

Appendix 47

Kivalliq Projects 2024 Socio-Economic Monitoring Program Report



Agnico Eagle Kivalliq Projects

2024 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

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SUBMITTED TO:

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Executive Summary

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 2024 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.

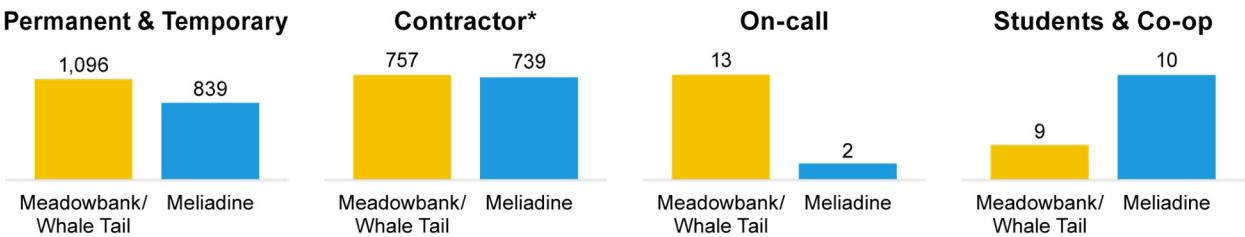
Report Highlights

The 2024 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. This year's report includes results from the 2024 Inuit and Nunavummiut Employment Survey and continues integrating Inuit Qaujimajatuqangit (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.

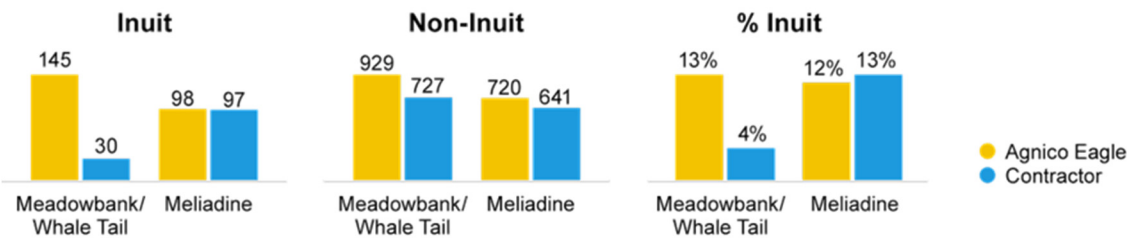


Total employment by Agnico Eagle and contractors at both projects **decreased by 0.9%** from 3,497 in 2023, to **3,464 in 2024**.

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

Inuit employment reached **175 FTEs (10% of total effort) at Meadowbank/ Whale Tail** and **195 FTEs (13% of total effort) at Meliadine**.

In 2024:



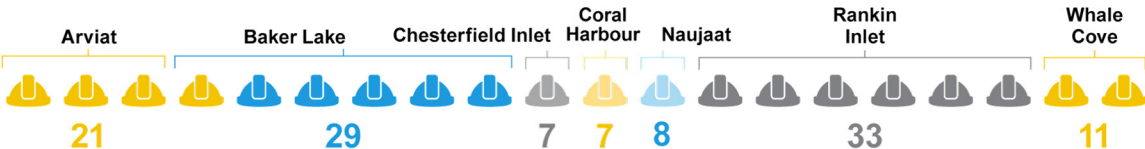
Agnico Eagle’s **Kivalliq-based employment reached 203 employees in 2024, representing 10% of Agnico Eagle employment that year.**

Agnico Eagle employees in 2024 by Kivalliq community (headcount):

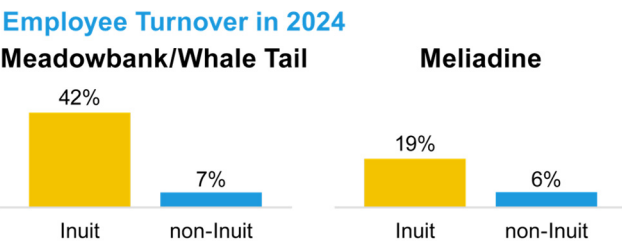


Contractors’ **Kivalliq-based employment reached 116 employees in 2024, representing 8% of contractor employment that year.**

Agnico Eagle contractors* in 2024 by Kivalliq community (FTE):



Inuit employee turnover remains higher than non-Inuit employee turnover, with a higher Inuit employee turnover at both sites in 2024, while the turnover rate for non-Inuit decreased.



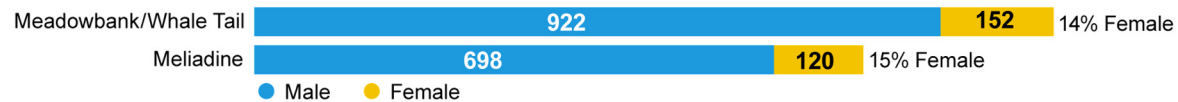
In 2024, 97 Inuit employees left work at the Kivalliq Projects, 76 of whom were from Meadowbank / Whale Tail and 21 from Meliadine - 47 departures at Meadowbank / Whale Tail and 16 at Meliadine were due to resignations – as such, resignations accounted for 75% of all departures.



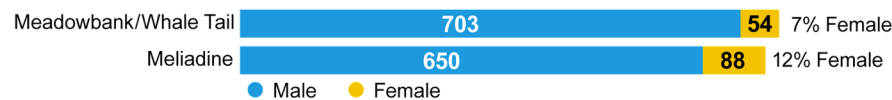
Gender

The total number of **female employees** working directly for Agnico Eagle and contractors **increased from 391 in 2023 to 414 in 2024**. The female FTE rate across all sites was 12%, similar to what it was in 2023.

Agnico Employees

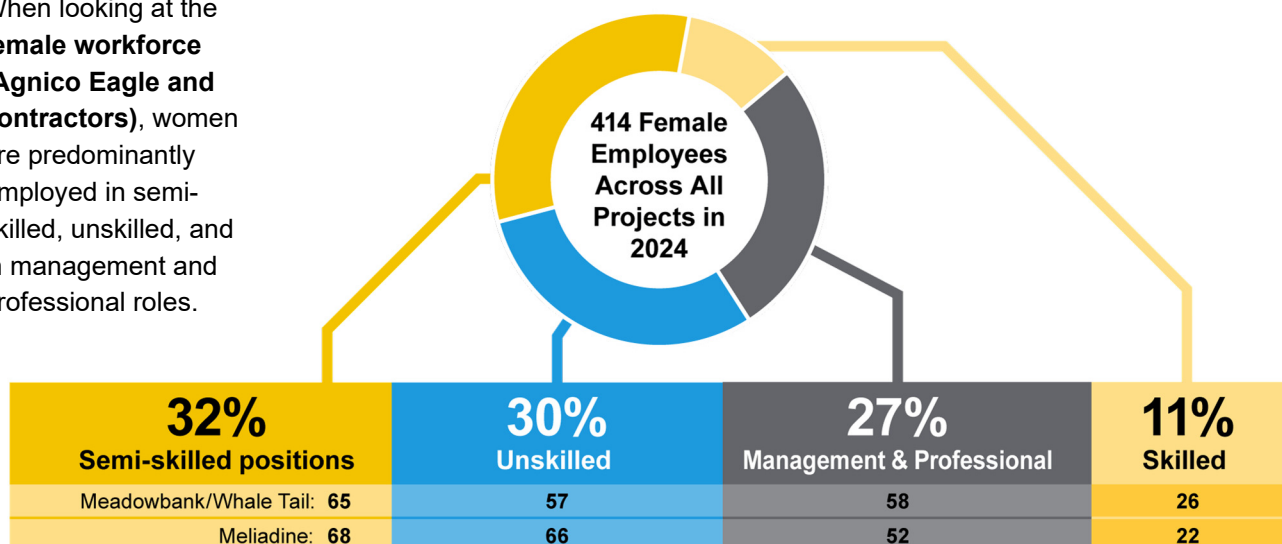


Contractors



In 2024, Women Inuit Spokespersons participated in Career Awareness activities and events, such as the Kivalliq Trade Show, to share their experiences and career paths at the mine site. Agnico Eagle also continues to have **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle's 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 \$20.8M in 2023 to \$18.2M in 2024** and increased at **Meliadine from \$13.0M in 2023 to \$14.3M in 2024**. The total income paid to direct Agnico Eagle employees was \$32.5M in 2024, representing a 4% decrease from \$33.8M in 2023.

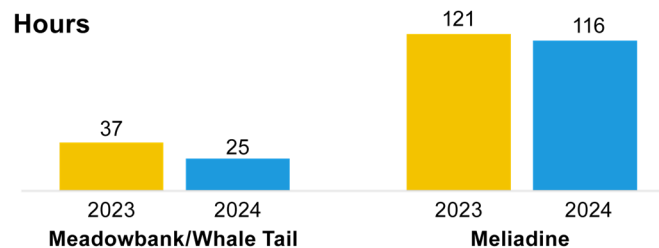
A cumulative total of **\$338.3M** of employment income has been paid to Inuit employees since 2010.



Education and Training

In 2024, the average number of hours of specific training for Inuit employees decreased at Meadowbank/Whale Tail and Meliadine.

In 2024, Agnico Eagle offered two new training programs, the Energy and Infrastructure (E&I) Trainee Program, and the Assay Lab Trainee Program, supporting one (1) and two (2) trainees, respectively.



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](#) ^{15v}. 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 2024, the Sanajiksanut Program supported various initiatives to facilitate access to employment for the Inuit workforce. Some of those included:

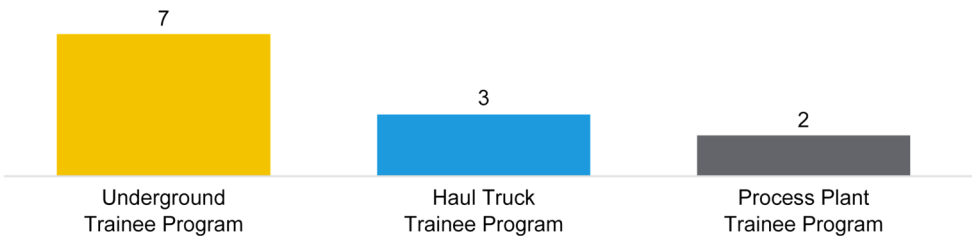
- 20 information sessions in six (6) Kivalliq communities and two (2) non-Nunavut communities, attended by 492 Inuit participants.

- Two (2) Career Days in two (2) Kivalliq communities, with 620 participants.
- Seven (7) Pre-Employment Training programs, with 47 participants.
- Hiring of 105 Inuit in 2024 from the Labour Pool List.

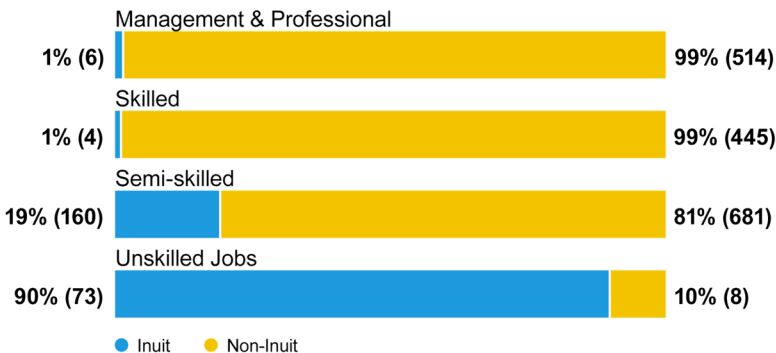


In 2024, an additional application channel was implemented to allow potential candidates to apply by scanning a QR code and completing a simple form. This initiative was implemented to reduce barriers to applying and improve employment access for Inuit candidates.

In 2024, there were **12 graduates** from various Agnico Eagle programs:



In 2024, Inuit employees held most of the unskilled roles (90%) 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.

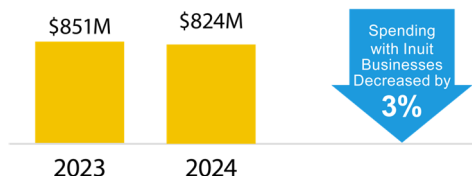


In 2024, Agnico Eagle made **\$548,300** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling \$4.6 million.

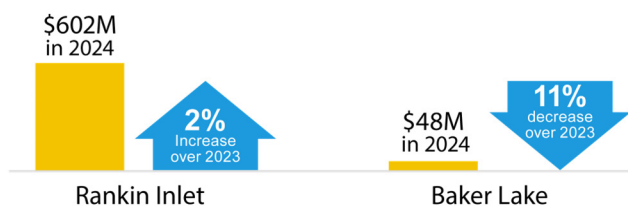


Contracting and Business Opportunities

Agnico Eagle spending with Inuit businesses in 2024 decreased by 3% compared to 2023; however, as a proportion of total procurement, this increased from 65% in 2023 to 67% in 2024.



Agnico Eagle spending with Inuit businesses from Rankin Inlet increased and Baker Lake decreased in 2024:



Total contract expenditures in Nunavut in 2023 reached **\$886M**

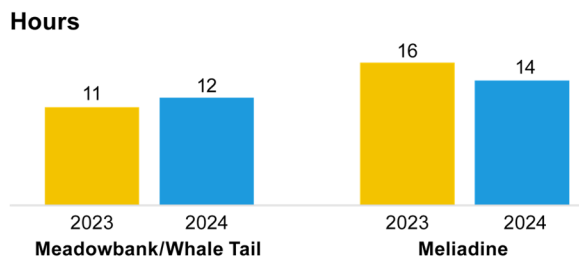
\$468M at Meadowbank / Whale Tail

\$388M at Meliadine.



Health and Safety

In 2024, mandatory training delivered to Inuit employees averaged 12 hours at Meadowbank / Whale Tail, representing an **increase in health and safety training over the 2023 level**, whereas Meliadine averaged 14 hours, representing a decrease.



In 2024, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) mine rescue competition in Yellowknife. Agnico Eagle also sent three (3) members to the international mine rescue competition in Colombia and won first place overall.

In 2024, the 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

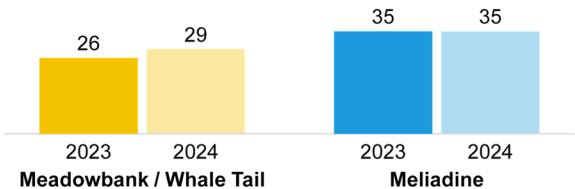
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

In 2024, 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.

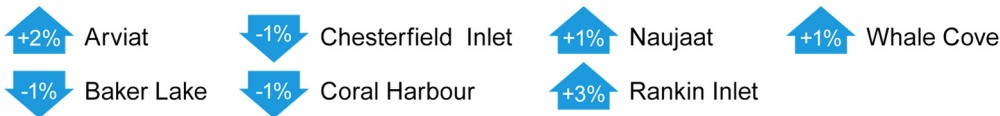


Agnico Eagle Inuit Employees Residing Outside of Nunavut



Regarding contractor employment, Meadowbank / Whale Tail had 6.4 FTEs, and Meliadine had 7.6 FTEs worked by Inuit employees living outside Nunavut in 2024.

The change in population in Kivalliq communities between 2022 and 2023 was as follows:

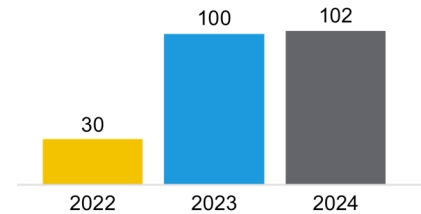


There was an overall population **increase of 1%** in the Kivalliq region in 2023(based on population estimates). Population estimates for 2024 were not available at the time of writing the report.



