\$309.2</b>
<b>Sub-Total</b>					<b>\$35.8</b>	<b>\$35.7</b>	<b>\$42.4</b>	<b>\$44.9</b>	<b>\$53.5</b>	<b>\$63.3</b>	<b>\$67.0</b>	<b>\$342.5</b>

**Whale Tail:**

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
KIA IIBA payments					\$6.5							<b>\$6.5</b>
KIA royalties							\$2.1	\$7.1	\$10.4	\$12.0	\$16.1	<b>\$47.7</b>
NTI royalties							\$3.9	\$10.8	\$13.4	\$15.1	\$20.8	<b>\$64.1</b>
<b>Sub-Total</b>					<b>\$6.5</b>		<b>\$6.0</b>	<b>\$18.0</b>	<b>\$23.7</b>	<b>\$27.1</b>	<b>\$36.9</b>	<b>\$118.3</b>

**Meliadine:**

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
GN payroll taxes			\$0.3	\$0.2	\$0.5	\$1.5	\$2.6	\$3.1	\$3.5	\$4.4	\$4.7	<b>\$20.8</b>
GN property tax						\$1.5		\$2.1	\$2.2	\$2.5	\$2.9	<b>\$11.1</b>
GoC payroll taxes			\$1.3	\$1.6	\$2.8	\$17.8	\$30.0	\$34.9	\$39.1	\$42.9	\$47.1	<b>\$217.6</b>
KIA IIBA payments			\$1.5	\$1.5								<b>\$3.0</b>
KIA royalties							\$4.9	\$9.3	\$10.1	\$10.8	\$11.2	<b>\$46.2</b>
<b>Sub-Total</b>			<b>\$3.1</b>	<b>\$3.3</b>	<b>\$3.3</b>	<b>\$20.8</b>	<b>\$37.4</b>	<b>\$49.4</b>	<b>\$54.9</b>	<b>\$60.6</b>	<b>\$65.9</b>	<b>\$298.7</b>

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

(Agnico Eagle Mines, 2023)

**Interpretation**

In 2023, payments from taxes, royalties, and IIBA commitments to the NTI and KIA increased by 12.3% from \$156.0 in 2022 to \$175.1 in 2023, for a total to-date impact of \$966.8M from all sources.

Whale Tail related payments to the KIA and NTI continued to increase in 2023. Similarly, there was an increase in KIA royalties paid by Meliadine, but a decrease in NTI royalties paid by Meadowbank. 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 57 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, exceeding stated predictions, and support the provision of public services and infrastructure in the Kivalliq communities.

By fulfilling its obligations through taxes, royalties, and IIBA commitments, Agnico Eagle exemplifies the ISV *pijitsirniq*, demonstrating respect and care for the people by contributing to the economic well-being and development of the Nunavut territory and Kivalliq communities <sup>ISV</sup>.

## 11.2 Trade balance

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

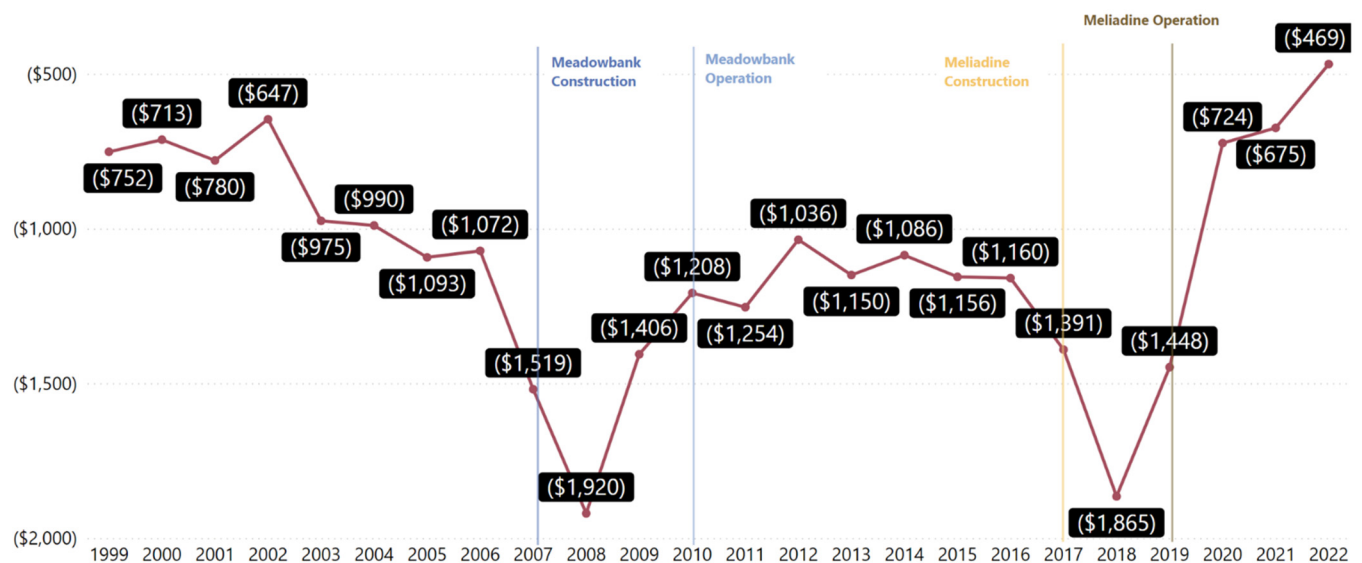
#### MELIADINE

“During ramping up, peak activity and ramping down, the Project would add to a trade deficit” (Golder Associates, 2014, p. 9-153). “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 [...] however, the mine outputs from 2017 and onwards will start offsetting this effect, which should bring the trade deficit down to \$1,126M.” (Golder Associates, 2014, p. 9-162/163).

### Data & Trends

Chart 58 depicts Nunavut’s trade balance from 1999 to 2022 (the latest year for which data is available) in 2017 dollars. The trade balance is calculated by subtracting the value of total goods and services imports from total goods and services exports.

Chart 58. Nunavut trade balance (\$M)



(Statistics Canada, 2023d)

## 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. From 2018 to 2022, the trade deficit continuously decreased reaching its lowest level in 2022 since 1999, being attributed to both decreasing imports and increasing exports. Meliadine’s FEIS prediction that the project will increase Nunavut’s trade deficit does not appear to be accurate.

## 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, 2014, p. 7).

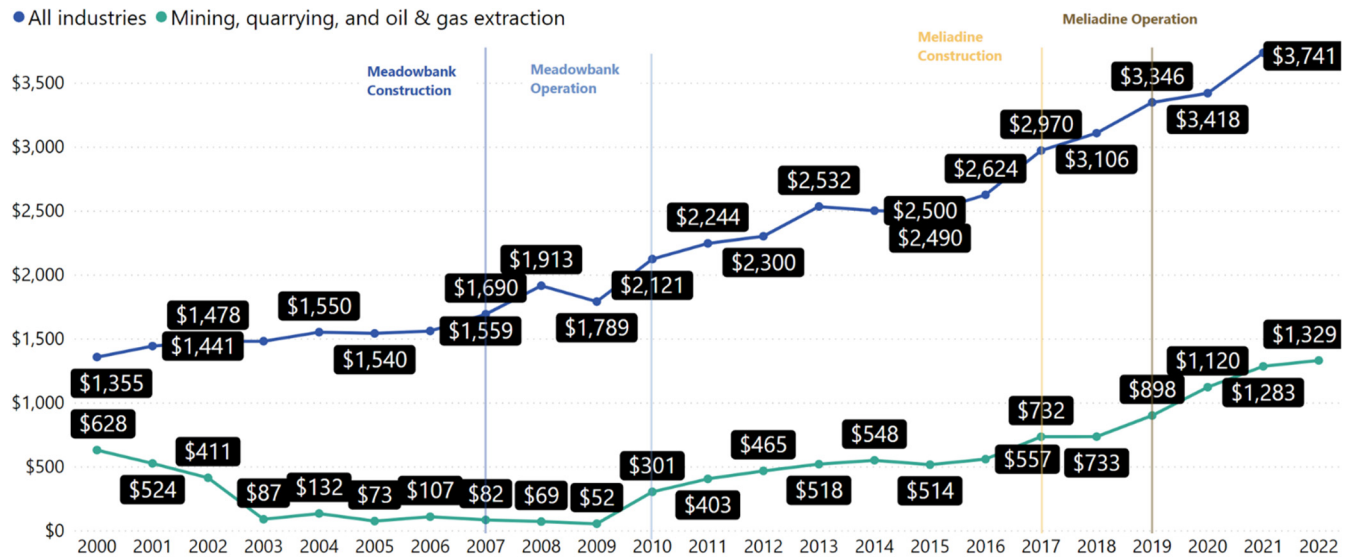
#### MELIADINE

“It is estimated that the Project will add \$522 million cumulatively to Nunavut’s GDP over the construction phase.” During a 10-year operations period, 2017 to 2027, it is expected that the Project will add an annual \$272 million to the Territorial GDP.” (Golder Associates, 2014, p. 9-161/165).

### Data & Trends

Chart 59 shows the value of Nunavut gross domestic product (GDP), in chained 2017 dollars, from 2000 to 2022. Statistics Canada updated its statistics based on chained 2017 dollars terminating chained 2012 dollars used prior to 2022 statistics. As such, this entire dataset has been updated.

Chart 59. Nunavut GDP by all industries and mining, quarrying and oil & gas (\$M)



(Statistics Canada, 2023e)

## 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 Eagle's activities in the Kivalliq region. The average annual rate of GDP growth from 2012 to 2021 was 5% for all industries, and 12% for mining. In 2022, mining accounted for approximately \$1,329M or 36% of total GDP (\$3,741M), compared to 34% in 2021.

In 2022, Agnico Eagle achieved new record gold production levels by producing over 3 million ounces in payable gold production, including 747k ounces from the Meliadine and Meadowbank/ Whale Tail. In 2022, Agnico Eagle estimates that Meadowbank / Whale Tail and Meliadine operations were collectively responsible for approximately 22% of Nunavut's GDP. At the time of this report, 2023 information was not yet available.

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 other important projects 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.

Agnico Eagle's alignment with the ISV *pijitsirniq*, through its contributions to Nunavut's GDP, related to growth in the mining sector, relates to serving and uplifting the community and the territory. This positive economic impact not only reflects the principles of caring and responsibility towards Nunavummiut but also highlights the role of responsible mining in fostering regional development and prosperity <sup>ISV</sup>.



