



AGNICO EAGLE



UNIQUE GROWTH STORY

Canadian headquartered and led, Agnico Eagle Mines is a senior gold mining company that has produced precious metals since 1957. The Company's operating mines are located in Canada, Finland, Mexico and Australia, with exploration and development activities in each of these regions as well as in the United States and Sweden.

Agnico Eagle's mission is to build a high-quality, easy to understand business-one that **generates superior long-term returns for shareholders, creates a great place to work for our employees and contributes positively to the communities** in which we operate.



Over 67 YEARS
in business



Employs more than
16,000 PEOPLE
worldwide

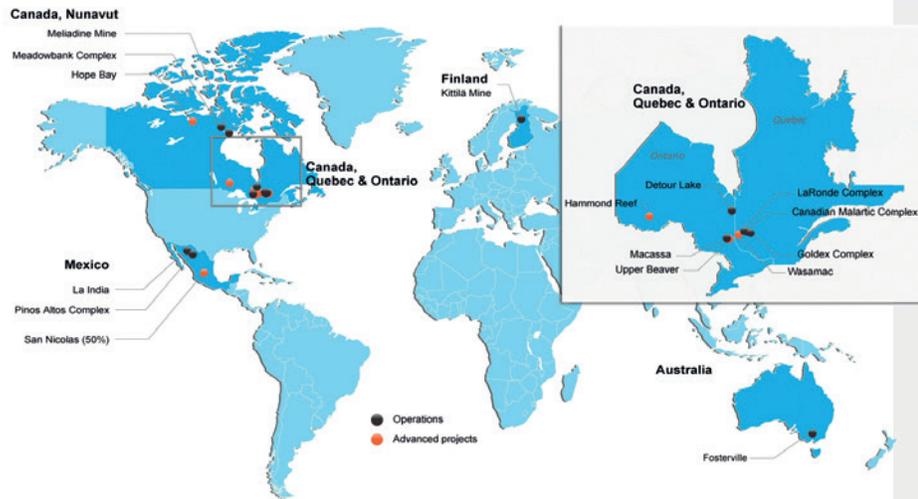


11 OPERATING MINES
in 4 countries



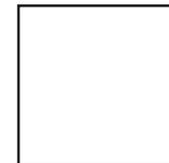
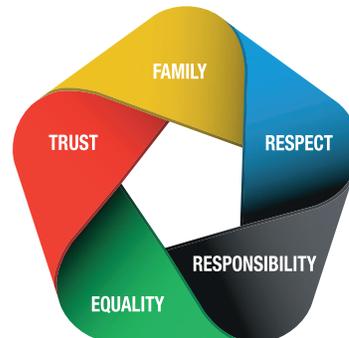
Largest gold producer
in Canadian and
3RD WORLDWIDE

Largest gold producer in Canada and top 10 worldwide



OUR VALUES

At Agnico Eagle, we are defined by our core values of family, trust, respect, responsibility and equality. These values express who we are and guide us in everything we do. They are the link to our history, central to our culture and an essential element of our success.



Inuktitut version



Inuinnaqtun version



AEM Meadowbank Complex | AEM Meliadine | AEM Hope Bay

aemnunavut.ca

We have been responsibly developing Canadian mineral resources in Nunavut for more than 15 years. We are currently operating the Meliadine mine and Meadowbank Complex (including the Amaruq mine) in Nunavut's Kivalliq region and have the Hope Bay mine as an advanced exploration/care and maintenance property in the Kitikmeot region.