Community Infrastructure and Services

In 2024, **102 employees were referred to community healthcare centers**, a slight increase from 2023. Since 2018, 72% of referrals to community health care centers have been for non-work-related conditions.



6 Incidents at Meadowbank / Whale Tail required the use of GN health services in 2024, a decrease from 16 reported in 2023.



Individual and Community Wellness

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

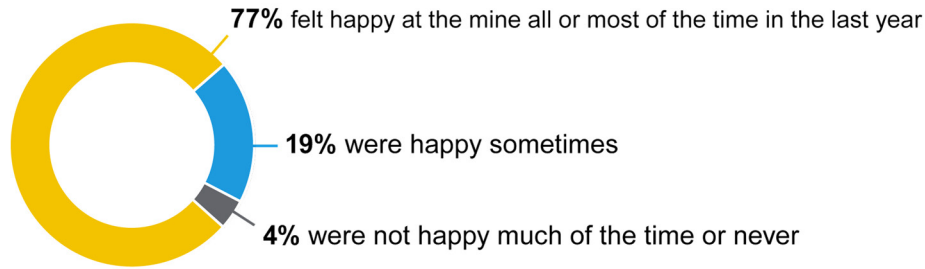
In 2024, Agnico Eagle also introduced a new mental health initiative for employees to provide mental health counselling coverage for First Nations and Inuit through the **Family Enhancement Centre**.

Meadowbank continued to communicate monthly topics related to mental health and collect statistics on mental health-related clinic visits, with a total of 226 clinic visits related to mental health 2024. Meliadine offered mental health talks and presentations to various departments, with Agnico Eagle assisting workers in setting up telepsych and counseling sessions.

In 2024, Agnico Eagle continued to administer the **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 is named "**Tukisigiaqniq**," which translates to "**Better understanding**" in Inuktitut, which aligns the name of the survey with the objectives of the survey while honouring local culture.

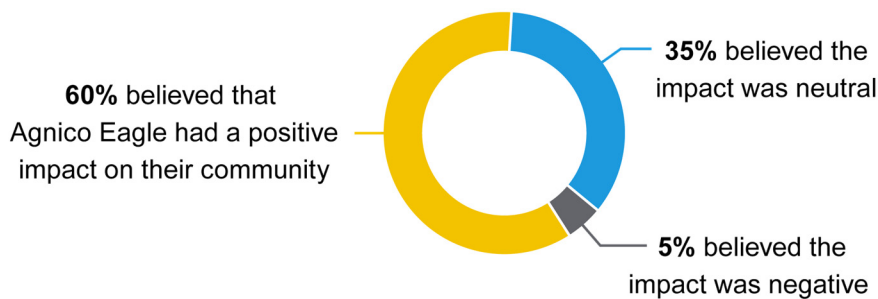
The results of the 2024 Inuit and Nunavummiut Employment Survey regarding health and wellness are described below.

Inuit and Nunavummiut Employment Survey results regarding feeling happy:



57% of survey respondents worried about their family, **33%** felt lonely while at work and **31%** worried about their financial situation.

Perceptions of Agnico Eagle impact:

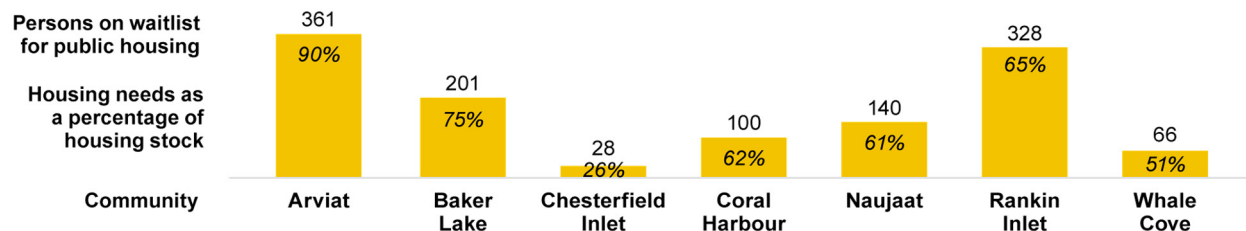


Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher **crime rates** since 2018; in 2023 (the most recent year for which these statistics were available at the time of preparing this report), the crime rate increased in all communities compared to 2022 except for Arviat, which had a decrease in crime.

Mischief, impaired driving, and disturbing the peace were the most common offences in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

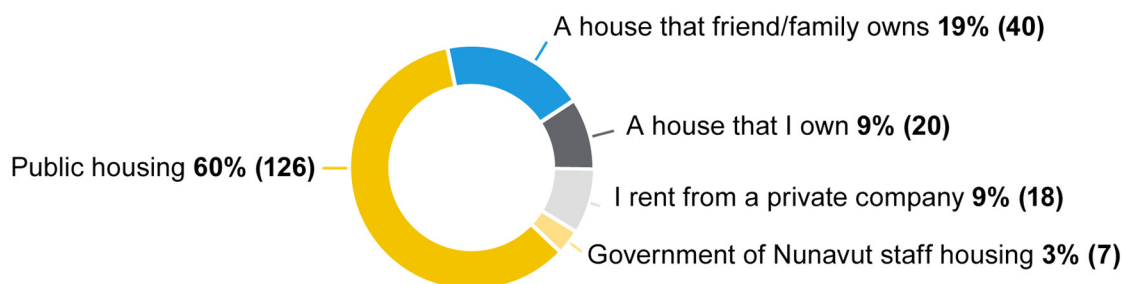


In 2024, there was a **5% increase in the demand for public housing**, with 1,224 people on the waitlist in the Kivalliq region. Only the communities of Baker Lake and Coral Harbour had a slight decrease in the number of persons on housing waitlists compared to 2023.

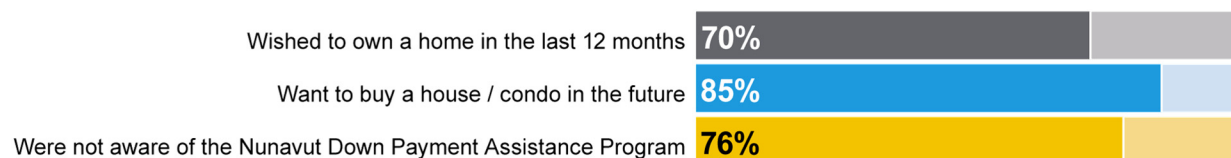


Lack of housing in most Kivalliq communities is rated as having a **critical need**, while **Chesterfield Inlet is rated as having a comparatively less severe need**.

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

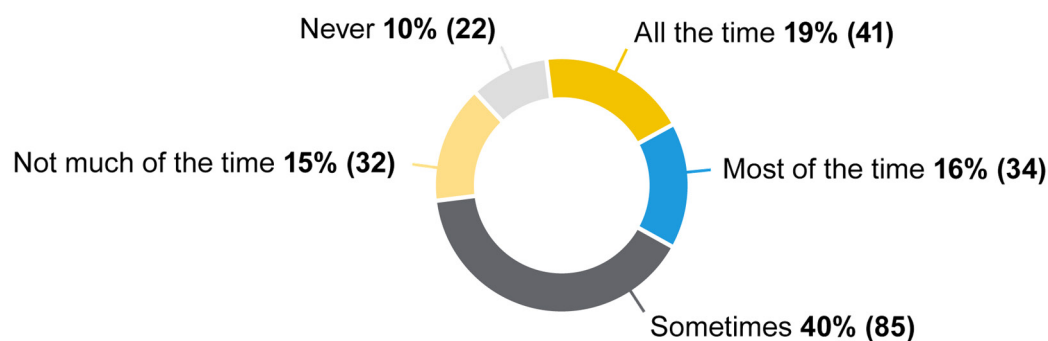


Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:

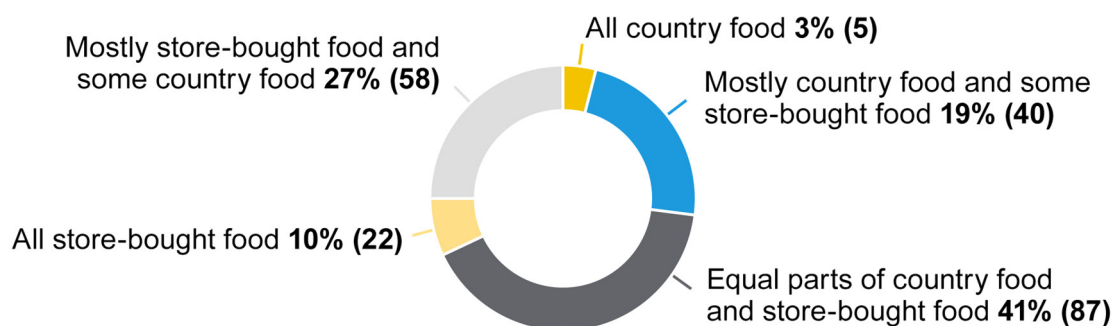


Food security remains an important issue for employees.

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 2024, 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. Travelling on the land showed a notable increase to 40% in 2024 from 24% in 2023.

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

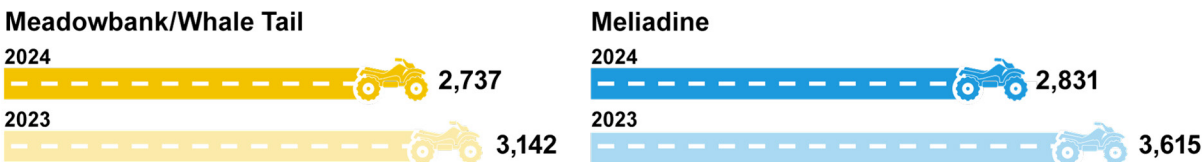


The **use of Inuktitut** on-site declined in 2024 at both mine sites. The 2024 Inuit and Nunavummiut Employment Survey results indicated that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, **11% of respondents in 2024 indicated that they felt they spoke Inuktitut less at home** due to working at the mine.

In 2024, Agnico Eagle Kivalliq Projects continued integrating 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.
- Translating of the Salaried Employee Handbook into Inuktitut.
- Establishing an Inuktitut name for the Kivalliq Elders’ Advisory Committee (KEAC) as “Akkiqtiit”.

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



In 2024, the **Kivalliq Inuit Elders' Advisory Committee (KEAC)** participated in annual meetings, site visits and cultural activities.



In 2024, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day, organized by Agnico Eagle's Inuk employee from the Human Resources department. The festivities included traditional food cooked by Inuit in the country kitchen. Local Elders and a local band were present, with arts and crafts activities planned and incorporated.

In total, in 2024, Agnico Eagle made monetary contributions of **\$47,100** to support traditional activities.



Nunavut Economy

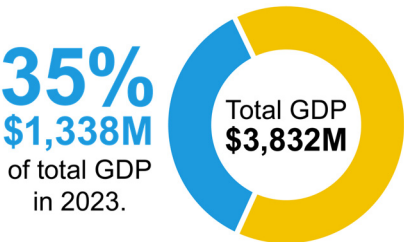
In 2024, Agnico Eagle **payments from taxes and royalties** and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 19% to **\$208.5M**, for a total to-date impact of **\$1.2B** from all sources.



In 2023, Nunavut experienced an increase in **trade deficit** to \$1,125M, from \$912M in 2022, due to increasing imports and exports.



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



Agnico Eagle estimated, in 2023, that Meadowbank / Whale Tail and Meliadine operations were collectively responsible for **over 20% of Nunavut's GDP**. At the time of this report, 2024 information was not yet available.

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Acronyms and Abbreviations

\$M	Millions of Canadian dollars (current, unless otherwise stated)
AEM	Agnico Eagle Mines
ATV	All-terrain vehicle
AWAR	All-Weather Access Road
BLPNP	Baker Lake Prenatal Nutrition Project
BOC	Business Opportunities Committee
CCM	Collaboration Committee Members
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
ESG	Environmental, Social, and Governance
FEIS	Final Environmental Impact Statements
FIFO	Fly-in, Fly-out
FTE	Full-Time Equivalent
GDP	Gross Domestic Product
GN	Government of Nunavut
GoC	Government of Canada
H&S	Health and Safety
HDET	Heavy Duty Equipment Technician
HR	Human Resources
HTO	Hunters and Trappers Organizations

IIBA	Inuit Impact and Benefit Agreement
INAC	Indigenous and Northern Affairs Canada
IOL	Inuit Owned Lands
IQ	Inuit Qaujimajatuqangit
ISV	Inuit Societal Values
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
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
MLA	Member of the Legislative Assembly
MMSO	Marine Mammal & Seabird Observer
MRV	Mine Rescue Vehicle
MoU	Memorandum of Understanding
NACCA	National Aboriginal Capital Corporations Association
NCFA	Nunavut Community Futures Association
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
OHSC	Occupational Health & Safety Committee
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
SAO	Senior Administrative Officer
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
VSECs	Valued Socio-Economic Components
WHMIS	Workplace Hazardous Materials Information System

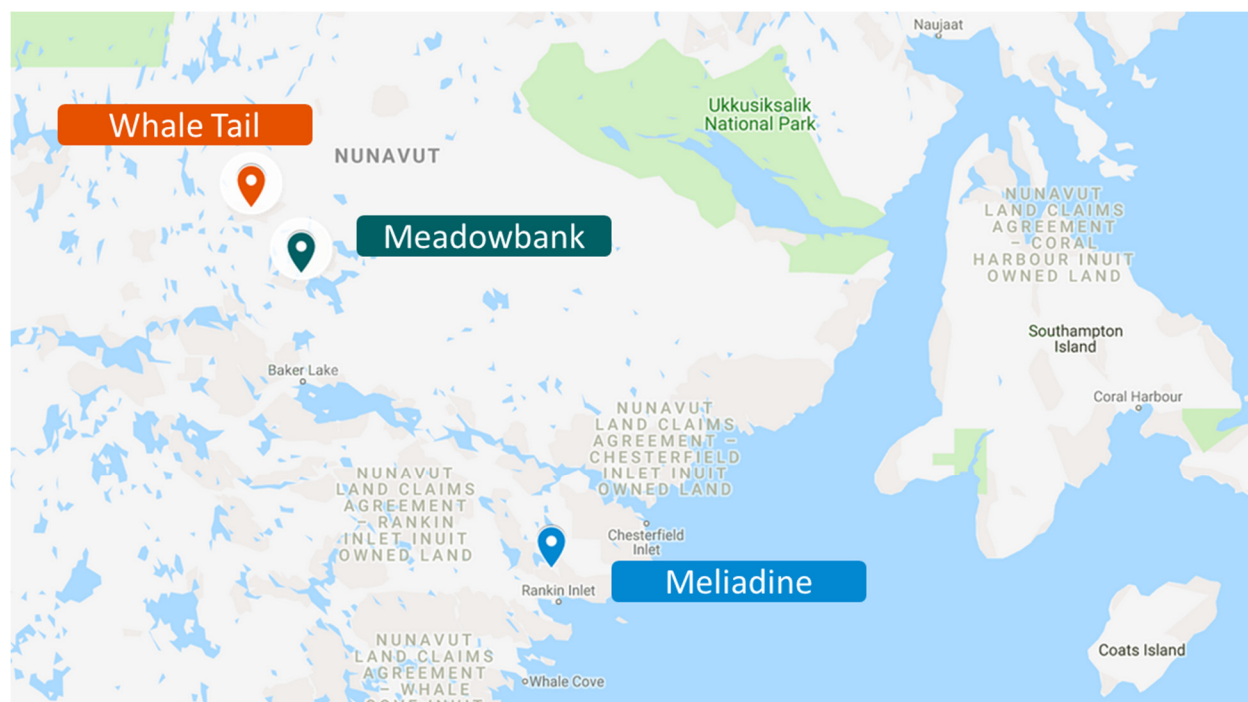
Introduction

About Agnico Eagle

Agnico Eagle is a Canadian-based and -led senior gold mining company and the third largest gold producer in the world. Agnico Eagle produces precious metals from operations in Canada, Australia, Finland, and Mexico, with a pipeline of high-quality exploration and development projects. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading sustainability practices. Agnico Eagle was founded in 1957 and has consistently created value for its shareholders, declaring a cash dividend every year since 1983.