## Appendix A: Existing Management and Mitigation

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
RISE Program	Employment	<p>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; the program was officially launched in 2022. In 2023, the program was in full operation at Meadowbank / Whale Tail.</p> <ul style="list-style-type: none"> <li>• <b>Branch 1 – Workplace Essential Skills</b> to identify employees who may benefit from this branch as soon as they start employment by reviewing the pre-employment assessment forms. These forms are completed by Iliataqsiniq instructors.</li> <li>• <b>Branch 2 – Apprenticeship</b> is active at both mine sites with the support of the adult educator. GN offers virtual tutoring services (VLS - Virtual Learning Strategist), and each Apprentice is required to sign up. A memorandum of understanding (MoU) was signed with Northwestern Polytechnic College (NWP) to offer individualized support to each Apprentice while at school. The MoU includes airport pickup/drop off, orientation meeting and town tour with a dedicated support person "Den Mother", bi-weekly check-in meetings with "Den Mother", welcome basket with essential household items, breakfast and lunch meal plans, shipping of Personal Protective Equipment (PPE). Since 2022, five (5) Apprentices benefitted from this support generating very positive feedback.</li> <li>• <b>Branch 3 – Leadership:</b> In 2023, the leadership program had steady progress with the first leader graduating into a Relief Supervisor position at Meadowbank Complex.</li> </ul>
Nunavut Leadership Development Program (LDP)	Employment	<p>The LDP launched in 2017 is composed of five (5) modules to develop leadership skills of employees in supervisory roles. In 2023, a total of 41 sessions were delivered across all sites: 13 sessions of Module 1 (Communicating for Performance), 12 sessions of Module 2 (Coaching to Enhance Capabilities), four (4) sessions of Module 3 (Mobilization in Action) and 12 sessions of one-on-one coaching with individual Supervisors, Coordinators, or General Supervisors. Across the three (3) sites in the Kivalliq Region, a total of 418 attendees were enrolled in the various programs, as follows: 167 attendees for Module 1; 142 for Module 2; 45 for Module 3. In total, 64 individuals undertook Team Building or one-on-one coaching sessions.</p>
Sanajiksanut	Employment	<p>Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. In 2021, Agnico Eagle and KIA agreed to modify the existing 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 number of steps for applicants and decreased the delay in applicants gaining employment.</p> <p>In 2022, the Sanajiksanut Program was redesigned and officially launched. The vision for the Sanajiksanut 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</p>

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		<p>generation of Inuit employees excels in various positions at Agnico Eagle's mine sites. The Sanajiksanut Program is based on four (4) key principles: partnership with Ilitaqsiniq (Nunavut Literacy Council), Inuit workforce planning, recruitment process changes, and Mining Awareness.</p> <p>The Sanajiksanut Program consists of four (4) steps: Employment Information Sessions, Online Application Process Facilitated by Employment Information Sessions, Pre-Employment Training Program, and Labour Pool List Coordinated by the Labour Pool Coordinator. Additional information on the Sanajiksanut is provided in Section 1.2 of this report.</p>
Sanajiksanut – Step 1: Employment Information Sessions	Employment	<p>As part of the Sanajiksanut (formerly 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 information about applying for jobs through different channels. In 2023, employment information sessions were held in all seven (7) Kivalliq communities. Agnico Eagle completed a total of 19 sessions with 183 attendees. Additional information on Step 1 is provided in Section 1.2 of this report.</p>
Sanajiksanut – Step 2: Online Application Process Facilitated by Employment Information Sessions	Employment	<p>The second step in the Sanajiksanut (formerly Labour Pool Process) is to apply online. To facilitate online application in the communities, Agnico Eagle has a Community Liaison Officer (CLO) in each Kivalliq community who can deliver employment information sessions and provide one-on-one assistance to candidates interested in applying online. In 2023, CLOs were present in five (5) communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour and Chesterfield Inlet. Also in 2023, a social media communication tool was created to facilitate communications between the applicants and the Sanajiksanut Team. Additional information on Step 2 is provided in Section 1.2 of this report.</p>
Sanajiksanut – Step 3: Pre-employment Training Program	Employment	<p>In 2021, 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 number of steps to decrease the delay in applicants gaining employment. The program is for those individuals who have applied online who do not have work experience relevant to the positions for which Agnico Eagle hires. IQ principles and Adult Educator Principles are integrated in the training approach. In 2023, five (5) Pre-employment Training programs were delivered, with a total of 45 participants who completed the program. Additional information on Step 3 is provided in Section 1.2 of this report.</p>
Sanajiksanut – Step 4: Labour Pool List Coordinated by the Labour Pool Coordinator	Employment	<p>The Labour Pool List is a list of candidates who have successfully completed the steps of the Sanajiksanut. These candidates are eligible for opportunities with Agnico Eagle or Agnico Eagle's contractors. The list is managed by the Labour Pool Coordinator. In 2023, the Labour Pool List was updated, with candidates tracked against each step of the recruitment process. Since the changes in the recruitment process, Agnico Eagle was able to hire 325 Inuit employees of which 165 Inuit employees were hired in 2023. Additional information on Step 4 is provided in Section 1.2 of this report.</p>
Summer Student Employment Program	Employment	<p>Agnico Eagle's company-wide policy offers summer employment programs to the children of all Agnico Eagle 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 2023, Agnico Eagle</p>

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
		had two (2) Inuit Summer Students based in Rankin Inlet and Baker Lake working with the Community Relations department, three (3) in Meliadine working with the Environment department, and one (1) working with the Human Resources department at Meliadine. Finally, two (2) were employed in Meadowbank with the Environment department.
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 was on hold in 2021 and 2022. The program continued to be on hold in 2023.
Kivalliq Science Educators Community (KSEC)	Employment Education & Training	In 2019, Agnico Eagle entered into a 5-year agreement to invest \$25,000 each year in the Kivalliq Science Educators Community (KSEC). 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 Eagle did not participate in any KSEC initiatives and programs. In 2022 and 2023, Agnico Eagle did not receive any request for funding from KSEC. In 2023, Agnico Eagle organized a 1-day visit at Meadowbank for 30 students and instructors who had the opportunity to have a bus tour and visit the indoor facilities including the maintenance shop and the Geology core shack.
Kivalliq Mine Training Society (KMTS)	Employment Education & Training	The KMTS was 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 was 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. KMTS no longer exists.
Arviat Community Training Programs	Employment Education & Training	In 2011, 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. This program is currently suspended.
MoU with GN	Employment Education & Training	A Memorandum of Understanding was signed in 2012 to establish a strengthened partnership between the Government of Nunavut (GN) 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. On September 28, 2023, Agnico Eagle had a meeting regarding the MoU with GN representatives from the Department of Economic Development and Transportation. The previous meeting was held in 2021.
Adult Educators	Employment Education & Training	For employees who are pre-apprentices and apprentices, the Adult Educator works with the employees to improve math skills based on the types of questions they may see in technical training, test taking skills, reading comprehension, and scientific concepts. The goal is for the apprentice to be well prepared to attend technical training. For relief supervisors and leaders, Adult Educators provided one-on-one support to build leadership skills such as communication, resilience, managerial courage, organization, leading your peers, and professionalism. In 2023, a

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		<p>full-time Adult Educator was present at Meadowbank Complex and Meliadine. At Meadowbank Complex, the Adult Educator worked with one (1) Inuit employee in the apprenticeship program, as well as seven (7) Inuit who were in relief supervisor or leader roles. At Meliadine, the Adult Educator worked with four (4) Inuit employees in the apprenticeship program, as well as three (3) Inuit who were in relief supervisor or leader roles. The Adult Educator also conducted pre-trades testing and provided study guides to five (5) Agnico Eagle employees who were interested in becoming apprentices. The total funding for Adult Educators in 2023 was \$95,694.</p>
Take Our Kids to Work (TOKTW)	Employment Education & Training	<p>From 2020 to 2022, Take Our Kids to Work (TOKTW) activities were cancelled due to bad weather and COVID-19 restrictions. There was no activity in 2023.</p>
Mining Matters	Employment Education & Training	<p>Mining Matters programs educate young people on earth sciences, the minerals industry, and career opportunities. On November 8, 2023, with the support of Mining Matters, Agnico Eagle conducted a one-day mining awareness activity - Career Days - in Rankin Inlet. The event was attended by high school students and was opened to the public in the evening. The Career Days informed participants about mining activities at Agnico Eagle's sites in the Kivalliq region, Agnico Eagle's Nunavut operations, career opportunities, and future projects. The event aimed to increase interest in youth regarding careers in the mining industry. A total of 100 students participated in the event and approximately 150 members of the community attended; total sponsorship for this event was \$28,393<sup>16</sup>. Agnico Eagle also invested \$13,555 in 2023 in the Mining Matters Science Program.</p>
Role Model Program	Employment Education & Training	<p>The Role Model program began in 2015 to recognize exemplary Inuit employees. Role models are nominated and chosen by a committee annually. In 2023, the program was completely reviewed to provide better support to participants. After the review, it was decided to shelf the program in the fall of 2023. The new program carries the same concept of providing opportunities for Inuit employees to represent the company and speak on behalf of their own experiences at various events. In comparison to the previous version, Agnico Eagle will not create posters and spotlight any specific employee, which makes the new program more inclusive.</p> <p>In 2023, Women Inuit Role models participated in Career Awareness activities to share their experience and career path at the mine site.</p>
Career Path Program	Employment Education & Training	<p>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 2023, Agnico Eagle launched the revised Energy and Infrastructure (E&amp;I) Career Path at Meliadine. Presentations were conducted for all E&amp;I employees and the new format was implemented. A trainee program position was posted to the Assay Lab Career path. No major change was made to the Career Path at the Meadowbank Complex in 2023.</p>

<sup>16</sup> Includes expenses for flight, accommodation (hotel), meals (grocery), catering, community hall rental, souvenirs, wearables, gifts and Mining Matters support.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Kivalliq Career Fairs	Employment Education & Training	<p>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 community-level Career Fair days.</p> <p>On November 8, 2023, with the support of Mining Matters, Agnico Eagle conducted a one-day mining awareness activity - Career Days - in Rankin Inlet. The event aimed to increase interest in youth regarding careers in the mining industry. The Sanajiksanut Team was there to meet with potential candidates and have them apply to potential job opportunities. Also, Inuit employee Role Models participated at the event to speak about their career path and experience working at the Agnico Eagle mine site. Lastly, Contractors joined Agnico this year to participate in the Career Day, and this allowed to present more career opportunities to potential candidates.</p>
Training and Learning Management System	Employment Education & Training	<p>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. In 2022, the Training Chart was deployed and implemented. The training chart is a tool used as part of the TMS to track compliance of training requirements based on employee position.</p> <p>In 2023, a few administrative tools have been developed in the Training Management System (TMS) in order to improve the user experience and the tracking of the training compliance. Also, some modifications to the structure of the system have been completed to ensure its sustainability and to allow communication of with other internal systems.</p>
Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program')	Employment Education & Training	<p>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 the trade of their choice. In 2023, Agnico Eagle conducted an internal audit to see what trades could be offered for the Inuit apprentices. Currently, Agnico Eagle focuses on the following (7) trades: carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber. In 2023, one (1) employee at Meliadine completed their apprenticeship training with Agnico Eagle, achieving a Heavy Duty Equipment Technician Gold Seal. Three (3) apprentices from Meliadine also completed technical training in Alberta. In total, one (1) apprentice successfully completed the program. At Meliadine the adult educator administered four (4) mock pre-trades entrance exams in 2023, one person (not a Nunavut resident) was successful. At Meadowbank, the adult educator administered two (2) mock exams, none were successful.</p>
Education Initiatives Portfolio promotion	Employment Education & Training	<p>Agnico Eagle developed a portfolio summarizing all the education initiatives that are available for the Kivalliq schools. This includes Trades Awareness Skills and Knowledge Week (TASK week), role model visits, career fair, life skills workshops, TOKTW, regional summer camp, local summer camps, financial workshops, and Mining Matters programs.</p> <p>On November 8, 2023, with the support of Mining Matters, Agnico Eagle conducted a one-day mining awareness activity - Career Days - in Rankin Inlet. The event was attended by high school students and was opened to the public in the evening. The Career Days informed participants about mining activities at Agnico Eagle's sites in the Kivalliq region, Agnico Eagle's Nunavut operations, career opportunities, and future projects. A total of 100 students participated in the event and approximately 150 members of the community attended.</p>