AMARUQ SITE

MEADOWBANK SITE

MEADOWBANK COMPLEX

- ▶ **Mine type:** Underground and Open-pit
- ▶ **Stage:** Production
- ▶ **Mine life:** 2028
- ▶ **2024 tonnes of ore milled (thousands of tonnes) per day:** 4,143
- ▶ **2024 Gold production (oz gold):** 504,719
- ▶ **Employees & Contractors:** 1,831

MELIADINE

- ▶ **Mine type:** Underground and Open-pit
- ▶ **Stage:** Production
- ▶ **Mine life:** 2032
- ▶ **2024 tonnes of ore milled (thousands of tonnes) per day:** 5,609
- ▶ **2024 Gold production (oz gold):** 378,886
- ▶ **Employees & Contractors:** 1,556



MELIADINE

HOPE BAY

- ▶ **Mine type:** Underground
- ▶ **Stage:** Advanced Exploration/Care and Maintenance
- ▶ **Employees & Contractors:** 285
- ▶ **Project concept:**
 - Annual gold production > 315 000 oz
 - 3-year construction period
 - Mine life of 10 years

HOPE BAY

SHARING OPPORTUNITY WITH OUR INUIT PARTNERS



Agnico is the **BIGGEST MINER** and **LARGEST PRIVATE SECTOR EMPLOYER IN NUNAVUT**.

- ▶ About **\$34M** in annual salaries was given to Inuit beneficiaries from both Kivalliq and Kitikmeot regions in 2024(excluding contractors).
- ▶ In 2024, **310** positions are filled by Inuit employees (Agnico Eagle only).
- ▶ **OVER \$372M** of employment income has been paid to Inuit beneficiaries since 2010.



In 2024, Agnico Eagle also launched a new **MENTAL HEALTH INITIATIVE** to provide mental health counseling services to First Nations and Inuit people through the Family Enhancement Centre.



Agnico Eagle spent reached **\$824M** on Inuit businesses in 2024.



In 2024, 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) were **\$209M** for a total to-date impact of **\$1.2B** from all sources.



The total number of Agnico Eagle employees and contractors at Kivalliq projects was **3,465** in 2024, down 0.9% from 2023.



Since 2010, Agnico Eagle have paid a cumulative total of **\$372M** in employment income to Inuit employees at all its Nunavut mine sites, excluding contractors.



\$604,600 was donated to school initiatives, representing a 3% increase in spending over 2023, with **\$4.7M** invested since the start of operations.





AGNICO EAGLE

INUNNGUINIQ



Various initiatives have been undertaken this year with our Inunnguiniq partners:

- ▶ Pujjuut Kusugak, who has been with Agnico Eagle for the past seven years as Directors, Nunavut affairs, will officially also be named as Agnico Eagle Champion for Breakfast Club of Canada. In this position, he will promote the organization's mission and work to improve the lives of children across the Nunavut.
- ▶ Signature of a partnership agreement with Iliqaqsiq, aimed at improving access to quality training in the Kivalliq and Kitikmeot regions, where we operate. By supporting the development of training facilities, we intend to create more opportunities for Nunavummiut to acquire valuable skills, both in the field and in their communities.
- ▶ Agnico Eagle invested \$250,000 in the Arctic Rose Foundation to support the challenges that Nunavut youth are facing by fostering cultural connection through innovative programs.

IKAJUUTIIT



▶ Ikajuutiit is Agnico Eagle Mentorship program available for Kivalliq businesses. To this date, businesses in 4 of the 7 Kivalliq communities are receiving mentorship support.

- ▶ This program is delivered in collaboration with Catalyste+ and supports the creation and growth of businesses and entrepreneurs. Participants gain access to one on one sessions with mentors to develop skills and answer their businesses' needs.

SANAJIKSANUT



▶ In 2024, the labor pool list was updated, with candidates tracked at every stage of the recruitment process.

- ▶ Since the changes in the recruitment process, Agnico Eagle was able to hire 430 Inuit employees of which 105 Inuit employees were hired in 2024 (40 specific to Meliadine)

COMMUNITY DEVELOPMENT

The Local Workforce supports the Nunavummiut aspiration to build a better future for themselves and their children. **A long-term goal we have for our Nunavut operations is to develop our people so that one day our mines will be operated and managed by Nunavummiut.**

We have collaborated with local governments to create skill development, employment readiness and retention programs for our Inuit workforce. We offer several educational, training and skills development initiatives to encourage Inuit to improve their skills and employability status.

These include:

- ▶ Pre-Trade and Apprenticeship Programs
- ▶ Career Paths
- ▶ Trainee Programs