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.



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

The Meadowbank mill processed 4.1 million tonnes of ore in 2024, and the Meadowbank complex achieved record annual production, producing 504,719 ounces of gold compared to 431,666 ounces of gold in 2023. Agnico Eagle is exploring extending the mine's operational life beyond 2028, focusing solely on underground production. Preliminary findings from this evaluation are expected in the first half of 2026. As of December 31, 2024, gold mineral reserves at the Amaruq underground deposit and Meadowbank complex are 1.6 million ounces (proven and probable).

About 290 km southeast of Meadowbank, the Meliadine mine achieved a milestone of 2.0 million ounces of gold in November 2024 since its first commercial production in 2019. The Meliadine mill processed 2.0 million tonnes of ore in 2024, and 378,886 ounces of gold compared to 364,141 ounces of gold in 2023. Agnico Eagle anticipates mining at Meliadine will be carried out through several underground mining operations and open pits over a mine life extending to 2032. Recent exploration results demonstrate that the deposit remains open at depth and laterally, supporting potential future growth in mineral resources and mineral reserves. As of December 31, 2024, gold mineral reserves at Meliadine are 3.4 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 (GN) 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 GN (including specific departmental representation), the Government of Canada, the Kivalliq Inuit Association (KIA), 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 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 to IIBA matters.

Methodology

Indicator Selection

In 2017, Agnico Eagle and their partners in the SEMC created the Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Program (SEMP). Integrating multiple projects within a single monitoring framework aimed to promote consideration of cumulative impacts and streamline the 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 also supported the development of the Program framework and identified and accessed priority data to improve the projects' socio-economic performance.

Data Sources

This report compiles data 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 the mines' pre-development, construction, and operation. 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 (2024) 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 was expected but had not been made available at the time of report finalization. These cases are flagged for the reader wherever possible.

Tukisigiaqniq: the 2024 Inuit and Nunavummiut Employment Survey

Agnico Eagle administers Tukisigiaqniq, the Inuit and Nunavummiut Employment Survey, annually. "Tukisigiaqniq," which translates to "Better understanding" in Inuktitut ^{ISV}, captures the essence and intent of the survey by aligning the name closely with the objectives of the Inuit and Nunavummiut Employment Survey within Kivalliq operations while honouring local culture. 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 Inuit Societal Values (ISV) *tunnganarniq* by improving the inclusivity of the survey for Inuit.

In 2024, Agnico Eagle administered its annual 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 surveys conducted in 2022 and 2023. In 2020 and 2021, Agnico Eagle's plans to roll out the survey were postponed due to the impacts of COVID-19.

In 2024, the Inuit and Nunavummiut Employment Survey had 219 respondents, including 218 Inuit and one Nunavummiut but non-Inuit respondent. Of the 218 Inuit respondents, 16 lived outside Nunavut. While 241 employees participated in the 2024 survey, not all questions were answered by all participants, and thus, the number of respondents varies per question. As a result, survey results should be interpreted with caution. Additional characteristics of those who participated in the 2024 survey include:

- 30% were female and 69% male; 1% preferred not to disclose.
- 68% worked at Meadowbank Complex and 32% at Meliadine.
- 84% were directly employed by Agnico Eagle and contractors hired 16%.
- 27% worked at the mine for one year or less, 23% worked at the mine 1-3 years, 16% worked at the mine 3-5 years, and 34% worked at the mine 5+ years.

Survey results are integrated throughout this report as applicable. Detailed results of the survey are presented in Appendix E.

Inuit Qaujimajatuqangit (IQ) and Inuit Societal Values (ISV) Summary

Inuit Qaujimajatuqangit (IQ)—meaning “Traditional Knowledge”—is a set of values and practices guiding the incorporation of traditional Inuit knowledge into modern, everyday practices (GN Department of Culture, n.d.) (NIRB, n.d.). 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 that 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 promotes a balanced and sustainable way of living (Karetak, Tester, & Tagalik, 2017).

It is important to recognize that IQ is 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 at home with family and friends or with the environment. They are also followed in the way that Inuit conduct business or work.

This report leverages the GN’s ISV to incorporate IQ. ISVs are ways of conceptualizing IQ. Adherence to them promotes and integrates 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. **Piliriqatigiinni / Ikajuqtigiinni:** Working together for a common cause.
5. **Tunnganarniq:** Fostering good spirits by being open, welcoming, and inclusive.
6. **Aajiqatigiinni:** 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 ISVs relates to, have been followed, or are connected to the subjects being discussed. The purpose of 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 subsections, 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 GN's approach to ISVs and its IQ analytical tools. This helps ensure that the report's findings reflect Inuit traditions and perspectives and resonate more effectively with Kivalliq communities.

It is easier to identify where IQ and ISVs have been included in data collection through surveys and interviews. However, it is more difficult to implement and report on the inclusion of IQs/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 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 2024 updates and initiatives descriptions, are provided at the end of the report in Appendix A. The descriptions of existing Agnico Eagle programs and practices relevant to performance against VSEC indicators are discussed in the interpretation sections.

Analysis and Interpretation

Throughout this report, we present available data using a combination of narrative, tables, and charts. We interpret the data for each indicator, identifying significant trends and explaining 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 synonymous and can be used interchangeably throughout the report.

1 Employment

IMPACT / GOAL STATEMENT

Increased, stable employment for Inuit across Kivalliq communities.

OVERARCHING FEIS PREDICTIONS

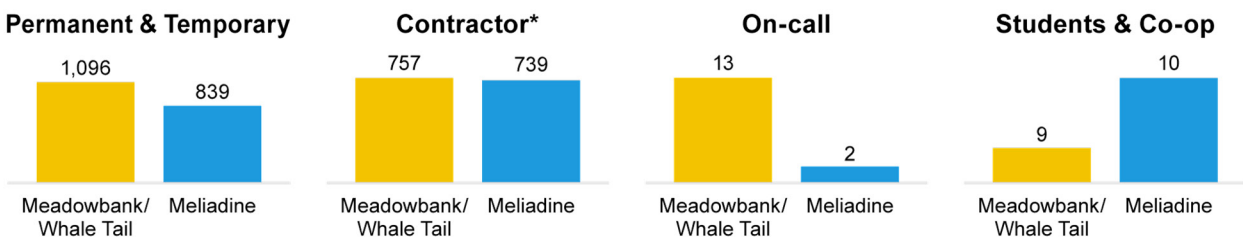
Meadowbank: “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit” (Cumberland Resources, 2006, p.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



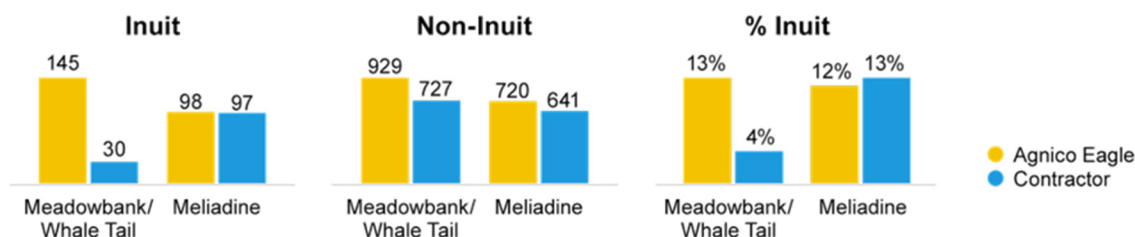
Total employment by Agnico Eagle and contractors at both projects

decreased by 0.9% from 3,497 in 2023, to **3,464 in 2024.**

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

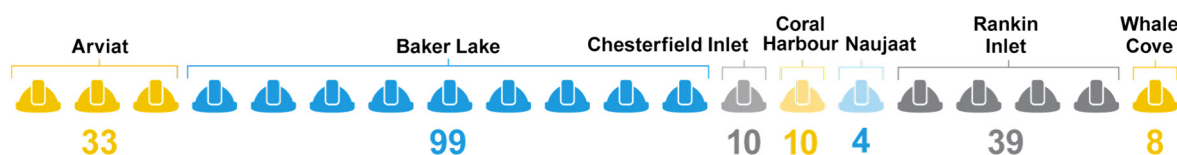
Inuit employment reached **175 FTEs (10% of total effort) at Meadowbank/ Whale Tail** and **195 FTEs (13% of total effort) at Meliadine.**

In 2024:



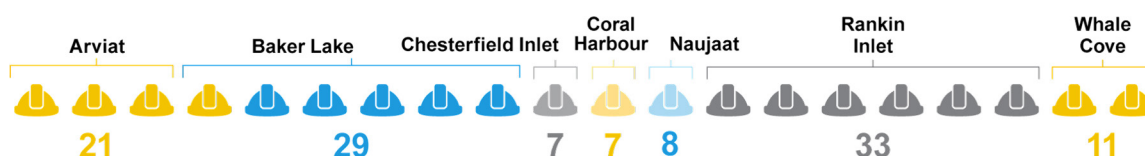
Agnico Eagle's **Kivalliq-based employment reached 203 employees in 2024, representing 10% of Agnico Eagle employment that year.**

Agnico Eagle employees in 2024 by Kivalliq community (headcount):

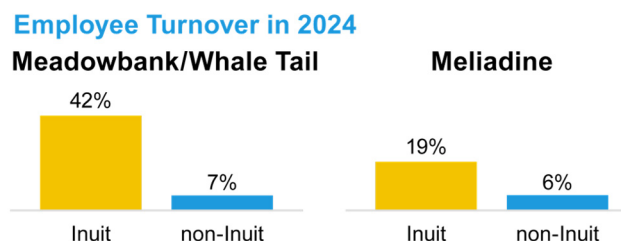


Contractors' **Kivalliq-based employment reached 116 employees in 2024, representing 8% of contractor employment that year.**

Agnico Eagle contractors* in 2024 by Kivalliq community (FTE):



Inuit employee turnover remains higher than non-Inuit employee turnover, with a higher Inuit employee turnover at both sites in 2024, while the turnover rate for non-Inuit decreased.



In 2024, 97 Inuit employees left work at the Kivalliq Projects, 76 of whom were from Meadowbank / Whale Tail and 21 from Meliadine - 47 departures at Meadowbank / Whale Tail and 16 at Meliadine were due to resignations – as such, resignations accounted for 75% of all departures.

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.
- A pre-apprenticeships and Apprenticeships Program to allow Inuit employees to be educated and trained in their preferred trade by combining on-the-job learning with in-school technical instruction.
- Trainee Programs such as Haul Truck, Underground, Process Plant, Energy and Infrastructure (E&I), and Assay Lab, to advance skills of existing Inuit employees.
- Nunavut Leadership Development Program (LDP) to develop employees' leadership skills in supervisory roles.
- Career Path Program to support upward mobility/promotion of Inuit employees.
- Spokespersons program (previously known as the 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

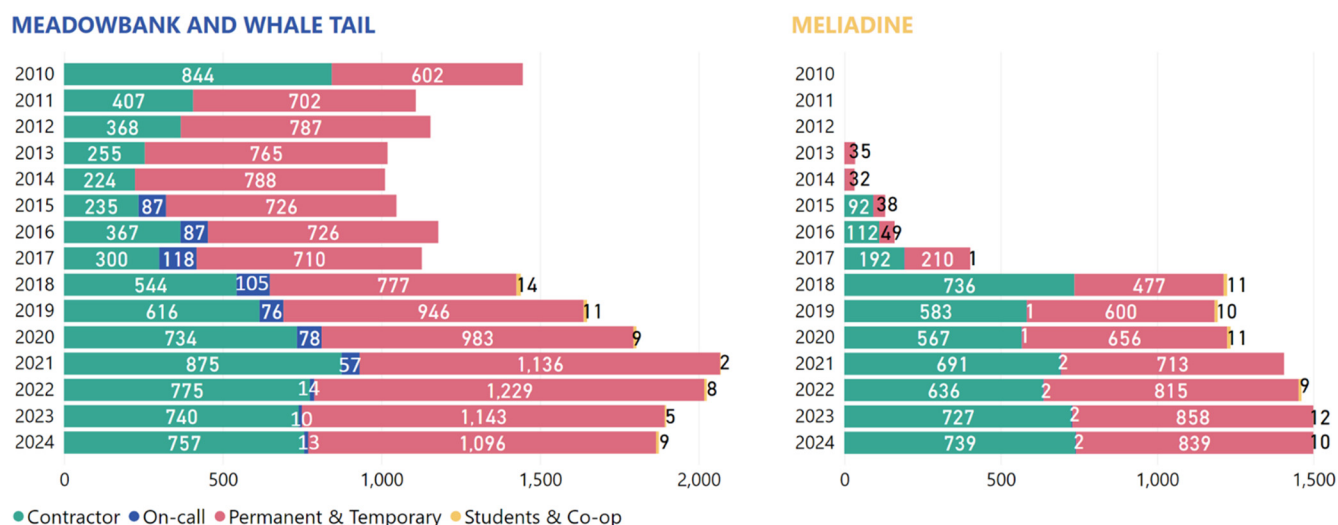
"Work force requirements (positions) for construction will vary over the construction period averaging 1,000 positions and totalling about 1,700 positions" (Golder Associates, 2014, p. 9-168). *"The likely number of required positions during the operations phase would be about 700 positions."* (Golder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

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.

¹ 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, 2024) | *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 3,464 in 2024, representing a 0.9% (33 FTEs) decrease from 2023. This total included 1,875 employees² at Meadowbank / Whale Tail and 1,590 employees³ at Meliadine, and represents:

- a decrease of 1.2% in employment at Meadowbank / Whale Tail from 1,898 employees in 2023 to 1,875 in 2024, and
- a decrease of 0.6% in employment at Meliadine from 1,599 employees in 2023 to 1,590 in 2024.

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 /

² This includes 1,096 Agnico Eagle employees, 757 contractors, nine (9) students and co-op and 13 on-call employees.

³ This includes 839 Agnico Eagle employees, 739 contractors, 10 students and co-op and two (2) on-call employees.

Whale Tail since 2020, employment estimates for 2020, 2021, and 2022 were influenced by the COVID-19 related 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 suggested an overall growth in permanent and temporary, and contractor employment. In 2024, however, compared to 2023, only contractor employment increased while the employment of permanent and temporary employees decreased, resulting in an overall decrease in the workforce. Despite these varying trends, the total number of employees at Meadowbank / Whale Tail in 2024 (both Agnico Eagle employees and contractors) exceeded the FEIS prediction of estimated *370 positions at Meadowbank* and *1,166 positions at Whale Tail* (total of 1,536 positions) by 339 jobs.

Agnico Eagle and contractor employment at Meliadine has fluctuated year-to-year but has seen overall annual growth from 2019 to 2023. Employment changes resulted from 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 also increased the number of employees in 2021, with a continued increase in overall employment in 2022 and 2023. The increase in employment in 2023 was attributed to the growth in permanent and temporary jobs and contractor employment. In 2024, however, while contractor employment increased, there was a decrease in permanent and temporary employment, resulting in an overall decrease in the workforce. Employment at Meliadine in 2024 surpassed the prediction of *1,400 jobs* by 190 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 TAIL²

“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).