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
E-Learning Training	Employment Education & Training Health and Safety	<p>Before coming to site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six (6) modules: General Induction, Workplace Hazardous Materials Information System (WHMIS), Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety.</p> <p>In 2023, four (4) new e-learning lessons were developed and added. For Meliadine, we developed the "Driver Awareness" and "Nuclear Awareness" training programs, to be launched in 2024. For Meadowbank, we developed and launched the "Hot Work Awareness" training program. Both sites worked in partnership on the "SOP UG" course, scheduled to be launched in 2024.</p>
TASK Week	Employment Education & Training	<p>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 Eagle's IIBA commitments and is a joint initiative between Jonah Amitnaaq Secondary School (JASS). In 2023, Agnico Eagle partnered with Jonah Amitnaaq Secondary School (JASS) to support the annual TASK week in Baker Lake. Agnico Eagle actively participated in the organization of the event and banquet/gala and provided four (4) of the seven (7) instructors to train the 75 students who participated in this one-week event.</p>
Community Liaison Officers Program (formerly "Community Coordinators Program")	Employment Education & Training Individual and community Wellness	<p>Community-based Agnico Eagle Coordinators 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 Agnico Eagle updates to the Hamlet Council, and distribute Agnico Eagle information and promotional materials. In 2023, CLOs were present in five (5) communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour and Chesterfield Inlet.</p>
Financial Literacy Training	Income Education & Training Individual and Community Wellness	<p>In 2023, Financial Literacy Training resumed on site for Agnico Eagle employees, after cancellations in 2020, 2021 and 2022 due to COVID-19 related challenges. The trainings took place on site between November 13<sup>th</sup> to 15<sup>th</sup> and November 27<sup>th</sup> to 29<sup>th</sup>, delivered by representatives from Sun Life. Information was shared regarding financial programs and resources such as the Registered Retirement Savings Plan (RRSP) and Defined Contribution Pension Plan (DCPP).</p>
Contractor Training Programs	Employment Contracting & Business Opportunities Education & Training	<p>As per the IIBAs, Agnico Eagle requires contractors with consistent Inuit labour on-site to deliver career development and training to their Inuit employees. In 2023, Agnico Eagle invited Kivalliq sites contractor with the most Inuit employees to provide an update to Business and Opportunities Committee (BOC). Over the year, Agnico Eagle and Kivalliq Inuit Association (KIA) (both members parties) at the ECC welcomed Kivalliq Contractor Group, CMAC, and Tangmaarvik to provide an update on Inuit employment, training initiatives, Inuit employment challenges, local and social implications.</p> <p>Presentations on training initiatives along with community involvement, recruitment initiative and on-site training were discussed for employees working at both Meliadine and Meadowbank / Whale Tail.</p> <p>The recruitment initiative for contractors included working with Agnico Eagle's Sanajiksanut program and local organizations such as Sakku Investments Corporation (Sakku), a business arm of KIA. In addition, some</p>

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		contractors created a Hiring and Training Committee in 2023 to focus on the retention of Inuit workers. This committee meets quarterly with Sakku to discuss the process of recruitment, hiring, dismissals, and other relevant topics. Discussions with Nunavut Arctic College also occurred to discuss how to recruit new graduates.
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 (3) sites followed the updated procurement process.
IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training	Contracting & Business Opportunities Nunavut Economy	As per the IIBAs, Agnico Eagle 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 2022, Agnico Eagle introduced its Workshop and Assistance Ecosystem project. The objective of this project was to list all available business trainings and financial supports for Kivalliq businesses and see where Agnico Eagle has added value when supporting Inuit firms. With current processes and activities, Agnico Eagle was delivering trainings that were offered by other organizations in the region. Agnico Eagle wants to support those organizations to build local capacity instead of duplicating efforts and create unnecessary competition. Through 2022, Agnico Eagle was able to develop the Kivalliq Business Support ecosystem and also launch Kivalliq Business Capacity building program that allow interested Inuit firms to receive mentorship on specific business challenges or needs. In 2023, emails were sent to all businesses/participants from the prequalified information sessions and to other local partners with information on above programs. Additional information on this is included in Section 5.1 of this report.
Haul Truck Trainee Program	Employment Education & Training	The Haul Truck Trainee program is a 42-day (504 hour) program at Meadowbank / Whale Tail to certify haul truck operators, and includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry level positions (e.g., dishwashers, janitors, chambermaids). In 2023, four (4) successfully completed the program at Meadowbank. At Meliadine, a similar program has not been rolled out yet.
Long Haul Trainee Program	Employment Education & 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. In 2023, two (2) trainees completed the program at Meadowbank. At Meliadine, a similar program has not been rolled out yet.
Process Plant Trainee Program	Employment Education & Training	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 2023, three (3) successfully completed the program at Meadowbank and one (1) completed the program at Meliadine.

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
Underground Trainee Program	Employment Education & Training	At Meliadine, this is a 42-day (462-hour) program that has been managed by Nunavut Arctic College and supported by Agnico Eagle. The intent is to have more skilled workers when they complete the program and are hired for our Underground Department. In 2023, four (4) successfully completed the program at Meliadine. At Meadowbank, a pilot project was initiated in 2023 to deliver the program with CMAC. The aim was to train CMAC employees, with the support of Agnico Eagle, in the General Labor position. The duration of the program was 336 hours to focus on the General Labor position instead of the Haul Truck positions, delivering the Common Core Ontario training (3 days) instead of the Quebec training (7 days). The program was a success with three (3) out of four (4) trainees graduating from the program.
Education Department Summary	Education & 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 youth. The review ensured that Agnico Eagle targeted as many youths as possible through novel initiatives and programs for better mining awareness. In 2023, Agnico Eagle organized a one-day mining awareness activity in Rankin Inlet. A total of 100 students participated and approximately 150 members of the community attended.
Site Visits	Education & Training Individual and community Wellness	In 2023, Agnico Eagle organized a site visit to Meadowbank for 30 students and instructors from the Kivalliq Science Educator's Community Program (KSEC). The students and instructors participated in a bus tour and visited indoor facilities including the maintenance shop and the Geology core shack.
Mental Health	Individual and Community Wellness	In 2023, at Meadowbank, a third-party contractor provided awareness training to the Supervisors and Emergency Responders on site. Meadowbank continued to provide communications of monthly topics related to mental health. Finally, Agnico Eagle started collecting statistics on mental health related visits to the clinic at the site clinics. In 2023, there was a total of 257 clinic visits related to mental health.  In 2023, Meliadine hired a Mental Health trainer to provide on-site training to all supervisors regarding mental health discussions with employees. The Mental Health trainer also hosted a short mental health workshop for all workers. Mental health has also been the subject of several toolbox talks and communications that were shared across the site as posters to provide resources to those in need.
Emergency Response Team (ERT) Training	Education & Training Health and Safety	At the end of 2023, Meadowbank Complex ERT consisted of 105 active Emergency Responders for Surface and Underground operations. Six (6) Underground and three (3) Surface Basic Emergency rescue courses were given in 2023 to onboard new ERT members for Meadowbank / Whale Tail. In total, 77 training sessions were provided, including weekly practices, mock scenarios, and specialized trainings.  Meliadine ERT consisted of 60 active Emergency Response and Mine Rescue members, including two (2) Inuit team members. In 2023, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) Mine Rescue Competition in Yellowknife, in both Surface and Underground competitions, and won three trophies.



Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Inuktitut Use	Culture and Traditional Lifestyle	Agnico Eagle applies the <i>Inuit Language Protection Act</i> 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 <i>Nunavut Mine Act</i> requires, for safety reasons, that all work communications during operating hours use English as the common language. Section 10.2 in this report provide additional information on the use of Inuktitut.
Inuit Arts and Crafts	Culture and Traditional Lifestyle	At Meliadine, Arts and Craft fairs were organized in July 2023 to showcase local artists from Rankin Inlet, sell art, and participate in traditional Inuit games. At Meadowbank Complex, there is ongoing planning to restart Arts and Craft fairs with local artists.
Cultural Events	Culture and Traditional Lifestyle	Agnico Eagle sites support cross-cultural understanding and celebration. This includes Nunavut Day celebration, arts & crafts events, storytelling by Elders, square dances, and other activities.
Cross Cultural Training Program	Culture and Traditional Lifestyle	Agnico Eagle provides cross cultural training program, an in-class training course for employees from diverse cultures and backgrounds to understand cultural differences and improve communication in the workplace. For this program, in 2023, three (3) pilots were launched at Meliadine, and a final workshop content was delivered by HR. In total, 115.5 hours of cross-cultural training was delivered at Meliadine. Similar workshop was not available at the Meadowbank Complex, but Agnico Eagle is looking to train support staff and deliver additional programming in 2024.
Access to Country Food	Culture and Traditional Lifestyle Individual and community Wellness	In 2023, Meadowbank complex hosted five (5) country food nights and Meliadine organized two (2) country food nights; while the events were very popular, a total count of attendee was not tallied. Both sites served country food meals as part of its standard menu (caribou and Arctic char). Country foods are served at both sites.
Site tours for Baker Lake Residents	Individual and community Wellness	Each year, Agnico Eagle offers a variety of ways for the residents of Baker Lake, as well as various other groups or individuals from the Kivalliq, to visit Meadowbank Complex. In 2023, Agnico Eagle did a draw within the community members of Baker Lake and offered the three (3) recipients a helicopter tour to allow them to visit the Whale Tale site. Additionally, Agnico Eagle organized a site visit of the Meadowbank complex with KSEC students and teachers from all around the Kivalliq. A total of 30 students and instructors had the opportunity to have a bus tour and visit the indoor facilities including the maintenance shop and the Geology coreshack.
Site Tours for Rankin Inlet Residents	Individual and community Wellness	Each year, Agnico Eagle offers a variety of ways for the residents of Rankin Inlet, as well as various other groups or individuals from the Kivalliq to visit the Meliadine site. In 2023, the following visits to the mine site were organized: <ul style="list-style-type: none"> <li>• In March 2023, Conservative Deputy and his assistant visited outdoor and indoor facilities, as well as the underground site.</li> <li>• In March 2023, Minister and four (4) of the members of his Cabinet visited the Meliadine site to tour the outdoor and indoor facilities, as well as the underground site.</li> <li>• In May 2023, the Community Liaison Officers participated in an outdoor and indoor tour of the facilities.</li> </ul>

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
		<ul style="list-style-type: none"> <li>• In September 2023, the GN's Prime Minister and his cabinet visited the Meliadine site to tour the outdoor and indoor facilities.</li> <li>• In October 2023, a visit of the Meliadine AWAR was organized for Executive Elders Advisory Committee (5 members). This included a stop to Itivia to visit the waterline.</li> </ul>
Summer Camp	Individual and community Wellness	Agnico Eagle sponsors summers camps hosted by Recreation and Parks Association of Nunavut (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 2023, the total sponsorship for this was \$30,000.
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 reports 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 2023, Agnico Eagle completed the fifth and final year out of the 5-year, \$500,000 agreement of its partnership with Abluqta Society with a contribution of \$100,000. The Abluqta Society's main mandate is to provide food and clothing to those in need in Baker Lake. Governed by a small board of directors, Abluqta runs a Thrift Shop and a monthly Food Hamper program.
Community Funding Agreements	Individual and community Wellness	In 2015, Agnico Eagle 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 Eagle Donations Policy Agreement. In 2023, all seven (7) Kivalliq communities signed the agreement and are responsible to provide a yearly expenses report.
Baker Lake Community Liaison Committee (CLC)	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 (4) times per year. In 2022, a new version of the Community Liaison Committee in Baker Lake was implemented to encourage a dialogue exchange between Agnico Eagle and the local sub-groups (youth, women, Elders, etc.). A newspaper, containing operational activities and achievements, including a section on how to reach out to the company for questions/ concerns/ suggestions, was produced and sent to the members of the Baker Lake Community Liaison Committee. Engagement with specific community sub-groups will allow better understanding of the issues and provide a venue for stakeholder sub-groups to advice Agnico Eagle Management for solutions. In November 2023, a newsletter was sent to all Community Liaison Committee members.
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 due to COVID-19. There was no activity in 2023.

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
Sexual Health	Individual and community Wellness	In 2023, Meadowbank and Whale Tail, Meliadine clinics continued promoting safe sexual health practices by distributing condoms in all camps. The Meadowbank and Whale Tail site continued to bring topics of safe sexual health via the Daily Communicator; at Meliadine this was done via sharing toolbox talks.
Spouse Visits	Individual and community Wellness	In 2023, Agnico Eagle's Meadowbank Complex and Meliadine invited employees' spouses from Kivalliq communities to the sites for Christmas and New Year's celebrations. In total, 27 spouses visited during Christmas and 30 spouses joined for the New Year celebration.
Elder Counselling	Individual and community Wellness Health and Safety	Agnico Eagle Community Relations team hired an Inuit Qaujimagatuqangit (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 2023, Meadowbank Complex clinics offered the Hepatitis A and B vaccination, and flu vaccination to workers. The clinic personnel responded to injury or illness trends by promoting good health practices or offering awareness sessions to workers, such as awareness for being in contact with sodium chloride. The clinic personnel conducted pre-employment medical assessment to Nunavummiut and for ERT, and Mine Rescue annual medical examination. Finally, the Medical Surveillance Program was restarted in 2023.  In 2023, the Meliadine clinic continued to offer free flu shots. In addition, Agnico Eagle continued to offer Twinrix vaccinations (Hepatitis A and B) to specific workers 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	In 2023, Meadowbank Complex Health & Safety Department continued the Daily Communicator, a two-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 workers. The information from the Daily Communicator is used by supervisors during their morning line-ups.  In 2022, Meliadine Health & Safety Department rolled out a new investigation program that includes a training to all supervisors on how to conduct effective investigations. The end goal with the new program is to have a better understanding of the root cause of the incidents and take appropriate, sustainable corrective actions.
JOHSC Committee Training	Education & Training Health and Safety	In 2023, at Meadowbank, 6 employees received the induction training (1h) for onboarding as new Joint Occupational Health & Safety Committee (JOHSC) members. In addition, 17 employees received the certification training (24 hours). Currently, the committee has 72 members; eight (8) members are female, representing 11% of the committee; three (3) members are Inuit, representing 4% of the committee.  In 2023, at Meliadine, the OHSC committee had a very effective approach with more structured programs pertaining to each department. They worked on many different projects and also completed their second annual OHSC kiosk which was a notable success. There are 22 members being represented by all departments on site. For 2023, there were 24 meetings held throughout the year on a monthly basis. Also, the OHSC team participated in the Mental Health First Aid Course along with the New Supervision Formula and LDP 1-2. The OHSC team also participated in the Boots-in-the-field monthly management tour.

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
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 Qaujimagatuqangit (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. In 2023, eleven (11) meetings, two (2) site visits and three (3) cultural activities took place with the KEAC. took place with the Kivalliq Elder's Advisory Committee.
Food Security Program/Initiative	Individual and community Wellness	In 2023, Agnico Eagle supported several community-based organizations that work to improve food security issues. In total, Agnico Eagle provided \$500,000 in monetary support for food security initiatives.
Inuit Employment Growth Initiative (Inuit 2.0)	Education & Training	In 2023, this initiative and its three pillars (development, retention, and recruitment) were given back to the operations to improve Inuit employment. The recruitment and employment are guided by the Sanajiksanut program, development and retention pillars are now covered by the HR teams and Learning & Development leads the RISE program.
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 Eagle Nunavummiut workforce could contribute. Program ended during the summer of 2021 because of the return to work of Nunavummiut employees.
Good Deeds Day	Initiative	In 2022, Agnico Eagle launched the Good Deeds Day initiative, where both mine sites provided employees to volunteer for a day on environmental-focused initiatives.  In July 2023, around 20 employees from Meliadine site were planned to participate in the annual community clean up, organized by the Hamlet of Rankin Inlet. Unfortunately, only a few of Agnico Eagle employees located in Rankin Inlet could participated as the all-weather access road was closed because of caribou migration.  In October 2023, about 15 employes from Meadowbank complex were planned to support the food bank monthly food distribution but the activity was canceled due to the food bank's responsible resignation.
Community Support	COVID-19 Initiative	Since the beginning of the COVID-19 pandemic in 2020, Agnico Eagle has been supportive of the Kivalliq communities by providing hygiene products (e.g., mask, hand sanitizer) and monetary support for food security.

## Appendix B: Detailed Employment Data

The table below provides a detailed breakdown of headcount data by employee location, Inuit status and project as of December 2023.

Employee Location	Meadowbank + Whale Tail			Meliadine		
	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total
<b><i>Kivalliq Community</i></b>						
Arviat	33	0	<b>33</b>	10	0	<b>10</b>
Baker Lake	123	0	<b>123</b>	6	0	<b>6</b>
Chesterfield Inlet	3	0	<b>3</b>	5	0	<b>5</b>
Coral Harbour	2	0	<b>2</b>	12	0	<b>12</b>
Naujaat	5	0	<b>5</b>	1	0	<b>1</b>
Rankin Inlet	5	0	<b>5</b>	38	0	<b>38</b>
Whale Cove	2	0	<b>2</b>	6	0	<b>6</b>
<b><i>Other Nunavut</i></b>						
Kitikmeot	0	0	<b>0</b>	0	0	<b>0</b>
Qikiqtani	0	0	<b>0</b>	0	0	<b>0</b>
<b><i>Other Canada</i></b>						
Alberta	1	21	<b>22</b>	1	24	<b>25</b>
British Columbia	0	13	<b>13</b>	2	17	<b>19</b>
Manitoba	6	5	<b>11</b>	6	4	<b>10</b>
New Brunswick	1	33	<b>34</b>	0	41	<b>41</b>
Northwest Territory	0	1	<b>1</b>	0	0	<b>0</b>
Nova Scotia	2	16	<b>18</b>	0	11	<b>11</b>
Newfoundland & Labrador	0	19	<b>19</b>	0	10	<b>10</b>
Ontario	14	189	<b>203</b>	17	101	<b>118</b>
Prince Edward Island	0	2	<b>2</b>	0	0	<b>0</b>
Quebec	2	651	<b>653</b>	9	548	<b>557</b>
Saskatchewan	0	5	<b>5</b>	0	2	<b>2</b>
<b><i>Other</i></b>						
International	0	0	<b>0</b>	0	0	<b>0</b>
<b>Grand Total</b>	<b>199</b>	<b>955</b>	<b>1,154</b>	<b>113</b>	<b>758</b>	<b>871</b>

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# Appendix D: Other Key Sources of Information

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## **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.

## **Inuit Workforce Barriers Study**

In 2023, the Nunavut Impact Review Board (NIRB) requested additional information from Agnico Eagle to better understand barriers to Inuit women's employment to support the assessment of the Meliadine Extension Proposal. Agnico Eagle committed to identify gender-specific barriers to women for employment, retainment and career advancement. The study incorporated literature review and stakeholders' interviews. The results point to the following topics that can impact the ability of Inuit women to obtain and / or retain employment: childcare availability and affordability, difficulty in balancing family responsibilities and employment demands, lack of social and mental health support systems in place, lack of role models and mentorship, gender-based bias and differences in the hiring process and in the workplace, and gendered gaps in implementation of company equity policy.

## **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 and Nunavummiut Employment Survey**

In 2019, Agnico Eagle developed an Inuit Employment 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 Eagle was planning to roll out the Survey, but this has been delayed, due to the impacts of COVID-19. A survey was rolled out in 2022 and 2023 and the results are included in this SEMR.

# Appendix E: 2023 Inuit and Nunavummiut Employment Survey

In 2023, Agnico Eagle administered an Inuit and Nunavummiut Employment Survey in English and Inuktitut to gather data and insights on perceptions of the Projects’ impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. A similar survey was also deployed in 2022.

In 2023, a total of 241 Inuit participated in the survey, of whom 221 lived in Nunavut and 20 lived outside of Nunavut; there were no responses from non-Inuit living in Nunavut. The total survey participation represents an increase of 51.6%, from 159 respondents in 2022 to 241 respondents in 2023. Further, it should be noted that, while 241 employees participated in the 2023 Inuit and Nunavummiut Employment Survey (and 159 in the 2022 survey), not all questions were answered by all participants. As a result, the number of respondents varied by question. Compared to the 2022 survey, the 2023 Inuit and Nunavummiut Employment Survey also included an additional question to identify the specific worksite (Meadowbank Complex or Meliadine) and did not include questions pertaining to COVID-19 related measures.

Results of the 2023 Inuit and Nunavummiut Employment Survey for each question are provided below with comparative analysis to the 2022 survey results.

## Demographics

### Question 1: Which Agnico Eagle site do you work at?

	2023	
	Respondents	% of total
Meadowbank Complex	165	68%
Meliadine	76	32%
<b>Total</b>	<b>241</b>	<b>100%</b>

In 2023, 68% of all survey respondents worked at Meadowbank Complex and 32% worked at Meliadine. A similar question was not asked as part of the 2022 survey and, as such, a comparison is not available. However, data in Section 1.2 informs that of the total Inuit project employment in 2023 at Agnico Eagle’s Kivalliq projects, 202 FTEs (51%) were worked by Inuit employees at Meadowbank / Whale Tail and 192 FTEs (49%) were worked by Inuit employees at Meliadine.

### Question 2: Who do you work for?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Agnico Eagle	128	82%	198	84%
Contractor	23	15%	39	16%
I don’t know	5	3%	0	0%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>237</b>	<b>100%</b>

Survey respondents included Agnico Eagle employees (84%) and those employed by contractors (16%), similar to the composition in 2022. To compare, data in Section 1.2 informs that of the total Inuit employment in 2023 at Agnico Eagle’s Kivalliq Projects, 272 FTEs (69%) were Inuit employees directly hired by Agnico Eagle while 122 (31%) were hired by contractors.

**Question 3. How long have you been working at the mine?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
1 year or less	20	13%	62	26%
1-3 years	32	20%	27	11%
3-5 years	50	32%	64	27%
5+ years	55	35%	86	36%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>239</b>	<b>100%</b>

When asked about the duration of employment, of the 239 respondents, 26% worked at the mine one year or less, 11% worked at the mine 1-3 years, 27% worked at the mine 3-5 years, and 36% worked at the mine for more than 5 years. Compared to the 2022 results, the share of respondents who had been working at the mine for 1 year or less has doubled in the 2023 survey, while a lower share of respondents worked at the mine for 1-3 years and 3-5 years. The share of respondents who worked at the mine for 5+ years was similar in 2022 and 2023.

A lower share of long-term employees (5+years) could be attributed to interacting factors such as changing requirements for Project roles (transition from contractor to operational workforce), individual preference or job performance. Section 1.4 describes reasons for resignations and voluntary departure that in 2023, included family situation (20%), moving to another job (20%), not liking camp life and / or missing family (13%), not liking the job (13%), conflict with an employee / supervisor (6%), lack of access to child support (3%), and other reasons (27%). These provide additional insights into the factors influencing the duration of Inuit employment at the Project. Inuit employment levels are described in Section 1.2, including initiatives implemented by Agnico Eagle to increase Inuit employment and Inuit retention. Initiatives aimed at addressing Inuit turnover rates are described in Section 1.4. Additional initiatives are included in Appendix A. Existing Management and Mitigation.

**Question 4. What is your gender?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Female	58	36%	79	33%
Male	101	64%	158	66%
Prefer not to say	0	0%	3	1%
<b>Total</b>	<b>159</b>	<b>100%</b>	<b>240</b>	<b>100%</b>

By gender, 33% of respondents were female and 66% were male; 1% preferred not to answer. This composition of respondents is similar to the 2022 results. To compare, data in Section 2.2 informs that of the total Inuit employment in 2023 at Agnico Eagle’s Kivalliq Projects, 391 FTEs (or 12%) were worked by Inuit female employees while 2,997 (or 88%) were worked by Inuit male employees.