MELIADINE⁴

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).⁵

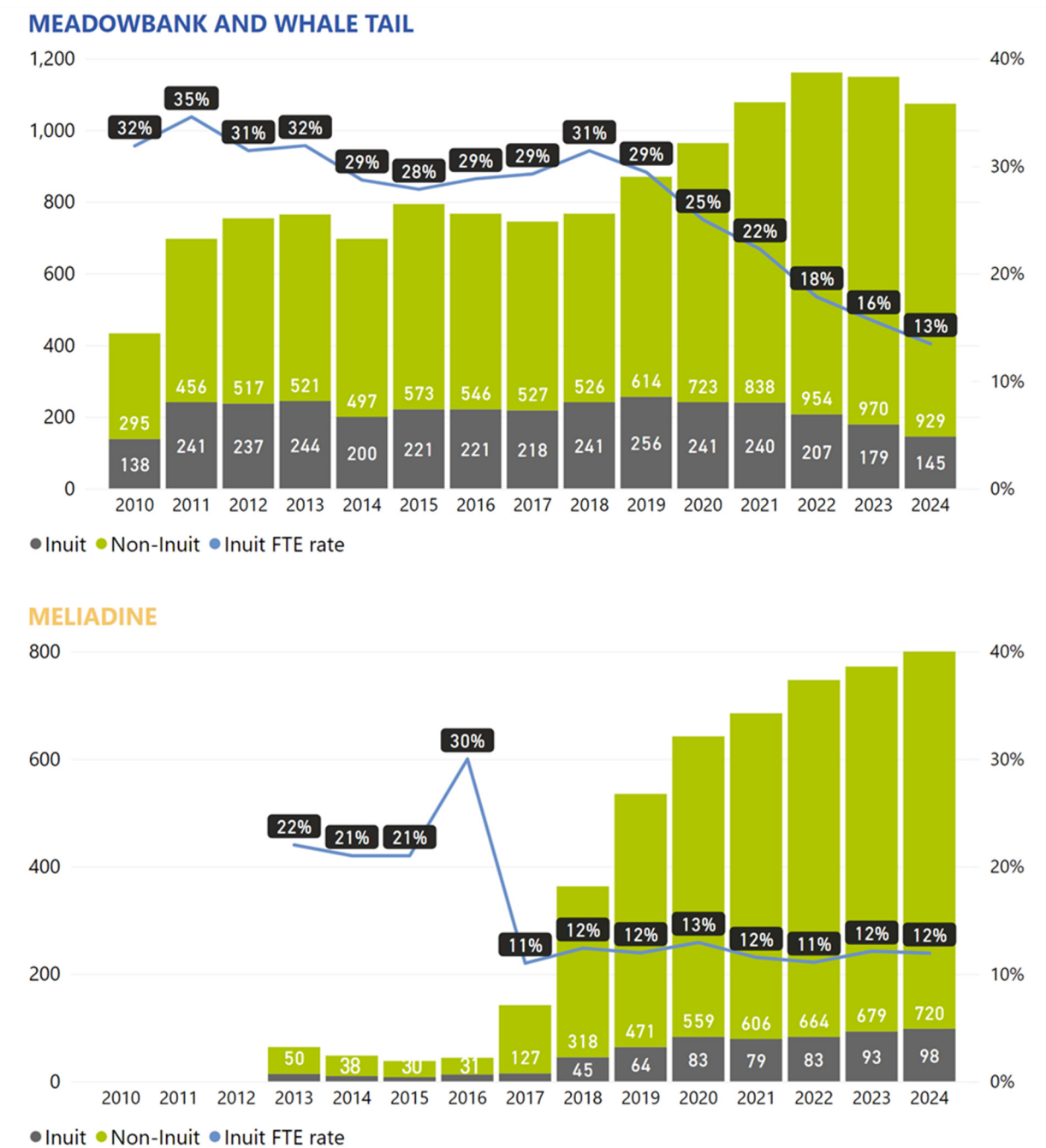
Data & Trends

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

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

⁵ 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)

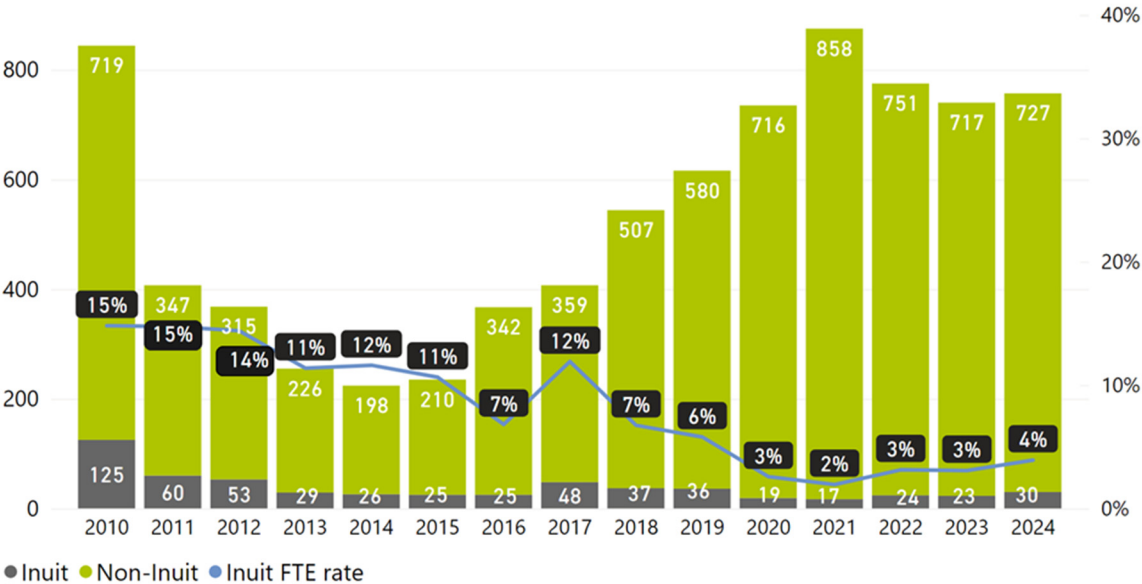


(Agnico Eagle Mines, 2024)

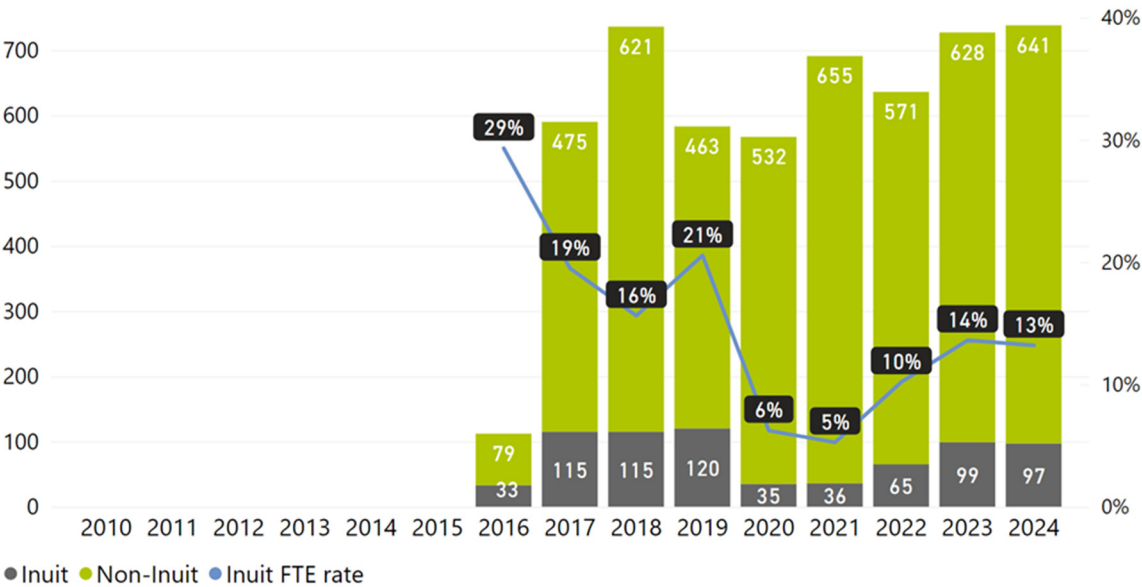
Chart 3 presents contractor employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine.

Chart 3. Project contractor employment (Inuit & non-Inuit)⁶

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2024)

⁶ 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 2024, Agnico Eagle's Inuit employees worked the equivalent of 243 FTEs, while another 127 FTEs were filled by contractors' Inuit employees, for a total of 370 FTEs (of 3,387 total). Considering year-over-year change, in 2024, Agnico Eagle's Inuit employment decreased at Meadowbank / Whale Tail by 34 FTEs and increased by five (5) FTEs at Meliadine. Contractors' Inuit employment increased by seven (7) FTEs at Meadowbank / Whale Tail and decreased by two (2) FTEs at Meliadine.

At Meadowbank / Whale Tail, Agnico Eagle's Inuit FTEs comprised 13% (145 FTEs) of the total employee base in 2024, down from 16% (179 FTEs) in 2023. For contractors, Inuit FTEs were at 4% (30 FTEs) of total FTEs in 2024, compared to 3% (23 FTEs) in 2023. The combined (Agnico Eagle and contractors) Inuit effort for Meadowbank / Whale Tail was 175 FTEs or 10% Inuit FTE rate in 2024, notably lower than the FEIS prediction of 491 positions or 42% Inuit workforce for Whale Tail.

At Meliadine, Agnico Eagle's Inuit FTEs comprised 12% (98 FTEs) of the total employee base in 2024, remaining relatively stable as a proportion of the total workforce since 2017. For contractors, Inuit FTEs decreased from 14% (99 FTEs) in 2023 to 13% (97 FTEs) in 2024. The combined (Agnico Eagle and contractors) Inuit effort for Meliadine was 195 FTEs or 13% Inuit FTE rate in 2024. This realized level of Inuit employment is notably lower than the Meliadine FEIS prediction of 20% (280 positions) 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 inuuqatigiitsiarniq^{15v}](#). In 2023, Meadowbank / Whale Tail had 53 FTEs in missed hours, and Meliadine had 24 FTEs in missed hours. In 2024, Meadowbank / Whale Tail had 33.7 FTEs in missed hours, and Meliadine had 18.4 FTEs in missed hours, showing a decrease in missed hours compared to the previous year. Despite this, Inuit missed hours account for a disproportionately larger share of the total missed hours when also accounted for non-Inuit workers. 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 the 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 a 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).

Agnico Eagle is also preparing a new KLMA report, set to be published in 2025, which, once available, may provide additional insights into this topic.

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](#) ^{ISV}.

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.

The Sanajiksanut Program is built around four (4) key principles that guide Agnico Eagle's efforts in its expanding Inuit workforce participation:

- **Partnership with Ilitaqsiniq (Nunavut Literacy Council).** Agnico Eagle collaborates with Ilitaqsiniq to integrate community-based training into its recruitment process. The pre-employment training program, designed by Inuit for Inuit, is delivered by an Inuit instructor, ensuring that training aligns with local needs and cultural values.
- **Inuit Workforce Planning.** Recruitment planning is conducted alongside Agnico Eagle's operational teams to ensure Inuit employment opportunities are identified and supported within Agnico Eagle's workforce strategy.
- **Recruitment Process Enhancements.** The recruitment process is inclusive and accessible to potential Inuit candidates, following a job-specific approach instead of regrouping all potential candidates in the same pool. To increase accessibility, Agnico Eagle has adapted communication channels to better reach Inuit candidates, ensuring they receive timely job opportunity updates. The Sanajiksanut Program also supports contractors in recruitment, career advertisement, and implementation of training initiatives (community-based and on-site). Job application channels include the Agnico Eagle website, email, mail/post, and in-person submission.
- **Mining Awareness and Career Outreach.** The program engages younger generations through career awareness initiatives in Kivalliq schools and colleges, promoting long-term interest in the mining industry.

In 2024, the Sanajiksanut program supported various initiatives to facilitate access to employment for the Inuit workforce. The efforts included community-based and on-site training initiatives designed to develop new training programs and create career opportunities. A job-specific recruitment process was implemented to improve hiring efficiency, streamlining the recruitment process and increasing exposure to career opportunities offered at the mine site. Additionally, Mining Awareness was prioritized, engaging high school and college students to promote careers in the industry. The Sanajiksanut team also conducted a community tour in four (4) communities (Chesterfield Inlet, Coral Harbour, Arviat, and Nauyasat) and two (2) Career Days in two (2) communities (Arviat and Rankin Inlet). These in-person events provided essential information to community members interested in working at the mine site.

In 2024, more than 20 job opportunities were advertised for the Inuit workforce. An additional application channel was also implemented to allow potential candidates to apply by scanning a QR code and completing a simple form. This initiative was implemented to reduce barriers to applying and improve employment access for Inuit candidates.

These initiatives are in addition to the regular Sanajiksanut process, where potential candidates can become pre-qualified through the following four (4) steps process:

Step 1: Employment Information Sessions

To enhance outreach, Agnico Eagle organized employment information sessions across Kivalliq and beyond, aiming to provide clear guidance on job opportunities and application processes. In 2024, as part of the Sanajiksanut Program, employment information sessions were held in six (6) Kivalliq communities (Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, and Rankin Inlet) 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 employment information sessions were organized to reach the maximum number of community members (combined with community activities). However, some of the scheduled information sessions were cancelled due to the challenges associated with weather conditions, accommodation availability, and a Community Liaison Officer (CLO) presence.

In total, Agnico Eagle completed 20 information sessions in 2024 in six (6) Kivalliq communities and two (2) non-Nunavut communities (compared to 19 sessions in 2023), attended by 492 Inuit participants (compared to 183 participants in 2023); no sessions were delivered in Whale Cove. Distinct types of employment information sessions were organized and combined with community activities to maximize the number of Inuit participants. The information sessions were held as follows:

- Four (4) sessions and 289 Inuit participants in Arviat.
- Six (6) sessions and 10 Inuit participants in Baker Lake.
- One (1) session and 25 Inuit participants in Chesterfield Inlet.
- Two (2) sessions and 47 participants in Coral Harbour.
- One (1) session and 46 participants in Naujaat.
- Four (4) sessions and 54 Inuit participants in Rankin Inlet.
- Two (2) employment information sessions were also organized outside of Nunavut in Winnipeg and Ottawa, where there is a large group of potential Inuit candidates, and 21 participants attended those sessions.

In 2024, Agnico Eagle hosted the 'Career Day' for the second time in Rankin Inlet, and the first time in Arviat. Both Career Days informed community members about the mining activities, Agnico Eagle operations in Nunavut, the various career opportunities, and future projects. The Sanajiksanut Team was there to meet with potential candidates and provide information on employment and career opportunities. Contractors (Kivalliq Contractor Groups, Sakku Investment Corporation, Tangmaarvik) and the GN representative from Career Development were also present to promote the Apprenticeship Program. For Arviat, 120 students participated, and approximately 250 members of the community attended. For Rankin Inlet, 200 students participated, and approximately 50 members of the community attended.

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 ^{ISV}. In 2024, CLOs were present in five (5) communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour, and Chesterfield Inlet. The Sanajiksanut Coordinator and the Chesterfield Inlet CLOs travelled to Naujaat to conduct employment information sessions and support potential applicants. The Sanajiksanut Team was also available by phone, email, and a social media communication tool to support applicants. In 2024, a new digital application tool was introduced, allowing applicants to submit their information via a simple online form accessible through a QR code.