A higher proportion of men in the survey group and employed at the Project speaks to the general underrepresentation of women in the mining sector. In Canada, women comprise approximately 19% of total employment in mining (Statistics Canada, 2023c). Opportunities remain for the industry and Agnico Eagle to increase female recruitment, retention, and advancement. One such initiative is the distribution of ‘Women in Mining’ videos by Agnico Eagle intended to improve awareness and address the hiring efforts towards Inuit women. Also, in 2023, Women Inuit Role models participated in Career Awareness activities to share their experience and career path at the mine site. Additional gender-specific initiatives implemented by Agnico Eagle can be found in Section 2.1.

**Question 5. Are you an Inuk employee?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes, I am Inuk	157	99%	241	100%
No, I am not Inuk	2	1%	0	0%
<b>Total</b>	<b>159</b>	<b>100%</b>	<b>241</b>	<b>100%</b>

All 241 respondents to the 2023 Inuit and Nunavummiut Employment Survey were Inuit; there were no responses from non-Inuit living in Nunavut. To compare, in 2022, the survey had two respondents who identified as non-Inuit living in Nunavut. Further, the 241 respondents, all Inuk, represented approximately 61% of the total Inuit workforce at Agnico Eagle Projects in 2023 (based on an FTE approach).

**Question 6. Do you live in Nunavut?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes, I live in Nunavut	138	87%	221	92%
No, I live outside of Nunavut	21	13%	20	8%
<b>Total</b>	<b>159</b>	<b>100%</b>	<b>241</b>	<b>100%</b>

In 2023, 92% of survey respondents lived in Nunavut, and 8% lived outside of Nunavut. Compared to 2022 results, a higher proportion of respondents lived in Nunavut (increase of 5 percentage points) and fewer lived outside of Nunavut (decrease of 5 percentage points). Employment by Kivalliq community is also presented in Section 1.3 of this SEMR.

## Perceptions About Well-Being

### Question 7. In the last 12 months, how often did you feel happy at the mine?

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	40	25%	66	28%
Most of the time	79	50%	127	53%
Sometimes	23	15%	38	16%
Not much of the time	9	6%	7	3%
Never	1	1%	1	<1%
I don't know	5	3%	0	0%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>239</b>	<b>100%</b>

When asked about feeling happy at the mine in the last 12 months, the 2023 survey results show an overall positive response with 81% of respondents who indicated feeling happy all or most of the time, another 16% were happy sometimes, and 3% were not happy much of the time, while one respondent said they were never happy at the mine. In the 2023 survey, compared to the 2022 results, a higher share of respondents (increase of 6 percentage points) reported feeling happy at the mine all or most of the time and a lower share reported feeling happy not much of the time (decrease of 3 percentage points).

These results point to a general satisfaction associated with working for Agnico Eagle Kivalliq Projects. Agnico Eagle makes efforts to understand the perceptions of health and wellness of employees working at both mine sites and implements initiatives aimed at improving well-being such as on-site family visits, country food nights, cultural activities, access to EAP and mental health support.

### Question 8. In the last 12 months, how often did you spend time with someone you liked to be with at the mine?

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	38	24%	67	28%
Most of the time	39	25%	89	37%
Sometimes	46	29%	48	20%
Not much of the time	20	13%	30	13%
Never	4	3%	5	2%
I don't know	9	6%	0	0%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>239</b>	<b>100%</b>

When asked about spending their time with others at the mine, 85% of respondents reported to spend time at the mine with someone they liked (all the time 28%, most of the time 37% or sometimes 20%), 13% indicated not much of the time, and 2% said never. The 2023 results show an increase (of 5 percentage points) in the proportion of respondents who spent time with someone they liked at the mine all, most or sometimes compared to the 2022 results, while the share of respondents who did not spend much or never spent time with someone they liked was similar in the 2022 and 2023 responses.

**Question 9. In the last 12 months, how often did you find that you had someone to talk to if you felt worried or for some reason needed emotional support at the mine?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	22	14%	54	23%
Most of the time	33	21%	59	25%
Sometimes	40	26%	60	25%
Not much of the time	23	15%	36	15%
Never	26	16%	29	12%
I don't know	12	8%	0	0%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>238</b>	<b>100%</b>

In 2023, 73% of respondents indicated they had someone to talk to for emotional support at the mine all the time, most of the time or sometimes (compared to 61% in 2022); and 27% answered not much of the time or never (31% in 2022). The 2023 survey results show an overall positive change compared to the results from the 2022, survey, represented by an increase in the share of respondents who had someone to talk to for emotional support at the mine (all the time, most of the time or sometimes), and a decrease in the share of respondents who answered that they never had someone to talk to. Due to the remote and rotational nature of employment at Agnico Eagle Kivalliq Projects, there can be feelings of isolation and loneliness among employees. Agnico Eagle provides EAP and mental health support accessible to employees and supports special events and spousal visits to improve access to emotional support.

**Question 10. In the last 12 months, how often have you worried about keeping your job?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	27	17%	45	19%
Most of the time	19	12%	44	19%
Sometimes	34	22%	69	29%
Not much of the time	40	26%	51	21%
Never	25	16%	29	12%
I don't know	11	7%	0	0%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>238</b>	<b>100%</b>

The 2023 survey results suggest an overall increase in the proportion of respondents who worried about keeping their job. In 2023, 66% of respondents worried about keeping their job some, most, or all the time, representing an increase of 15 percentage points from 51% in 2022. Those who worried not much or never accounted for 34% in 2023, a decrease of 8 percentage points from 42% in 2022. Measures and programs implemented by Agnico Eagle to encourage Inuit employment and skill / career progression are described in Section 1.2 and 4.4 respectively as well as in Appendix A. Existing Management and Mitigation.

**Question 11. In the last 12 months, how often have you felt confident that you have the skills to do your job?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	60	38%	119	50%
Most of the time	76	49%	88	37%
Sometimes	17	11%	24	10%
Not much of the time	2	1%	7	3%
Never	0	0%	0	0%
I don't know	2	1%	0	0%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>238</b>	<b>100%</b>

Most survey respondents (87%) felt confident that they had the skills to do their job most or all the time; 10% felt confident sometimes and 3% not much of the time. Compared to the results from the 2022 survey, the share of respondents who felt confident all the time increased in 2023 while the share of those who felt confident most of the time decreased, with both responses representing 86% of total. Agnico Eagle’s investment in education-based initiatives described in Section 4.1, Agnico Eagle’s efforts towards Project training and education described in Section 4.3, and health and safety training described in Section 6 are aimed at increasing the skill levels, job confidence, and career advancement for Inuit employees. These efforts contribute to the feeling of confidence in one’s skills.

**Question 12. Since working at the mine, have you discussed values that are important at work (working hard, being on time, being safe) with children and youth either at home or the community?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	130	83%	198	84%
No	26	17%	37	16%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>235</b>	<b>100%</b>



The 2023 survey revealed that 84% of respondents had discussed important work values (working hard, being on time, being safe) with children and youth either at their homes or in communities, while 16% had not. These results are similar to the 2022 survey results. Discussing important work values with children such as being safe, being on time, and working hard can contribute to enhanced workforce development in the Kivalliq region ready to support a variety of industries, including mining. The high number of respondents who discussed important work values with children and youth at home or in the community shows alignment with the work values Agnico Eagle wishes to share with its employees.

**Question 13. Overall, how has working at the mine affected your personal relationships (family, friends, spouse, partner)?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Overall, my personal relationships are better since working at the mine	39	25%	6	2%
Overall, my personal relationships are about the same	81	51%	210	90%
Overall, my personal relationships are worse since working at the mine	12	8%	18	8%
I don't know	25	16%	0	0%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>234</b>	<b>100%</b>

Personal relationships for most respondents have mostly remained the same since obtaining employment with Agnico Eagle Kivalliq Projects. In the 2023 survey, 90% of respondents answered that their personal relationships were about the same since starting to work at the mine compared to 51% respondents in the 2022 survey. Those who indicated seeing an improvement in personal relationships was 2% in 2023 compared to 25% in 2022. Only 8% in 2022 and 2023 indicated that their relationships have worsened since starting to work at the mine. A high number of respondents indicating no notable changes in personal relationships point to a largely neutral effect of remote work on personal relationships. Further, the 2023 results suggest that the programs implemented at Agnico Eagle have been effective in supporting Inuit employees in maintaining their relationships with family, friends, and community. Section 9 and Appendix A: Existing Management and Mitigation describe some of those measures such as EAP and mental health support as well as special events and spousal visits to improve access to emotional support.

# Financial Health

## Question 14. In the last 12 months, how would you say your family is doing paying bills and debt?

	2022		2023	
	Respondents	% of total	Respondents	% of total
We pay all of our bills with no problem	39	25%	67	28%
We pay most of our bills with no problem	1	1%	0	0%
We pay most of our bills and debt on time but sometimes can't	68	44%	139	59%
We can't pay most of our bills on times, and we are falling behind on payments	35	22%	30	13%
I don't know	13	8%	0	0%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>236</b>	<b>100%</b>

Regarding financial health, 28% of respondents in 2023 indicated they were able to pay all of their bills on time, while 72% of survey respondents reported that they were struggling with paying bills and debt either some (59%) or most of the time (13%). Compared to 2022, in 2023 a lower share of respondents indicated that they were not able to pay most of the bills on time, while a higher share of respondents indicated that they paid most of the bills on time but sometimes could not.

Continuing to support Inuit employees with money management and financial planning through Agnico Eagle programs could have a positive impact on the financial stability of employees and their households. Also noteworthy, there are other factors that could impact the financial stability of employees' and their households, such as family members' employment and contributions to bill payments, which could have been impacted due to COVID-19 related challenges. In 2023, Agnico Eagle provided financial literacy trainings on-site with Sun Life representatives between November 13<sup>th</sup> to 15<sup>th</sup> and November 27<sup>th</sup> to 29<sup>th</sup>. Information was shared with Inuit employees regarding financial programs and resources such as the Registered Retirement Savings Plan (RRSP) and Defined Contribution Pension Plan (DCPP). Other measures to enhance financial literacy include financial training via pre-employment training, available resources through EAP, and one-on-one assistance upon request. Additional information on these topics is provided in Section 9.1 of the SEMR.

## Question 15. In the last 12 months, have you put money aside for a house, vacation, truck, retirement or other reasons?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	71	46%	105	45%
No	85	54%	130	55%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>235</b>	<b>100%</b>

When asked about the ability to put money aside in the last 12 months for a house, vacation, truck, retirement, or other reasons, 55% of survey respondents have not put aside money, while 45% have. The results are similar to those reported in 2022 and are aligned with findings in Question 14 that show that 72% of respondents struggled to pay bills on time some or most of the time. The pre-existing high cost of living in Nunavut, high inflation in Canada resulting from the COVID-19 pandemic and the conflict in Ukraine, 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 substantial proportion of earned disposable income. Those factors can make it challenging for Inuit employees to put money aside beyond covering the cost of living. Agnico Eagle continues to support Inuit employees in learning more about financial programs and resources through financial literacy trainings.

**Question 16. In the last 12 months, did you wish to own a home?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	116	74%	158	72%
No	40	26%	62	28%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>220</b>	<b>100%</b>

In 2023, 72% of respondents wished to own a home in the last 12 months, being aligned with the result collected in 2022 when 74% of respondents wanted to own a house. Owning a home can be challenging in Nunavut due to the limited housing supply and high cost for new house construction. Analysis conducted in the 2022 SEMR points to high demand for housing and long waitlists for public housing. Agnico Eagle continues to support initiatives to allow project employees to pursue home ownership. One of these initiatives is the Kivalliq Region Energy Efficiency Worker Housing Program, a collaborative process facilitated by Agnico Eagle and partners to develop an open-source housing design that is energy-efficient and affordable for the residents and mineworkers of Baker Lake (Natural Resources Canada, 2019).

Section 9.6 of the SEMR tracks aspirations regarding home ownership, housing conditions, and housing needs in the Kivalliq region and identifies the current housing situation as stemming from concurrent factors, including demographic growth, lack of available community infrastructure for residential development, financial education on home ownership, and innovative construction systems adapted for the North.

**Question 17. What do you wish to buy?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
House	99	79%	144	78%
House-Vehicle	1	<1%	0	0%
House-Cabin	1	<1%	0	0%
Condo	1	<1%	13	7%
Truck	1	<1%	0	0%
I don't know	23	18%	28	15%
<b>Total</b>	<b>126</b>	<b>100%</b>	<b>185</b>	<b>100%</b>

When asked about plans to buy a house, 79% of respondents in 2023 and 78% in 2022 indicated they wanted to buy a house. Further, in 2023, 7% of respondents wished to buy a condo compared to less than 1% of respondents in 2022 who expressed the same desire.

**Question 18. Do you think Agnico Eagle should help you save for a down payment?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	78	62%	124	67%
No	8	6%	9	5%
I don't know	40	32%	53	28%
<b>Total</b>	<b>126</b>	<b>100%</b>	<b>186</b>	<b>100%</b>

Further, while 67% of respondents believed that Agnico Eagle should help them save for a down payment, 5% did not think so, and 28% of respondents were unsure. The 2023 results show an increase (of 5 percentage points) in the share of respondents who believed Agnico Eagle should help employees save for a down payment compared to 2022.

**Question 19. Are you aware of the Nunavut Down Payment Assistance Program (NADP)?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	33	26%	43	23%
No	92	74%	142	77%
<b>Total</b>	<b>125</b>	<b>100%</b>	<b>185</b>	<b>100%</b>

In 2023, 77% of respondents were not aware of the Nunavut Down Payment Assistance Program (NDAP), compared to 74% of respondents in 2022. As such, the Inuit and Nunavummiut Employment Survey confirms the need to promote and inform Inuit employees of the NDAP and other relevant homeownership programs available in the region that could help them become a homeowner.

**Question 20. In the last 12 months, did you seek out of any financial advice from friends, family, professionals or on the internet?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	52	34%	70	32%
No	101	66%	152	68%
<b>Total</b>	<b>153</b>	<b>100%</b>	<b>222</b>	<b>100%</b>

When asked about seeking financial advice from friends, family, professionals, or the internet, 68% of respondents did not seek financial advice in the last 12 months (compared to 66% in 2022). This highlights the need to deliver information campaigns on available resources within Agnico Eagle and in the community, as well as continuing financial literacy training for Inuit employees.

**Question 21. Why did you not seek out financial advice? Check all that apply.**

	2022		2023	
	Respondents	% of total	Respondents	% of total
I don't know where to start	41	36%	57	35%
There is no financial advice available in my community	12	10%	11	7%
I don't have the time	12	10%	16	10%
I am not interested in receiving financial advice	11	10%	19	12%
I don't feel comfortable talking about money	7	6%	8	5%
There is no financial advice in my workplace	2	2%	1	<1%
Other	14	12%	17	10%
Multiple responses:	16	14%	35	21%
• I don't know where to start	13	11%	23	14%
• There is no financial advice available in my community	7	6%	15	9%
• There is no financial advice in my workplace	5	4%	12	7%
• I don't have the time	6	5%	10	6%
• I don't feel comfortable talking about money	10	9%	10	6%
• I am not interested in receiving financial advice	2	2%	6	4%
• Other	1	1%	3	2%
<b>Total</b>	<b>115</b>	<b>100%</b>	<b>164</b>	<b>100%</b>

*Note: A total of 35 respondents selected multiple responses in Question 21. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.*

In a follow up question about reasons for not seeking out financial advice, the most common response (49%) selected by respondents was “I don't know where to start”, followed by “There is no financial advice available in my community” (16%), “I don't have the time” (16%), and “I am not interested in receiving financial advice” (16%). As mentioned above, information about specific financial resources in Kivalliq communities, how to access those services, and what services are available and financial literacy training are needed to support Inuit employees with their financial planning.

# Food Security and Country Foods

## Question 22. In your time off, how do you describe your diet to be?

	2022		2023	
	Respondents	% of total	Respondents	% of total
All country food	6	4%	10	4%
Mostly country food and some store-bought food	57	37%	53	23%
Equal parts of country food and store-bought food	60	38%	97	41%
All store-bought food	12	8%	16	7%
Mostly store-bought food and some country food	21	13%	60	25%
<b>Total</b>	<b>156</b>	<b>100%</b>	<b>236</b>	<b>100%</b>

Regarding diet, most respondents consume both country food and store-bought food (89%), with the mix between the two varying from 23% who eat mostly country food with some store-bought food, and 41% who eat equal parts country and store-bought food. Only 4% consume all country food, and 7% consume only store-bought food. Compared to 2022, the share of respondents who eat mostly store-bought food increased (by 12 percentage points), while the share of respondents who eat mostly country food decreased (by 15 percentage points) in 2023. The share of respondents who eat all country food and all store-bought food remained the same. Section 10.3 describes Agnico Eagle’s commitment to make country foods and a country food kitchen accessible to Nunavummiut employees while on-site; country food meals are offered as part of the standard menu twice a week (caribou and Arctic char). The Meadowbank Complex and Meliadine also host country food nights and other events that offer country foods.

## Question 23. 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?

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	22	14%	29	12%
Most of the time	30	19%	51	22%
Sometimes	52	33%	79	33%
Not much of the time	21	14%	51	20%
Never	27	17%	30	13%
I don't know	5	3%	0	0%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>236</b>	<b>100%</b>

Many respondents to the survey worried about food running out before getting money to buy more; 67% of respondents reported they were worried their food would run out before they got more money all, most or some of the time; 20% indicated they do not worry much of the time and only 13% never worried about food running out. In 2023, the composition of respondents who never worried about food running out decreased by 4 percentage points compared to 2022. A similar share of respondents who worry about food running out before they get more money all, most or some of the time was recorded in 2022 (66%) and in 2023 (67%).

Cost of food in Kivalliq communities and across Nunavut is high. This results from the remote nature of the communities and the high shipping cost of food and essential supplies that require sea or air cargo carriers. The high inflation rate in Canada resulting from supply challenges related to the COVID-19 pandemic and other political uncertainties (e.g., Russian invasion of Ukraine) also contribute to the high cost of food. Further, many Inuit employees live with a large number of family members in a single home. For example, in Question 43, 72% of respondents said they live in households with 4 or more people; and 33% with more than 5 people. Agnico Eagle continues to make efforts to reduce food insecurity in the Kivalliq Region, and in 2023 contributed \$500,000 to various programs and initiatives that support food security.

## Family

### Question 24. What is the most difficult for your spouse when you are away for work?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Loneliness	18	14%	22	11%
Management of emergency situation	6	5%	7	4%
Management of the household (ex.: grocery, maintenance, errands)	27	20%	10	5%
Taking care of kids	27	20%	40	20%
All of the above	1	1%	3	2%
Other	42	32%	50	25%
Multiple responses:	10	8%	66	33%
• Taking care of kids	6	5%	53	27%
• Management of the household (ex.: grocery, maintenance, errands)	9	7%	45	23%
• Loneliness	8	6%	45	23%
• Management of emergency situation	4	3%	39	20%
• Other	0	0%	19	10%
Not available	1	1%	0	0%
<b>Total</b>	<b>132</b>	<b>100%</b>	<b>198</b>	<b>100%</b>

Note: A total of 66 respondents selected multiple responses in Question 24. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.

While away for work, the most difficult areas for a spouse to manage in 2023 (including responses recorded in the multiple answers) were taking care of children, loneliness and management of the household (e.g., getting groceries, running errands, and household maintenance). This is consistent with the share of responses received in 2022. Family situations where Inuit employees and/or their spouses find employment at the mine challenging likely contribute to the higher turnover rates for Inuit employees. Difficulty with household management, taking care of children and loneliness can also reduce the well-being of employees and their families when on site.

### Question 25. What is the most difficult for you when you are at work?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Camp-life (ex: toilet, food, camp activities, gym, etc.)	4	3%	4	2%
Loneliness	20	13%	12	5%
Relationships with supervisors and colleagues	13	9%	10	5%
Worries about my family situations	49	33%	72	32%
Worries about my financial situation	10	7%	14	6%
Type of work	7	5%	7	3%
All of the above	1	<1%	0	0%
Its hard in the evenings (homesick)	1	<1%	0	0%
Nothing	2	1%	0	0%
Other	30	20%	26	12%
Multiple responses:	13	9%	79	35%
• Worries about my family situations	12	8%	60	27%
• Worries about my financial situation	6	4%	41	18%
• Loneliness	7	5%	35	16%
• Relationships with supervisors and colleagues	2	1%	22	10%
• Camp-life (ex: toilet, food, camp activities, gym, etc.)	1	1%	21	9%
• Other	1	1%	19	8%
• Type of work	0	0%	4	2%
<b>Total</b>	<b>150</b>	<b>100%</b>	<b>224</b>	<b>100%</b>

Note: A total of 79 respondents selected multiple responses in Question 25. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.



Worrying about family was among the most difficult areas identified by survey respondents when at work (mine site) in 2022 (41%) and 2023 (59%). Worries about their financial situation, loneliness and relationships with supervisors and colleagues were also noted as difficulties for some. Many respondents selected multiple answers, where the most identified worries were the same as in individual responses – worries about family situations, followed by worries by financial situations and loneliness. Some respondents identified other (12%) as an answer. Family situations where Inuit employees and/or their spouses find employment at the mine challenging likely contribute to the higher turnover rates for Inuit employees. Section 1.4 provides information on programs Agnico Eagle is undertaking to address Inuit turnover and exit interview concerns. Section 9.1 summarizes Agnico Eagle’s wellness programs for community members and employees.

## Culture and Traditional Activities

**Question 26. In the last 12 months, what type(s) of traditional and cultural activities have you participated during your time off?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Family get togethers	16	11%	62	26%
Hunting, trapping and fishing	17	11%	69	29%
Travelling on the land (Ex: hiking, long walks, dog sledding, ATV and snowmobiling)	7	5%	0	0%
Sewing and crafts	1	1%	0	0%
Community events (Ex: square dancing, visiting elders)	0	0%	5	2%
Other	21	14%	0	0%
Multiple responses:	88	58%	105	43%
• Hunting, trapping and fishing	77	51%	79	33%
• Family get togethers	60	40%	74	31%
• Travelling on the land (Ex: hiking, long walks, dog sledding, ATV and snowmobiling)	65	43%	58	24%
• Community events (Ex: square dancing, visiting elders)	38	25%	45	19%
• Gathering plants and berries	17	11%	32	13%
• Building cabins and igloos	20	13%	23	10%
• Other	15	10%	22	9%
• Sewing and crafts	24	16%	18	7%
<b>Total</b>	<b>150</b>	<b>100%</b>	<b>241</b>	<b>100%</b>

*Note: A total of 105 respondents selected multiple responses in Question 26. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.*

All survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months. Participating in hunting, trapping, and fishing, and family gatherings were the most commonly listed activities. Multiple answers included, in addition to above mentioned activities, travelling on the land, community events, gathering plants and berries, building cabins and igloos, sewing and crafts, and other.

**Question 27. How has working at the mine impacted your ability to participate in cultural and traditional activities?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
I participate more now	4	3%	26	11%
I participate the same amount	59	39%	105	45%
I participate less now	39	25%	81	34%
I don't know	51	33%	24	10%
<b>Total</b>	<b>153</b>	<b>100%</b>	<b>236</b>	<b>100%</b>

Employees' participation in cultural activities was noted as being the same since working at the mine by 45% of respondents (increase of 6 percentage points from 2022). While 11% of respondents reported that they participated more in traditional activities since working at the mine (increase of 8 percentage points), 34% reported that their participation had decreased (increase of 8 percentage points). Remaining respondents (10%) were unsure how working at the mine has impacted their ability to participate in cultural and traditional activities.