Chart 4. Sanajiksanut Program



Step 3: Pre-Employment Training Program

In 2024, seven (7) Pre-Employment Training programs were delivered, with a total of 47 participants who completed the programs. All training programs were fully facilitated by Iilitaqsinig (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 ^{ISV}. Of the seven (7) sessions, one (1) training session was held in Arviat with seven (7) Inuit participants, two (2) in Rankin Inlet with seven (7) Inuit participants, two (2) in Baker Lake with 21 Inuit participants, one (1) in Coral Harbour with nine (9) Inuit participants, and one (1) in Chesterfield Inlet with three (3) Inuit participants; there was no session in Whale Cove.

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 Labour Pool Coordinator manages the list. In 2024, the Labour Pool List was updated, with candidates tracked against each step of the recruitment process. Since implementing the recruitment process, Agnico Eagle was able to hire 430 Inuit employees, of which 105 were hired in 2024 (65 at Meadowbank/Whale Tail and 40 at Meliadine).

Overall, the Sanajiksanut Program continues to be adapted based on ongoing feedback from community partners and evolving operational priorities. Agnico Eagle remains committed to supporting workforce development initiatives that help facilitate job readiness and career growth for Nunavummiut.

In 2024, discussions with the GN Department of Family Services have focused on aligning employment initiatives with broader workforce strategies and identifying areas where collaboration can further support Inuit employment. Key areas of discussion have included:

- Enhancing collaboration on apprenticeship training and workforce development to support Inuit workers in transitioning into skilled trade positions.
- Improving recruitment accessibility by strengthening pre-employment training and community outreach efforts.
- Exploring ways to recognize and develop transferable skills, ensuring broader career pathways for Inuit job seekers.
- Holding ongoing discussions regarding employment certifications and training opportunities to align workforce development with industry needs and community aspirations.

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

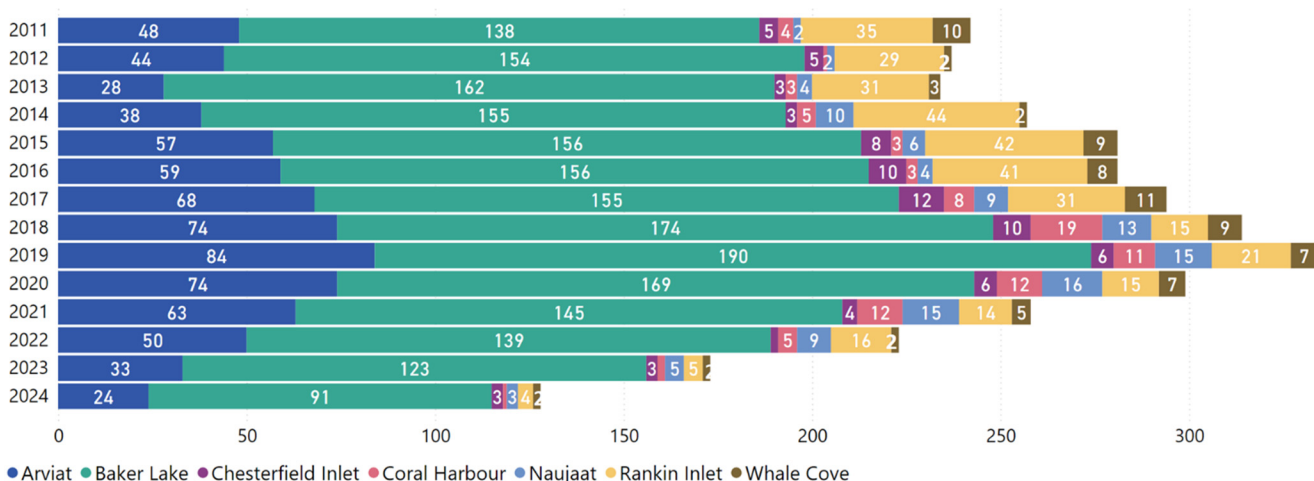
There are no specific predictions in the Meliadine FEIS regarding Kivalliq community resident employment rates.

Data & Trends

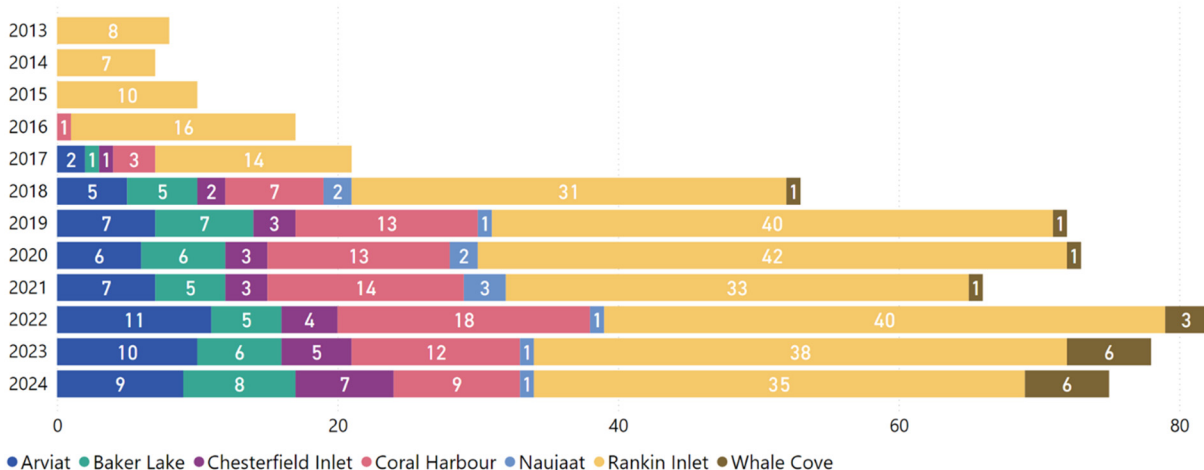
Chart 5 provides an overview of the number of Agnico Eagle employees (i.e., headcount) by community in the Kivalliq region.

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

MEADOWBANK AND WHALE TAIL



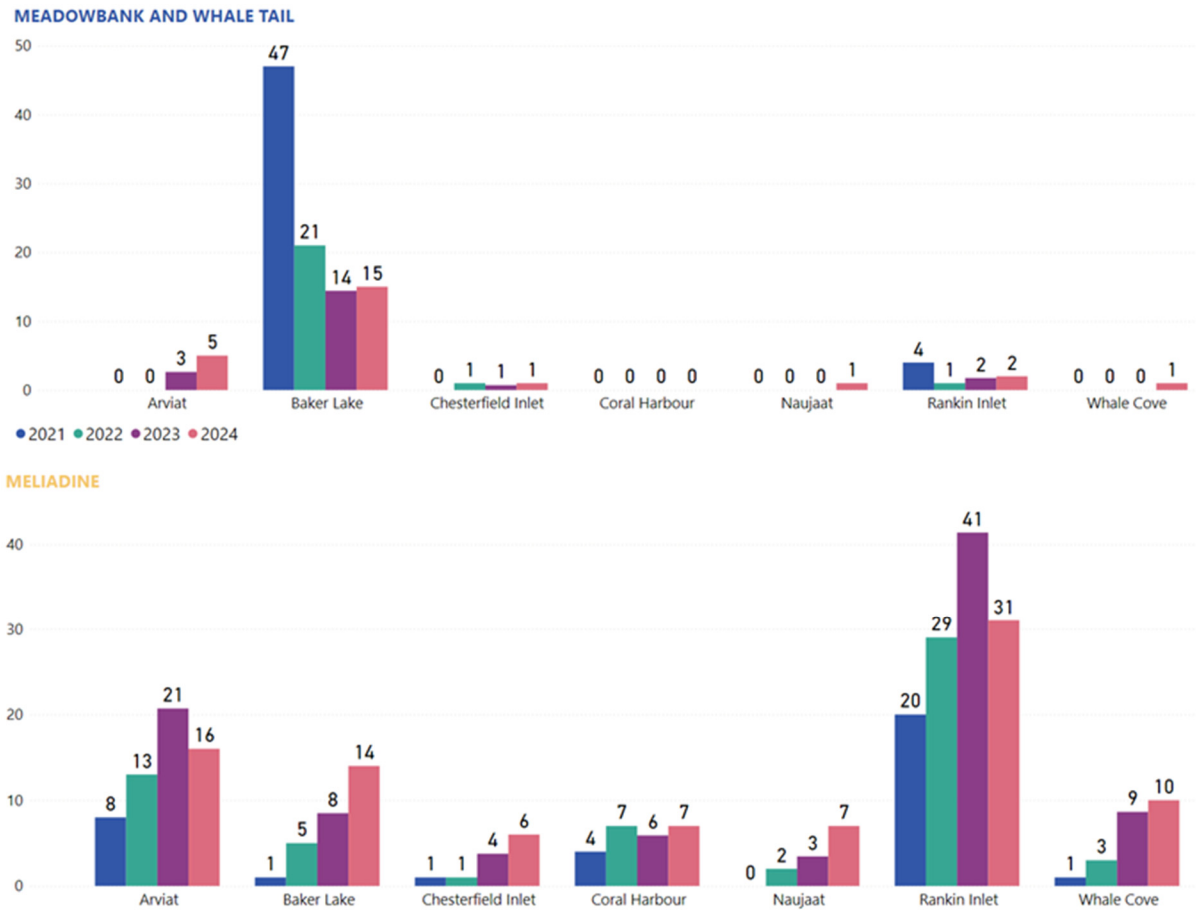
MELIADINE



(Agnico Eagle Mines, 2024)

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



(Agnico Eagle Mines, 2024)

Interpretation

Since 2020, the number of Agnico Eagle’s Kivalliq-based employees at Meadowbank / Whale Tail has generally trended downward year-over-year, further decreasing by 26% (45 employees) in 2024, reaching 128 employees. Contractors’ employment of Kivalliq-based employees increased from 20 employees in 2023 to 23 in 2024.

At Meliadine, the number of Agnico Eagle’s Kivalliq-based employees decreased by 5% (4 employees) in 2023 to 78 and again by 4% (3 employees) in 2024 to 75. Contractors' employment of Kivalliq-based employees increased to 92 in 2023 and then decreased to 90 in 2024.

In total, 151 Kivalliq-based employees were employed at Meadowbank / Whale Tail in 2024 and 165 at Meliadine, for a total of 316 Inuit employees. Meliadine does not have a community-specific FEIS prediction; the 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](#) ^{ISV}.

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 2024, 70% (106) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake, and 40% (66) of Meliadine's Kivalliq-based employees were from Rankin Inlet. Across all operations, Baker Lake contributed 40% (128) of employees, and Rankin Inlet contributed 12% (72).

The 2024 Inuit and Nunavummiut Employment Survey further revealed that of those who responded to each question, 55% were from Baker Lake, 16% from Rankin Inlet, and 20% were from other Kivalliq communities (Question 35 in Appendix E). Only 7% of respondents moved in the past 12 months (Question 36 in Appendix E), but 28% indicated that they want to move in the next 12 months (Question 39 in Appendix E) to mostly southern regions (Question 40 in Appendix E). When asked about the reasons for wanting to move, the most common answers included better housing (36%), better access to services (31%), and being closer to friends and family (25%) (Question 41 in Appendix E).

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 Meliadine FEIS regarding Kivalliq community resident employment rates.

Data & Trends

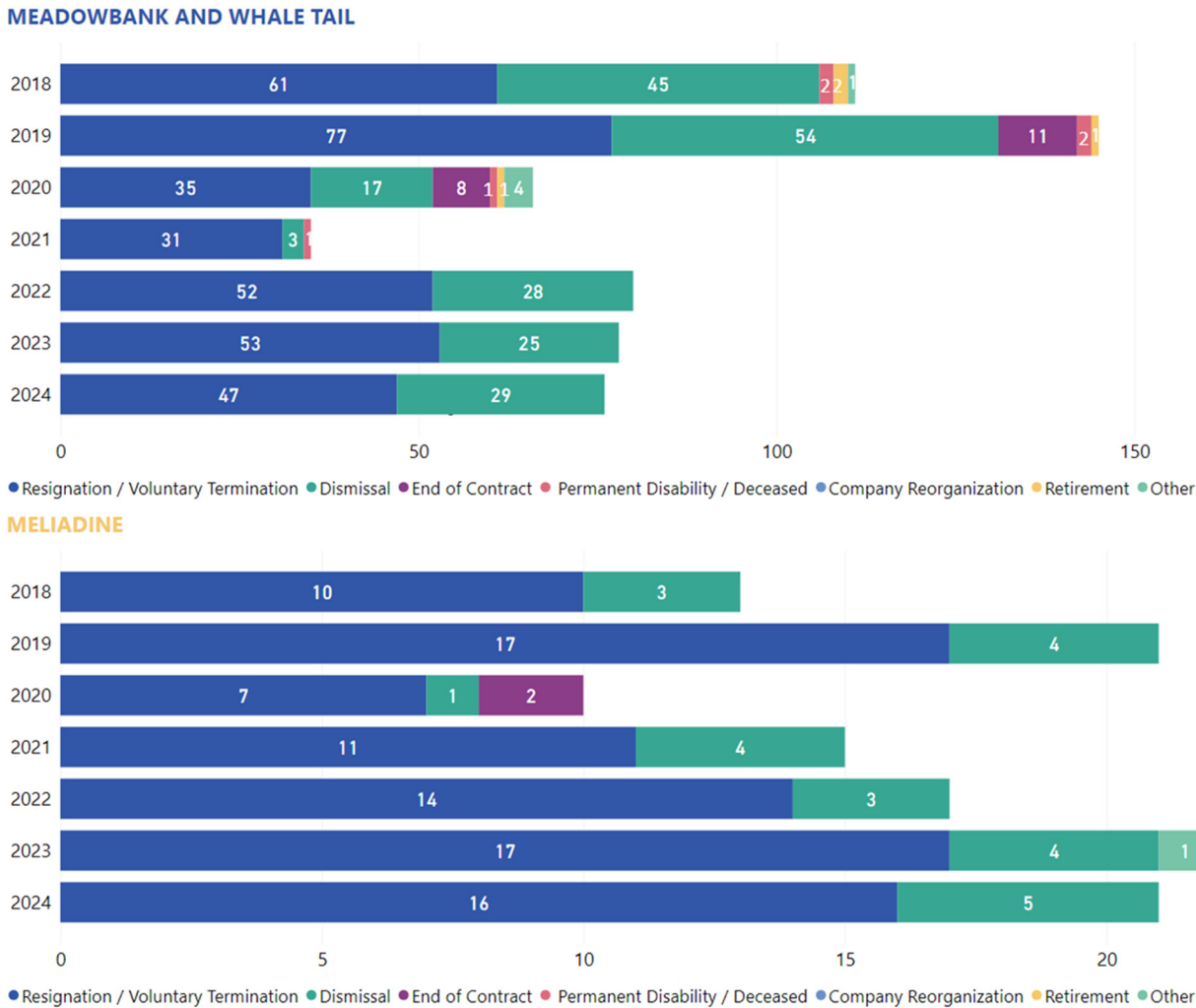
Chart 7 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle's employment each year) by reason for leaving for Meadowbank / Whale Tail and Meliadine.

Chart 8 provides an overview of Agnico Eagle Inuit and non-Inuit turnover rates over time. The 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.⁷

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

⁷ Termination includes any instance of an employee exiting employment from the company which covers dismissals, resignations, company reorganization. This excludes students, interns, on-call, retirement, transfers out of division, end of contract, and death..