Agnico Eagle continues to support traditional activities on site and in Kivalliq communities. In 2023, Agnico Eagle celebrated Nunavut Day at both mine sites and organized Inuit Arts and Crafts twice on site at Meliadine, while planning is ongoing to restart Arts and Crafts fairs at Meadowbank Complex. Agnico Eagle also made monetary contributions of \$69,160 to support community traditional activities. Cultural and traditional activities supported by Agnico Eagle are described in Section 10.2.

**Question 28. In the last 12 months, outside of working hours, how often have you used Inuktitut at the mine site?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
All the time	26	17%	51	22%
Most of the time	27	17%	58	25%
Sometimes	55	35%	81	34%
Not much of the time	31	20%	33	14%
Never	13	8%	10	4%
I don't know	5	3%	3	1%
I don't speak or understand Inuktitut	0	0%	1	<1%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>237</b>	<b>100%</b>

Inuktitut continues to be used at the mine site outside of working hours. In the last 12 months, 81% of respondents used Inuktitut at the mine outside of working hours some, most, or all the time – that is 12 percentage points higher than in 2022. Further 14% did not use Inuktitut much and 4% never used Inuktitut at the mine site outside of working hours, which is a decrease of 6 and 4 percentage points respectively from the 2022 results.

**Question 29. Has working at the mine changed how much you speak Inuktitut at home?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes, I speak it more at home now	19	12%	37	15%
No, not really	98	64%	168	71%
Yes, I speak it less now	24	16%	23	10%
I don't know	13	8%	9	4%
<b>Total</b>	<b>154</b>	<b>100%</b>	<b>237</b>	<b>100%</b>

For most respondents (86%), working at the mine has increased or has not changed how much they spoke Inuktitut at home in 2023; to compare, this was 76% in 2022. Ten percent (10%) indicated they spoke Inuktitut less at home after having started working at the mine – compared to 16% in 2022. As such, majority of respondents in 2022 and 2023 did not see a change or saw a positive change in the use of Inuktitut at home.

**Question 30. How important is it to you to be able to use (speak, read, or write) Inuktitut at the mine site?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Very important	59	38%	100	42%
Somewhat important	59	38%	102	43%
Not at all important	16	10%	27	12%
I don't know	21	14%	8	3%
<b>Total</b>	<b>155</b>	<b>100%</b>	<b>237</b>	<b>100%</b>

When asked about the importance of being able to use (speak, read, or write) Inuktitut at the mine site, almost the same number of respondents answered that it is very (42%) or somewhat important (43%) to speak Inuktitut at the mine site in 2023; 12% did not think it was important, and 3% were unsure. Compared to 2022, in 2023 a slightly higher share of respondents indicated that it is very or somewhat important to speak Inuktitut at the mine site.

Findings in Section 10.2 of the report indicate a decreasing trend in the number of Agnico Eagle employees with Inuktitut as a first language and report fewer employees using Inuktitut in 2023 compared to previous years. Agnico Eagle continues to integrate Inuktitut across their operations through Agnico Eagle’s Nunavut Language Policy (Nunavumi Uqausilirinik Maligaq) as well as other Inuktitut-focused initiatives described in Section 10.2 to encourage the use of Inuktitut when on site and in communities. These include providing documentation and services in Inuktitut, such as policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, and human resource counsellors.

# Workplace

**Question 31. In my workplace, respect for coworkers, positive working relationships, and consideration of other is encouraged.**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Strongly agree	89	57%	166	69%
Somewhat agree	47	30%	45	19%
Neither agree nor disagree	15	9%	21	8%
Somewhat disagree	3	2%	4	2%
Strongly disagree	3	2%	4	2%
<b>Total</b>	<b>157</b>	<b>100%</b>	<b>240</b>	<b>100%</b>

Regarding workplace culture and values, 88% of respondents in 2023 and 87% in 2022 strongly or somewhat agreed that respect and consideration of others and positive working relationships were encouraged in the workplace. The 2023 survey results also indicate that 8% neither agreed nor disagreed, and 4% somewhat or strongly disagreed with the statement that respect for coworkers, positive working relationships, and consideration of other is encouraged, being similar to the 2022 results. To encourage respect and support for Inuit culture at Meadowbank Complex and Meliadine, Agnico Eagle provides cross-cultural training and supports traditional activities. Agnico Eagle also provides pre-employment and workplace training to address sexual behaviour, harassment, and diversity issues.

**Question 32. I have the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities in my community.**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Strongly agree	27	18%	63	26%
Somewhat agree	43	29%	67	28%
Neither agree nor disagree	56	37%	80	34%
Somewhat disagree	15	10%	12	5%
Strongly disagree	9	6%	16	7%
<b>Total</b>	<b>151</b>	<b>100%</b>	<b>238</b>	<b>100%</b>

When asked about having the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities in 2023, 54% of respondents strongly (26%) or somewhat (28%) agreed that Agnico Eagle and contractors provided flexibility to participate in cultural and traditional activities, while 34% neither agreed nor disagreed. Twelve percent (12%) somewhat or strongly disagreed. In 2023, respondents who strongly agreed with having flexibility to take vacation or unpaid leave increased by eight percentage points, and those who somewhat disagreed decreased by five percentage points compared to 2022. Other responses remained relatively similar to the 2022 results.

**Question 33. In my workplace, knowledge and respect of Nunavut’s environment and land is valued.**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Strongly agree	84	55%	158	66%
Somewhat agree	44	29%	46	19%
Neither agree nor disagree	13	8%	20	9%
Somewhat disagree	8	5%	13	5%
Strongly disagree	5	3%	2	1%
<b>Total</b>	<b>154</b>	<b>100%</b>	<b>239</b>	<b>100%</b>

Regarding Agnico Eagle’s value of knowledge and respect of Nunavut’s environment and land, in 2023, 85% of respondents strongly (66%) or somewhat (19%) agreed that knowledge and respect of Nunavut’s environment and land is valued by the mining company, and 6% somewhat or strongly disagreed, while 9% neither agreed nor disagreed. Similar to 2022 results, Agnico Eagle is continued to be perceived mostly positive by respondents when it comes to demonstrating knowledge of and respecting the environment and land.

**Question 34. In my workplace, I am supported in developing new job-related skills through observation, mentoring and practice.**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Strongly agree	68	44%	120	51%
Somewhat agree	52	33%	74	32%
Neither agree nor disagree	23	15%	22	9%
Somewhat disagree	8	5%	12	5%
Strongly disagree	4	3%	7	3%
<b>Total</b>	<b>155</b>	<b>100%</b>	<b>235</b>	<b>100%</b>

The survey found that 83% of respondents strongly agreed or somewhat agreed they were supported in developing new job-related skills through observation, mentoring and practice, representing an increase of 6 percentage points from 2022 results. While 9% neither agreed nor disagreed (decrease by 6 percentage points from 2022), 8% somewhat or strongly disagreed with this statement (same as in 2022). Overall, over half of the respondents strongly (51%) or somewhat (32%) agreed that they were supported in developing new job-related skills compared to 44% and 33% respectively recorded in the 2022 survey. Still, 17% of respondents in 2023 felt that Agnico Eagle could do a better job at supporting employees in developing new job-related skills. There is an opportunity for Agnico Eagle to increase the understanding at both mine sites with respect to skill aspirations and skill development needs of Project employees. Section 4.1 describes Agnico Eagle’s investments in education-based initiatives and Section 4.3 summarizes Agnico Eagle’s commitments and efforts to Project training and education.

## Place of Residence

### Question 35. Where do you live?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Arviat	18	12%	28	12%
Baker Lake	71	45%	132	55%
Chesterfield Inlet	3	2%	4	2%
Coral Harbour	7	4%	11	5%
Other Nunavut Region	1	1%	1	<1%
Other Southern Region	20	13%	21	9%
Rankin Inlet	31	20%	36	15%
Whale Cove	4	3%	4	2%
<b>Total</b>	<b>155</b>	<b>100%</b>	<b>240</b>	<b>100%</b>

In 2023, and by community, survey respondents were from Baker Lake (55%), Rankin Inlet (15%), Arviat (12%) and other Kivalliq communities, or rest of Nunavut; 9% were Inuit living outside of Nunavut. Compared to 2022, in 2023 there was an increase (of 10 percentage points) in the share of participants from Baker Lake but a slight decrease (of 5 percentage points) in the share of participants from Rankin Inlet.

### Question 36. Have you moved in the last 12 months?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	14	9%	28	12%
No	140	91%	204	88%
<b>Total</b>	<b>154</b>	<b>100%</b>	<b>232</b>	<b>100%</b>

The survey found that while the majority of respondents (88%) had stayed in the same residence in the last 12 months, 12% had moved to another location in 2023 indicating an increase in respondents who moved in 2023 compared to 2022.

### Question 37. What community did you live in before?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Arviat	3	12%	6	11%
Baker Lake	7	28%	15	27%
Chesterfield Inlet	1	4%	4	7%
Coral Harbour	2	8%	4	7%
Naujaat	1	4%	4	7%
Other Nunavut Region	1	4%	5	9%
Other Southern Region	2	8%	3	5%
Rankin Inlet	7	28%	14	25%
Whale Cove	1	4%	1	2%
<b>Total</b>	<b>25</b>	<b>100%</b>	<b>56</b>	<b>100%</b>

For those who indicated they moved in Question 36, as well as other respondents who moved beyond the 12-month window, when asked about their previous place of residence, 27% previously lived in Baker Lake, another 25% in Rankin Inlet, and 11% in Arviat, being relatively consistent with the 2022 results. Five percent of survey respondents were from the South in 2023, compared to 8% in 2022.

While 11 respondents moved from Nunavut to a Southern Region, three respondents moved from a Southern Region back to Nunavut. The remaining cases included moving within a community and moving from one northern community to another. Factors unrelated to the mines, such as the housing shortage and limited access to community infrastructure and services, may be contributing to employee migration within or outside of Nunavut. This is further investigated in Question 38 and Section 7 of the report.

### Question 38. Why did you move?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Be closer to friends/family	5	22%	20	43%
Better housing	2	9%	5	11%
Closer to work	1	4%	4	9%
To find a job	1	4%	2	4%
School	1	4%	0	0%
Better access to services	0	0%	3	6%
Better education services	0	0%	1	2%
Seeing someone	0	0%	1	2%
Other	8	35%	10	21%

	2022		2023	
	Respondents	% of total	Respondents	% of total
Multiple responses:	5	22%	1	2%
• Better housing	3	13%	1	2%
• Closer to work	3	13%	1	2%
• Be closer to friends/family	2	9%	0	0%
• Better access to services	2	9%	0	0%
<b>Total</b>	<b>23</b>	<b>100%</b>	<b>47</b>	<b>100%</b>

Note: One (1) respondent selected multiple responses in Question 38. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.

Of the 47 respondents who answered this question in 2023, the most common reasons associated with moving in the last 12 months included being closer to friends and family (43%), better housing (13%) and being closer to work (11%); 10 respondents indicated “other” reasons. The survey shows that personal factors contribute to decisions to move, in addition to other factors unrelated to the mines such as housing, work and education.

### Question 39. Do you want to move in the next 12 months?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	42	28%	132	59%
No	106	71%	92	41%
I don't know	1	1%	0	0%
<b>Total</b>	<b>149</b>	<b>100%</b>	<b>224</b>	<b>100%</b>

When asked whether they wanted to move in the next 12 months, less than half of respondents (41%) in 2023 indicated they did not, while over half (59%) indicated they would like to move. The 2023 results suggest that more respondents wished to move in the next 12 months (increase of 31 percentage points) compared to the 2022 results, while fewer respondents (decrease of 30 percentage points) wished to stay in their own community.

### Question 40. Where do you want to move?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Arviat	2	<5%	5	3%
Baker Lake	0	0%	9	6%
Chesterfield Inlet	1	2%	2	1%
Coral Harbour	0	0%	1	1%
Naujaat	2	<5%	4	3%
Other Nunavut Region	3	7%	12	8%
Other Southern Region	31	69%	96	67%



	2022		2023	
	Respondents	% of total	Respondents	% of total
Rankin Inlet	4	9%	13	9%
Whale Cove	1	2%	1	1%
Nowhere	1	2%	1	1%
<b>Total</b>	<b>45</b>	<b>100%</b>	<b>144</b>	<b>100%</b>

Of 241 participants, 144 responded to the question regarding the desired location of move. A large majority (67%) of those who indicated they want to move in the next 12 months (or beyond that time window), want to move to another Southern region, similar to the share of respondents recorded in 2022 (69%). Almost one third of respondents wanted to move within Nunavut (32%) in 2023. In 2023, 9 respondents (6%) indicated they want to move to Baker Lake compared to none in 2022. As described in Section 7.1, the number of Inuit and non-Inuit employees moving into Nunavut – and between Baker Lake and Rankin Inlet – remains minimal, however, there is growing outmigration or desire to migrate to Southern communities.

#### Question 41. Why do you want to move?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Be closer to friends/family	10	21%	31	21%
Better housing	4	8%	26	17%
Closer to work	3	6%	9	6%
Better access to services	5	11%	26	17%
I don't know	2	4%	3	2%
Other	8	17%	7	5%
Multiple responses:	16	33%	49	32%
• Better access to services	13	27%	40	26%
• Better housing	13	27%	39	26%
• Be closer to friends/family	5	10%	16	11%
• Other	6	13%	16	11%
• Closer to work	3	6%	7	5%
• To find a job	2	4%	4	3%
• Change of scenery and college for partner	0	0%	1	1%
• I like it there	0	0%	1	1%
• I naturally move a lot	0	0%	1	1%
• I need space away	0	0%	1	1%
• Less expensive	0	0%	1	1%
• More activities for the kids	0	0%	1	1%
• Move out of Kivalliq	0	0%	1	1%

	2022		2023	
	Respondents	% of total	Respondents	% of total
<b>Total</b>	<b>48</b>	<b>100%</b>	<b>151</b>	<b>100%</b>

Note: A total of 49 respondents provided multiple responses in Question 41. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.

When asked about the reasons for wanting to move, the most common answers included better access to services (43%), better housing (43%), being closer to friends and family (32%), and being closer to work (11%). Many respondents selected multiple answers (32%), with the most identified responses being better access to services (26%), better housing (26%), be closer to friends and family (11%) and other (11%). Compared to 2022, there was an increase in the share of respondents who identified better housing (increase by 8 percentage points) and better access to services (increase by 5 percentage points) as the reasons for wanting to move in 2023. The share of respondents who selected being closer to friends/family remained similar (31% in 2022 and 32% in 2023).

## Households Characteristics

### Question 42. What type of housing do you live in?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Public housing	81	53%	144	62%
A house that friend/family owns	24	16%	47	20%
A house that I own	20	13%	16	7%
I rent from a private company	15	10%	17	7%
Government of Nunavut staff housing	8	5%	5	2%
I don't know	5	3%	2	1%
Looking after an apartment for family	0	0%	1	<1%
No home	0	0%	1	<1%
<b>Total</b>	<b>153</b>	<b>100%</b>	<b>233</b>	<b>100%</b>

With respect to the type of housing respondents live in, in 2023, 62% indicated that they lived in public housing (compared to 53% in 2022), 20% in a house owned by a friend/family (compared to 16% in 2022), 7% owned their house (a decrease from 13% in 2022), 7% rented from a private company, and 2% lived in government housing. In 2023, a higher share of respondents indicated they live in public housing or in a house owned by a friend/family; and fewer respondents indicated they rented or lived in government housing compared to 2022 results. 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.

**Question 43. Including yourself, how many people live in your household?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
1	12	8%	21	10%
2	18	12%	18	9%
3	26	17%	19	9%
4	29	19%	43	21%
5	19	12%	36	18%
More than 5	49	32%	68	33%
<b>Total</b>	<b>153</b>	<b>100%</b>	<b>205</b>	<b>100%</b>

In 2023, over half (51%) of respondents' households consisted of 5 or more people; 30% of respondents lived in households with 3 or 4 people, and 19% reported double and single occupancy. This is similar to results from the 2022 survey. Assessment of housing conditions in Section 9.5 shows deteriorating conditions in all Kivalliq communities, a high rate of unsuitable housing, and a large number of people on the waitlist for public housing. As noted earlier, the current housing situation in the Kivalliq stems from a number of concurrent factors such as population changes, lack of available community infrastructure for residential development, financial education on home ownership and innovative construction systems adapted for the North.

**Question 44. How many of your household members are people under the age of 18?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
0	6	5%	1	1%
1	46	37%	50	32%
2	29	24%	37	24%
3	17	14%	34	22%
More than 3	23	19%	32	21%
More than 5	1	1%	0	0%
<b>Total</b>	<b>122</b>	<b>100%</b>	<b>154</b>	<b>100%</b>

Of 241 participants in the 2023 survey, 154 responded to the question regarding the number of household members under the age of 18. Almost all (99%) survey respondents had at least one household member under the age of 18; 32% indicated they have one (1) member in the household under the age of 18, 24% have two (2) members, 33% have three or more than three members under the age of 18. The share of respondents with household members under the age of 18 increased in 2023 compared to 2022.

**Question 45. How many bedrooms does your household have?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
1	14	9%	26	13%
2	71	46%	77	38%
3	34	22%	58	28%
More than 3	35	22%	42	21%
More than 3- 4 bedroom	1	<1%	1	<1%
<b>Total</b>	<b>155</b>	<b>100%</b>	<b>204</b>	<b>100%</b>

In terms of the number of bedrooms, almost half (49%) of the respondents in 2023 had households with 3 rooms or more; 38% lived in a 2-bedroom unit, and 13% of employees lived in a 1-bedroom. This, together with question 43, suggests that 34% of respondents (compared to 24% in 2022) had 5 or more than 5 people living in a residence of 3 or fewer bedrooms. To compare, according to Nunavut Tunngavik’s assessment, 35% of Nunavut households did not have enough bedrooms (Nunavut Tunngavik Inc., 2020). Additional information on housing in the Kivalliq is provided in Section 9.5.

**Training and Education**

**Question 46. Do you feel that Agnico Eagle should be more present in school promote mining opportunities?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	143	93%	216	90%
No	9	6%	24	10%
I don't know	1	1%	0	0%
<b>Total</b>	<b>153</b>	<b>100%</b>	<b>240</b>	<b>100%</b>

In 2023, 90% of respondents felt that Agnico Eagle should be more present in schools to promote mining opportunities, compared to 93% in 2022. There is an opportunity for Agnico Eagle to increase its presence and promotion in local communities and schools. Agnico Eagle implemented various initiatives and programs to promote educational awareness and achievement. These are described in Section 4.1, along with Agnico Eagle’s investments in education-based initiatives available in the Kivalliq. Recent initiatives include Trades Awareness Skills and Knowledge Week (TASK week), Assay Lab Trainee Program, E&I Training, Iilitaqsiniq (Nunavut Literacy Council), career days, scholarships, summer camps, and building career awareness.

**Question 47. Do you feel that Agnico Eagle is present enough in your community?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Yes	71	47%	125	55%
No	78	52%	104	45%
I don't know	1	1%	0	0%
<b>Total</b>	<b>150</b>	<b>100%</b>	<b>229</b>	<b>100%</b>

Over half (55%) of respondents felt that Agnico Eagle was present enough in Kivalliq communities; and 45% answered not enough. This is a positive change from 2022 results, where over half (52%) of respondents felt that Agnico Eagle was not present enough in Kivalliq communities.

**Question 48. Where should Agnico Eagle be more present?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Community events	17	19%	17	15%
High schools, colleges, and trade schools, etc.	14	16%	8	7%
Career fairs	4	5%	4	4%
Better promote our job opportunities	0	0%	6	6%
Others	2	2%	1	1%
Multiple responses:	51	58%	74	67%
• High schools, colleges, and trade schools, etc.	47	53%	67	61%
• Community events	46	52%	63	57%
• Career fairs	37	42%	46	42%
• Others	7	8%	10	9%
• Better promote our job opportunities	0	0%	9	8%
<b>Total</b>	<b>88</b>	<b>100%</b>	<b>110</b>	<b>100%</b>

*Note: A total of 74 respondents selected multiple responses in Question 48. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.*

When asked about where Agnico Eagle should be more present, 72% of respondents in 2023 felt that Agnico Eagle could be more present in community events (similar to 71% in 2022) and 68% indicated educational institutions (similar to 69% in 2022)<sup>17</sup>.

<sup>17</sup> This result reflects a combination of individual and multiple responses.

### Question 49. Have you ever used one of these tools?

	2022		2023	
	Respondents	% of total	Respondents	% of total
Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	21	25%	1	<1%
Online job posting	14	16%	56	41%
Apprenticeship program	5	6%	16	11%
Community Employment Information Session	4	5%	15	11%
Leadership Program (RISE)	1	1%	4	3%
Career path	0	0%	14	10%
Other- work experience trip	1	1%	0	0%
Others	23	27%	1	<1%
Multiple responses:	16	19%	30	22%
• Online job posting	14	16%	20	14%
• Community Employment Information Session	5	6%	17	12%
• Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	9	11%	9	7%
• Leadership Program (RISE)	2	2%	6	4%
• Others	4	5%	6	4%
• Career path	0	0%	5	4%
• Apprenticeship program	5	6%	4	3%
• Highschool colleges and trade school etc.	0	0%	4	3%
• Career Fairs	0	0%	3	2%
<b>Total</b>	<b>85</b>	<b>100%</b>	<b>138</b>	<b>100%</b>

Note: A total of 30 respondents selected multiple responses in Question 49. These responses are detailed in the table in bullet points, where each response from multiple selection is counted. These responses from multiple selection can be added to individual selections to arrive at the total number of responses.

In 2023, of 241 respondents, 138 (57%) responded to the question pertaining the recruitment tools used by Inuit employees. Most commonly identified response in 2023 was online job postings (55%), an increase from 32% in 2022. This was followed by apprenticeship program (14%), an increase from 12% in 2022 and community employment information session (23%), an increase from 11% in 2022. There was a drop in the use of trainee programs from 36% in 2022 to 8% in 2023. Additional information on the list of programs implemented by Agnico Eagle can be found in Section 1 and Section 4, as well as Appendix A: Existing Management and Mitigation.

**Question 50. Overall, do you think Agnico Eagle has a [positive, neutral, negative] impact on your community?**

	2022		2023	
	Respondents	% of total	Respondents	% of total
Overall, I think Agnico has a positive impact	73	48%	137	59%
Overall, I think Agnico’s impact is neither positive nor negative [neutral]	66	43%	86	37%
Overall, I think Agnico has a positive and negative impact	1	1%	0	0%
Overall, I think Agnico has a negative impact	13	8%	9	4%
<b>Total</b>	<b>153</b>	<b>100%</b>	<b>232</b>	<b>100%</b>

When asked about Agnico Eagle’s overall impact on their community, 96% of respondents in 2023 thought the impact was positive or neutral, and 4% thought the impact was negative. Compared to 2022 results, the share of respondents that reported Agnico Eagle’s impact was positive increased by 11 percentage points, while those that reported Agnico Eagle’s impact was negative decreased by 4 percentage points in 2023 indicating a positive change in the perception of survey participants.