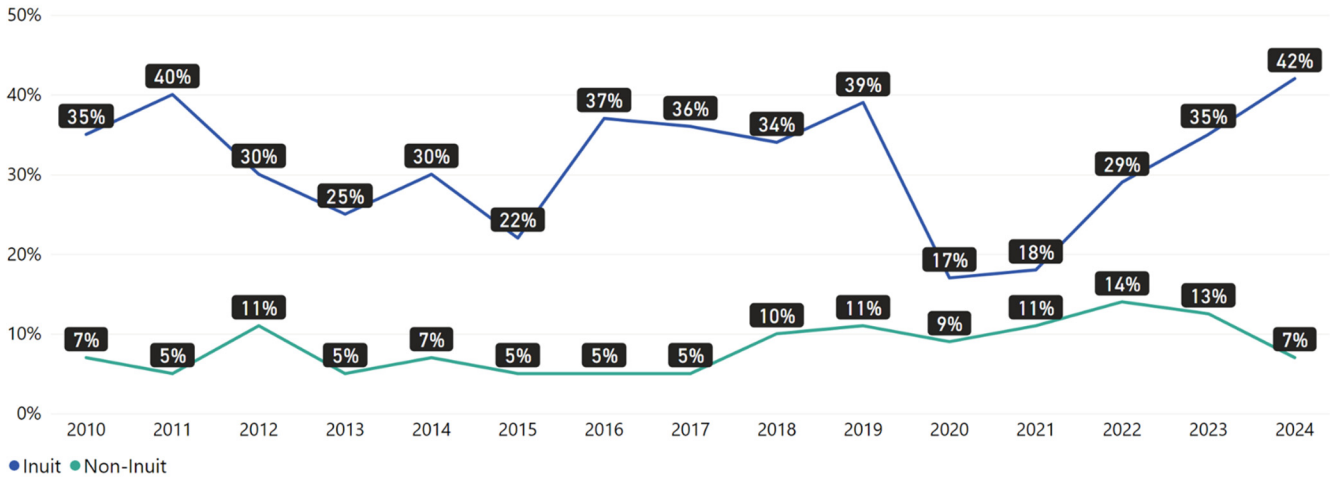
Chart 7. Agnico Eagle Inuit employee turnover by reason



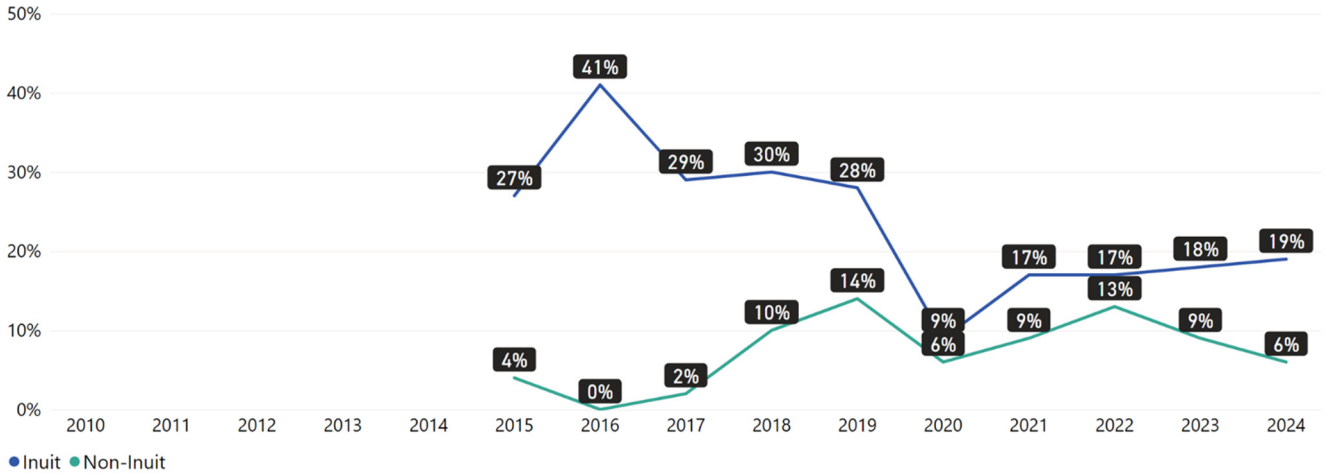
(Agnico Eagle Mines, 2024)

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

MEADOWBANK AND WHALE TAIL



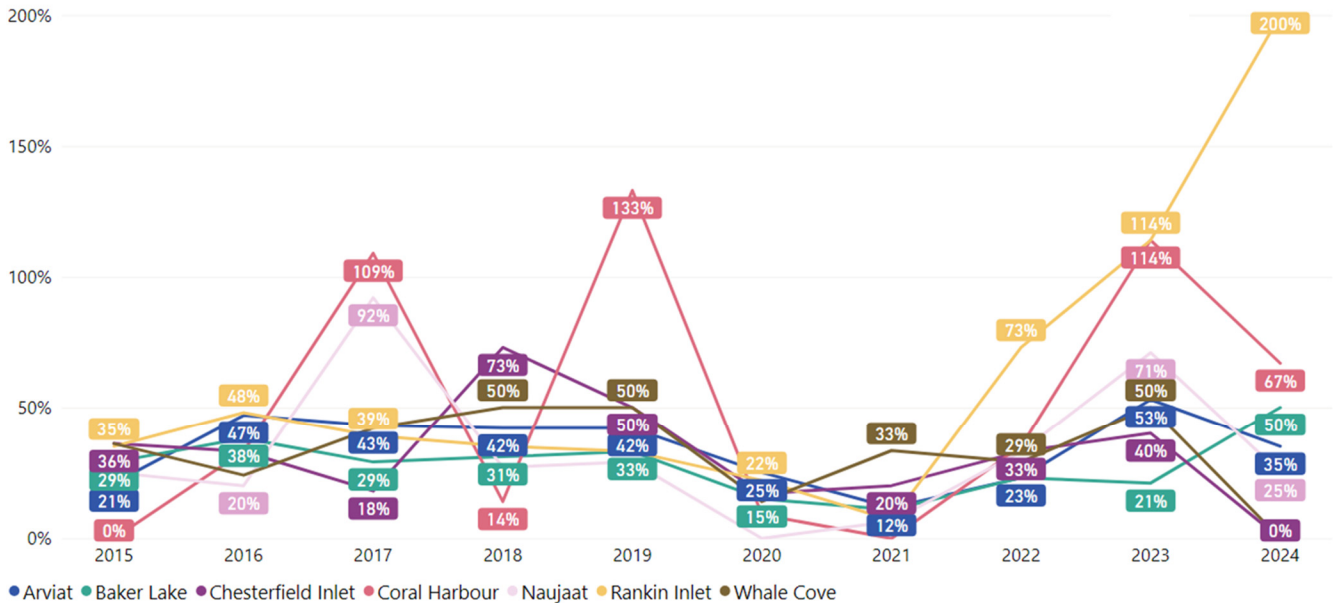
MELIADINE



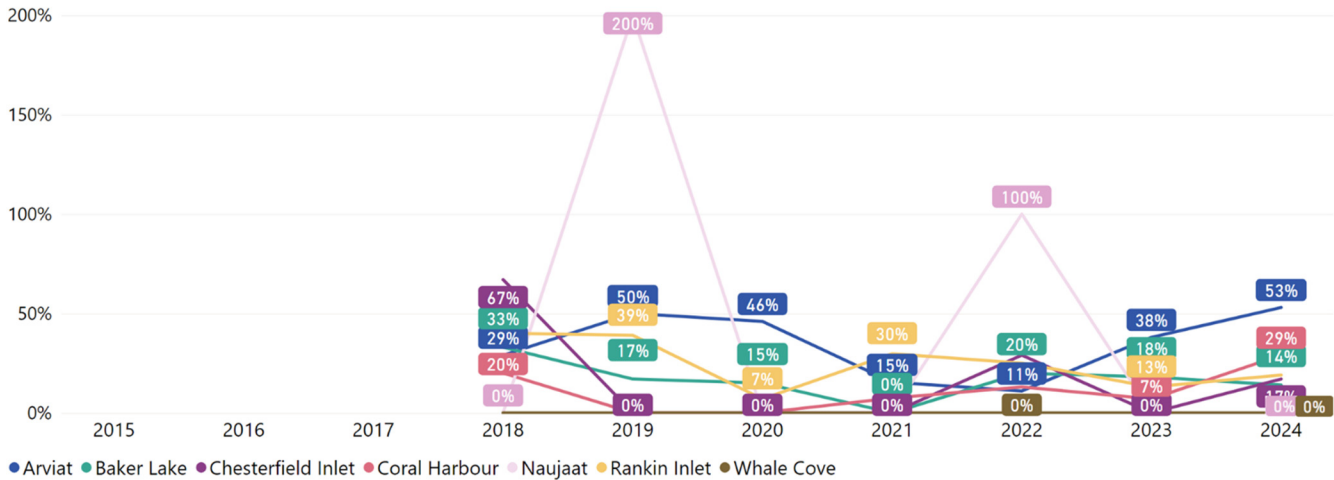
(Agnico Eagle Mines, 2024)

Chart 9. Turnover rate by employees from each community

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2024)

Interpretation

In 2024, 97 Inuit employees left work at the Kivalliq Projects, 76 of whom were from Meadowbank / Whale Tail and 21 from Meliadine.

- At Meadowbank / Whale Tail, 76 Inuit employees left in 2024, with 47 departures due to resignation or voluntary termination and the remaining 29 due to dismissal. Compared to the previous year, resignations / voluntary departures decreased by 11% (53 to 47 Inuit employees), and dismissals increased by 16% (25 to 29 Inuit employees).
- At Meliadine, 21 Inuit employees left in 2024, with 16 departures due to resignation or voluntary termination and the remaining 5 due to dismissal. Compared to the previous year, resignations / voluntary departures decreased by 6% (17 to 16 Inuit employees), and dismissals increased by 25% (4 to 5 Inuit employees).

Agnico Eagle conducts one-on-one exit interviews to gather information on reasons for resignation and voluntary departure, which reflects the value of *inuuaqtigiitsiarniq* ^{15v}. Exit interviews collect qualitative information on common reasons employees leave.

In 2024, 47 exit interviews were conducted at Meadowbank / Whale Tail, highlighting the following reasons behind voluntary resignations:

- Moving to another job (6);
- Family situation (9);
- Not liking camp life and/or missing family (8);
- Not liking the job (3);
- Conflict with an employee/supervisor (7);
- Lack of access to child support (5); and
- Other (9).

At Meliadine, the 16 voluntary resignations in 2024 were attributed to:

- Moving to another job (2);
- Family situation (9);
- Not liking camp life and/or missing family (2);
- Not liking the job (2); and
- Conflict with an employee/supervisor (1).

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 42% in 2024 compared to 7% for non-Inuit. At Meliadine, Inuit employee turnover was 19% in 2024 compared to 6% for non-Inuit. Overall, Inuit employee turnover increased in 2024 at both sites, while the turnover rate for non-Inuit decreased.

Turnover rates by community have year-over-year variation in most communities. In 2024, Meadowbank / Whale Tail turnover rates increased for Baker Lake and Rankin Inlet and decreased in other communities. Meliadine's turnover rates decreased for Baker Lake, remained at 0% for Naujaat and Whale Cove, and increased in the remaining communities. Large year-over-year fluctuations in smaller communities should be interpreted cautiously, 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 and 2024 for Rankin Inlet; and Meliadine employee turnover in 2019 and 2022 for Naujaat).

The 2024 Inuit and Nunavummiut Employment Survey further revealed that both Inuit employees and their spouses find employment at the mine challenging, likely contributing to the higher turnover rates for Inuit employees. Worrying about family was mentioned by 57% of respondents when asked about the most difficult thing when being at work (mine site, Question 25 in Appendix E). Taking care of children (43% of respondents), loneliness (42% of respondents), and management of the household (e.g., getting groceries, running errands, and household maintenance; 33% of respondents) were most difficult for a spouse (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*^{15v}.

These include:

- **Enhancements to the RISE Program:** Enhancements to the RISE Program were implemented to better equip Inuit participants with the skills, training, and resources necessary to secure meaningful employment opportunities. The program now includes expanded mentorship opportunities, job readiness workshops, and partnerships with local employers to facilitate smoother transitions into the workforce.
- **Re-launch of LDP:** The LDP was successfully relaunched, providing Inuit professionals with structured career advancement opportunities. This initiative focuses on leadership training, professional development workshops, and networking opportunities to support long-term career growth and leadership within the community.

2 Gender

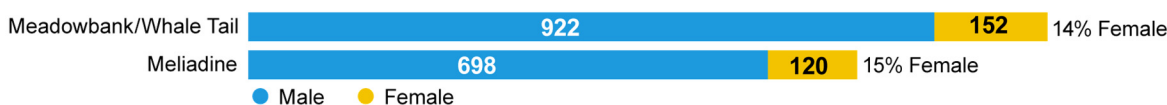
IMPACT / GOAL STATEMENT

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

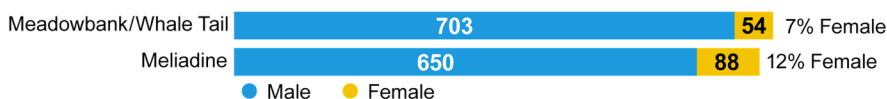
OVERVIEW OF FINDINGS

The total number of **female employees** working directly for Agnico Eagle and contractors **increased from 391 in 2023 to 414 in 2024**. The female FTE rate across all sites was 12%, similar to what it was in 2023.

Agnico Employees

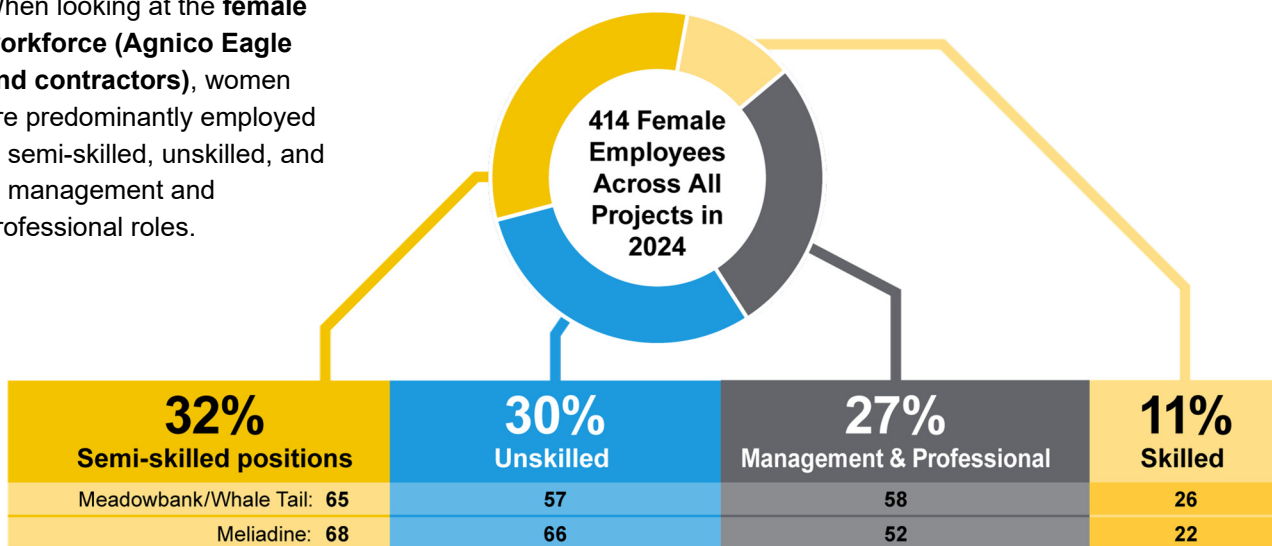


Contractors



In 2024, Women Inuit Spokespersons participated in Career Awareness activities and events, such as the Kivalliq Trade Show, to share their experiences and career paths at the mine site. Agnico Eagle also continues to have **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle's 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 onsite 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 Whale Tail FEIS regarding gender.

MELIADINE

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

Data & Trends

Agnico Eagle continues to foster a diverse and inclusive workplace, guided by its Diversity and Inclusion Policy, which outlines the company's commitments and responsibilities in promoting equity and respect across all levels of the organization. In 2019, the company established a Diversity and Inclusion Council to drive initiatives that create a more inclusive work environment. [Agnico Eagle continues to identify and address systemic barriers that hinder the participation and advancement of women in the mining industry. Agnico Eagle is dedicated to fostering *tunnganarniq* – a spirit of inclusivity and respect – by eliminating systemic barriers that may affect both Inuit and women ^{ISV}. Through the development of inclusive leadership behaviours, Agnico Eagle strives for everyone to have a sense of belonging, equal access to opportunities, and clear pathways for career advancement at Agnico Eagle ^{ISV}.](#)

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

Chart 10. Gender-specific initiatives

Program	Description	Action in 2024
Active Programs		
Civility at Workplace Program	Workplace training to address sexual behaviour, sexual harassment, and diversity issues.	In 2024, the program was put on hold due to staff unavailability. Agnico Eagle hopes to continue this program in 2025 to keep its employees trained and to foster a positive and safe work environment.

Program	Description	Action in 2024
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 to build 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 2024, 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 2024, the program had 16 participants (Cohorts 2 and 3). To date, two (2) participants (Cohort 1) from the Nunavut operations have completed the program. Participants were eligible to receive up to \$10,000 or a total of \$20,000 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 well-being of expectant and new mothers, their babies, and young children.	The project successfully obtained additional funding in 2024, resulting in a surplus of \$2,546.93 from Agnico Eagle's contribution. This surplus was carried over into 2024 to cover rental expenses, ensuring the program's continued operation and support for expectant mothers in the community.
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 2024, Camp Engies did not conduct outreach; therefore, no contributions were made by Agnico Eagle.
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 2024, the Maternity Leave Program continued across all sites, allowing pregnant women unable to remain on-site due to pregnancy to benefit from it.
Representation on Collaboration Committee	Collaboration Committee Members (CCM) represent their colleagues while discussing issues, concerns, and solutions, meeting with management to discuss or resolve issues, supporting employees, and representing them at annual negotiations.	In 2024, the Meadowbank CCM had four (4) Inuk representatives, three (3) of whom were women, while the Meliadine CCM had three (3) female representatives, including one (1) Inuk representative.
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.	On March 8th, 2024, Dr. Levinia Brown hosted a conference for International Women's Day at the Meliadine mine.
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 2024, four (4) formal complaints were received via Tusaajugut. Two (2) were related to past employment complaints, one (1) was a current employee complaint, and one (1) was a Meliadine Cyanide Transportation complaint.

Program	Description	Action in 2024
Education Development (SHAD Program)	Financial support for female students pursuing education in science and technology.	As of 2024, the program continues to be put on hold.
Women Berry Harvester Group	Baker Lake women harvesters provide advice on identifying berry harvesting locations to help Agnico Eagle enhance its dust management in important areas.	In 2024, based on feedback received from previous years, Agnico Eagle initiated a new trial project to apply dust suppressant on the entirety of the all-weather access road (AWAR) between Baker Lake and the Meadowbank mine. This initiative was presented on June 5 th , 2024, during the Kivalliq Elders Advisory Committee (KEAC) Annual General Assembly and received positive feedback from its members. An update on the program was also presented during a public coffee and chat held on the same day.
Employment Information Session	A 'Women in Mining' video to be presented during employment information sessions to show women that there are many opportunities at Agnico Eagle Mines beyond unskilled positions.	In 2024, Women Inuit Spokespersons participated in Career Awareness activities and events, such as the Kivalliq Trade Show, to share their experiences and career paths at the mine site.
Pre-employment Program	The program focused on two initiatives: • A workshop on workplace harassment. • A 'Buddy System', whereby new female employees are paired with another female 'buddy' to help increase the on-site comfort levels of new employees.	In 2024, the workshop on harassment continued 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 and 2024. The following improvement measures and initiatives have been put into place: • At Meadowbank Complex, the Camp Department reviewed work procedures and protocols in plain language. New employees are paired with another employee for their training and have access to review procedures and protocols to facilitate onboarding. • At Meliadine, the Camp Department hired a Human Resources (HR) Officer to better support existing employees and ensure the proper integration of new employees.

(Agnico Eagle Mines, 2024)

Interpretation

Agnico Eagle continues to develop its policy and programs to encourage greater gender equality, reflecting *tunnganarniq* and *piliriqatigiinniq* ^{ISV}. Currently, 13 programs are active. Although the FEISs for these projects did not include specific predictions on gender-related impacts, Agnico Eagle continues to enhance its efforts to address gender-related challenges. These programs are continually refined to integrate gender considerations, promote inclusivity, and ensure equitable opportunities for all individuals at Agnico Eagle.

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.

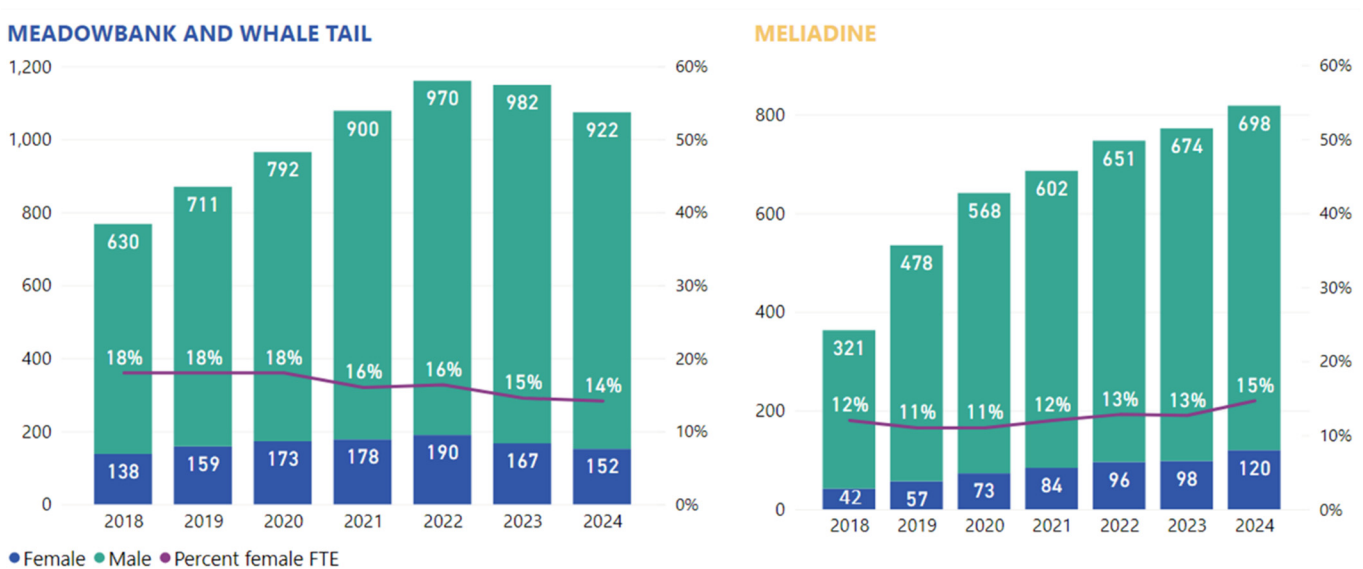
MELIADINE

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.

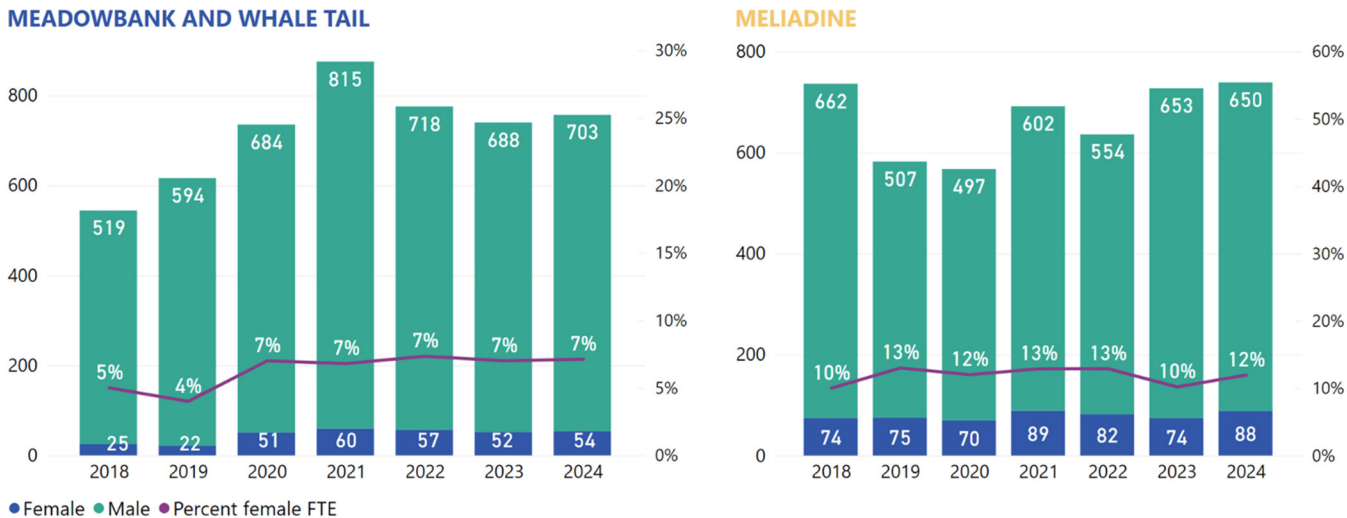
Chart 11. Project employment by gender (FTEs)



(Agnico Eagle Mines, 2024)

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, 2024)

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* ^{15v} (Agnico Eagle Mines, 2020a). The total number of female employees working for Agnico Eagle’s Kivalliq Projects – direct employees and contractors peaked in 2022 at 425 FTEs, slightly decreasing in 2023 to 391 FTEs and then increasing to 414 FTEs in 2024. The female FTE rate across all sites was 12% in 2024, similar to what it was in 2023.

In Canada, women are generally underrepresented in the mining industry, comprising approximately 19% of total employment in mining (Statistics Canada, 2024e). However, women’s representation within the mining industry varies notably based on occupational category; women are predominantly employed in human resources and financial occupations and support worker roles as opposed to technical occupations and operational roles (e.g., supervisors, coordinators, and foremen), which are mostly held by men (Peltier-Huntley, 2022).

The top two reasons for diverse workers, including women, to join the mining industry are growth opportunities and competitive compensation. Additional reasons can include having an interest in travel opportunities and positive contributions to environmental, social, and governance (ESG) issues (McKinsey, 2023). Diversity in work can be supported by providing flexibility and openness to “hybrid” models of work, launching cultural transformation to promote inclusion (e.g., articulating a vision of inclusivity by leaders and celebrating diversity beyond gender, including neutral inclusivity), and offering career advancement (McKinsey, 2023). Additionally, addressing potential barriers to women’s advancement in mining careers, such as providing greater access to support networks and mentorship opportunities, can help foster an inclusive environment that supports women of diverse backgrounds. There is a clear need to redefine roles and create more inclusive workforces, which can be realized as the mining industry undergoes technological advancements and incorporates more sustainable practices (Peltier-Huntley, 2022).

The KLMA provided some additional insight into female employment at Agnico Eagle mines. First, a disproportionate number of women 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 the employment of this group. 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).

Agnico Eagle is actively working to support gender diversity and career development in mining through programs such as the Dr. Leanne Baker Scholarship and Development Program and the International Women in Resource Mentoring Program (IWRMP). These initiatives provide financial support, mentorship, and professional development opportunities to help women advance and overcome barriers to long-term career success.

Furthermore, the Pre-Apprenticeship and Apprenticeship Program, Trainee Programs, and career path programs designed specifically for Inuit employees aim to provide technical training in mining operations, equipping them with the skills needed to pursue careers in the mining industry. These programs enhance Inuit workforce participation, promoting greater access to skilled employment opportunities in mining.

In 2023, Agnico Eagle conducted the IWBS to identify gender-specific barriers to women's employment, retainment, and career advancement. The NIRB requested the specific chapter of the IWBS on barriers to women, 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 barriers that have 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 spokespersons and mentorship, gender-based bias and differences in the hiring process and in the workplace, and gendered gaps in the 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 ^{ISV}. 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 Whale Tail FEIS regarding project employment by gender and skill level.

MELIADINE

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

Data & Trends

Chart 13 presents statistics for 2024 regarding the gender, ethnicity, and skill level of Agnico Eagle employees. Chart 14 presents statistics for 2024 regarding the gender, ethnicity, and skill level of contractor employees.

Chart 13. Agnico Eagle employment (FTEs) by gender, ethnicity, and skill level, 2024

	Unskilled		Semi-skilled		Skilled		Management & Professional	
Meadowbank / Whale Tail								
Inuit	58.6	40.5%	83.5	57.8%	1.5	1.0%	1.0	0.7%
Female	23.1	50.2%	21.0	45.6%	0.9	2.0%	1.0	2.2%
Male	35.5	36.0%	62.5	63.4%	0.6	0.6%	0.0	0.0%
Non-Inuit	4.9	0.5%	373.5	40.2%	259.0	27.9%	291.7	31.4%
Female	2.6	2.5%	29.7	28.1%	16.6	15.7%	56.9	53.7%
Male	2.3	0.3%	343.7	41.8%	242.4	29.4%	234.9	28.5%
Meliadine								
Inuit	13.7	14.1%	75.8	77.7%	3.1	3.2%	4.9	5.0%
Female	3.2	13.0%	19.2	77.4%	0.8	3.3%	1.5	6.2%
Male	10.5	14.4%	56.6	77.8%	2.3	3.2%	3.4	4.6%
Non-Inuit	3.4	0.5%	308.1	42.8%	186.0	25.8%	222.5	30.9%
Female	0.8	0.8%	35.0	36.9%	12.2	12.9%	47.0	49.4%
Male	2.6	0.4%	273.0	43.7%	173.8	27.8%	175.5	28.1%

(Agnico Eagle Mines, 2024).

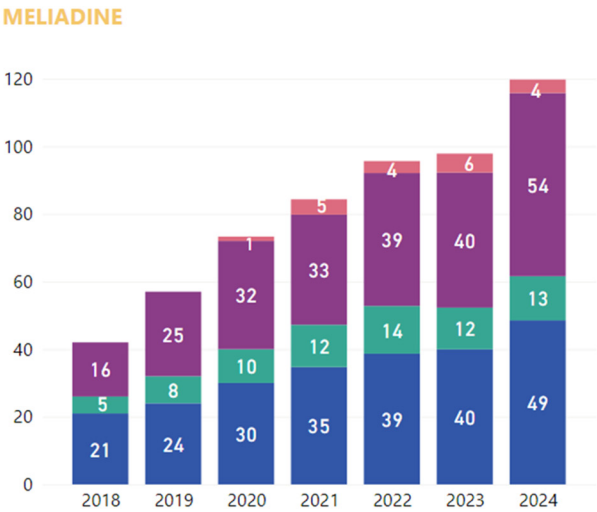
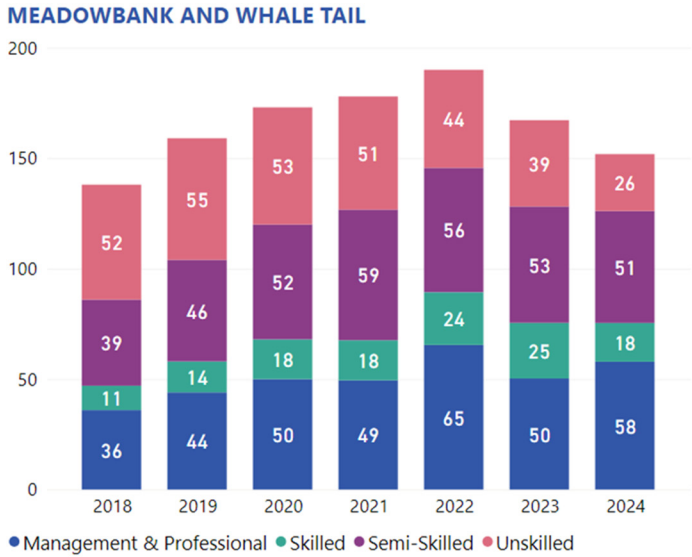
Chart 14. Contractor employment (FTEs) by gender, ethnicity, and skill level, 2024

	Unskilled		Semi-skilled		Skilled		Management & Professional	
<i>Meadowbank / Whale Tail</i>								
Inuit	3.1	10.3%	19.8	66.8%	6.8	22.9%	0.0	0.0%
Female	0.1	1.8%	3.3	98.0%	0.0	0.2%	0.0	0.0%
Male	3.0	11.4%	16.5	62.8%	6.8	25.8%	0.0	0.0%
Non-Inuit	101.8	14.0%	356.2	49.0%	249.2	34.3%	19.7	2.7%
Female	31.4	62.2%	11.1	21.9%	7.7	15.2%	0.4	0.8%
Male	70.4	10.4%	345.2	51.0%	241.6	35.7%	19.3	2.9%
<i>Meliadine</i>								
Inuit	74.1	76.0%	17.4	17.9%	4.7	4.9%	1.2	1.3%
Female	38.2	88.4%	1.7	3.9%	2.2	5.0%	1.2	2.7%
Male	35.9	66.2%	15.7	28.9%	2.6	4.7%	0.1	0.1%
Non-Inuit	117.2	18.3%	260.3	40.6%	232.4	36.2%	31.2	4.9%
Female	24.2	53.8%	12.1	26.8%	6.5	14.5%	2.2	4.9%
Male	93.0	15.6%	248.3	41.6%	225.9	37.9%	29.0	4.9%

(Agnico Eagle Mines, 2024).

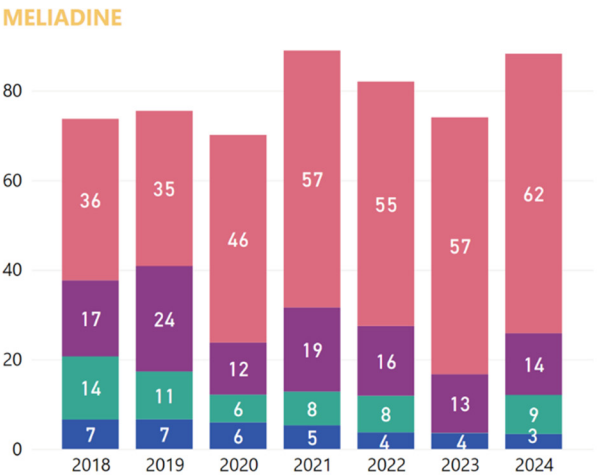
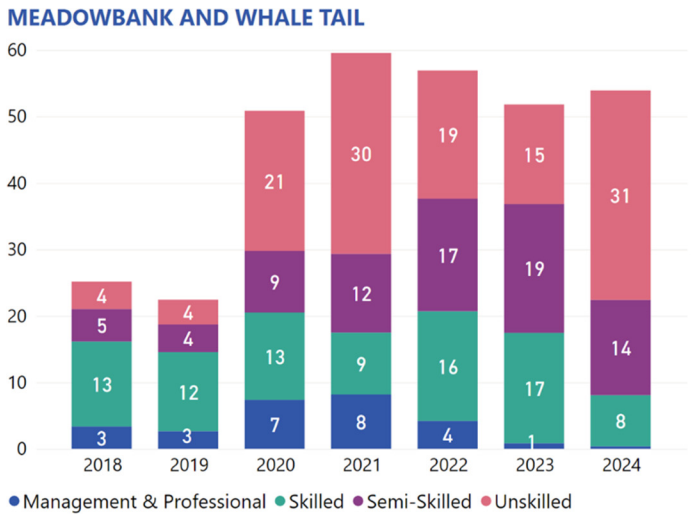
Chart 15 shows the number of Agnico Eagle female employees represented within each skill level category, and Chart 16 shows these metrics for contractors.

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



(Agnico Eagle Mines, 2024)

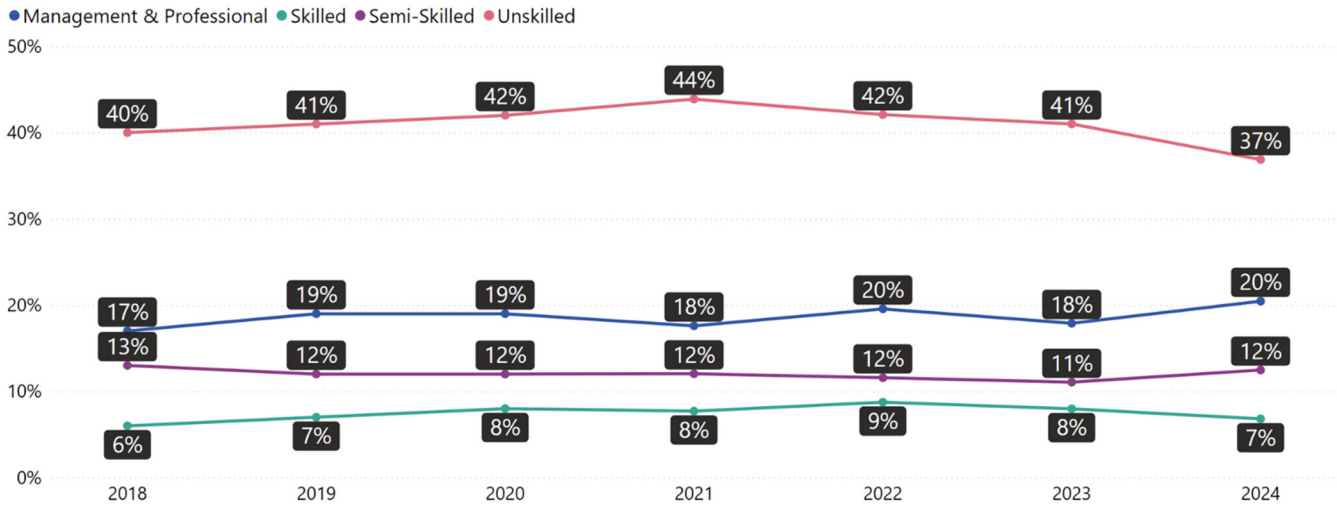
Chart 16. Contractor female employment (FTE) by skill level



(Agnico Eagle Mines, 2024)

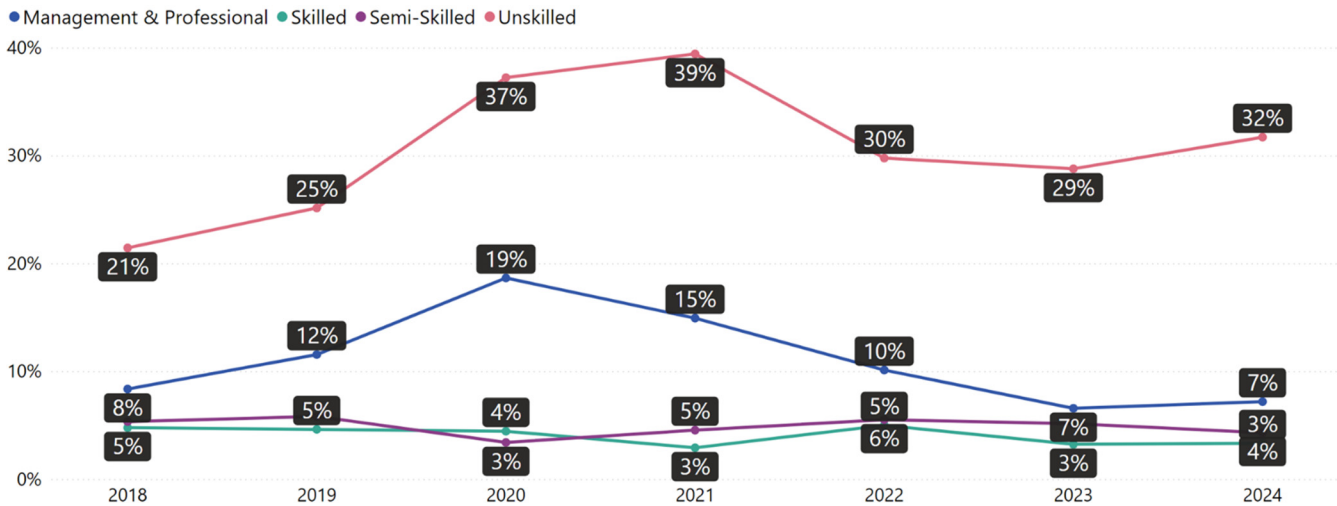
Chart 17 depicts the proportion of jobs in each skill level held by female employees at Agnico Eagle Projects, and Chart 18 shows this metric for contractors.

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



(Agnico Eagle Mines, 2024)

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



(Agnico Eagle Mines, 2024)

Interpretation

Agnico Eagle’s Kivalliq Project employment distribution – both among direct employees and contractor employment by gender and skill level – aligns with industry trends, where women remain underrepresented in mining. By FTE, and of total employment (3,387 Agnico Eagle and contractor FTEs), female Agnico Eagle and contractor employees comprise 33% (124 FTEs) of unskilled work effort, 9% (133 FTEs) of semi-skilled work effort, 5% (47 FTEs) of skilled work effort, and 19% (110 FTEs) of work effort related to management and professional positions (total 414 FTEs). Of total female employment (414 Agnico Eagle and contractor FTEs), and

across all the projects, 30% (124 FTEs) of female employees are in unskilled positions, 32% (133 FTEs) are in semi-skilled, 11% (47 FTEs) in skilled, and 27% (110 FTEs) in management and professional positions.

Regarding direct Agnico Eagle employment, the most significant growth has occurred in the number of women employed in semi-skilled, management, and professional jobs. Further, when looking at the proportion of Agnico Eagle employees in each skill level by gender, female employees hold 37% (30 FTEs) of all unskilled jobs. In all other categories, females hold less than one-fifth of the available positions - 20% (106 FTEs) for management and professional, 12% (105 FTEs) for semi-skilled, and 7% (31 FTEs) for skilled.

Contractor female employment increased in unskilled roles in 2024, with 32% (94 FTEs) working in unskilled roles, 7% (4 FTEs) in management and professional, 4% (28 FTEs) in semi-skilled, and 3% (16 FTEs) 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 at diverse skill levels by 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 ^{15V}.](#)

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, p. 9-192).

OVERVIEW OF FINDINGS

Income paid to Inuit employees decreased at **Meadowbank/Whale Tail from \$20.8M in 2023 to \$18.2M in 2024** and increased at **Meliadine from \$13.0M in 2023 to \$14.3M in 2024**. The total income paid to direct Agnico Eagle employees was \$32.5M in 2024, representing a 4% decrease from \$33.8M in 2023.

A cumulative total of **\$338.3M** 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).

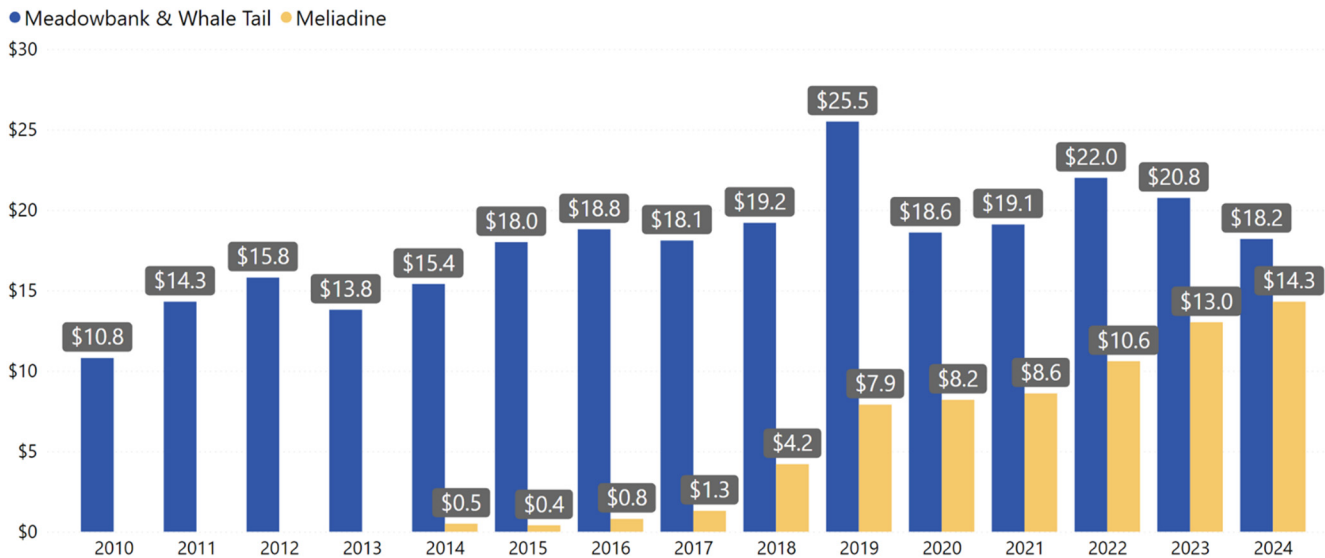
MELIADINE

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

Data & Trends

Chart 19 shows employment income paid to Agnico Eagle’s Inuit employees from 2010 to 2024 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, 2024)

Interpretation

Total income paid to Inuit employees (excluding contractors) in 2024 was \$32.5M, representing a 4% (\$1.5M) decrease from \$33.8M in 2023. Income paid to Inuit workers represented 11% of the total income paid to Agnico Eagle employees on both sites in 2024. With 75% (203 out of 270) of Inuit employees residing in the Kivalliq communities (see Appendix B), 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 2024, Agnico Eagle has paid a cumulative total of \$338.3M in employment income to Inuit employees across all of its Kivalliq Projects since 2010.

Income earned is determined by the skill levels and the roles held by Inuit employees. Also, while many Inuit earn a substantial income with Agnico Eagle, Nunavummiut face high living costs. This high cost of living dampens the income benefits of mining projects, including Meliadine’s FEIS goal of increasing ‘disposable income.’ Many Nunavummiut dedicate a large portion of their income to housing or support family members facing inadequate living conditions. While home ownership programs are being modernized (NHC, 2024), Nunavut continues to face a housing crisis, with overcrowding, limited availability, and high rent. The pre-existing high cost of living in Nunavut, combined with Canada’s post-pandemic inflation and the economic impact of the conflict in Ukraine, contributes to a challenging financial environment. [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](#) ^{ISV}.

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

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

MELIADINE

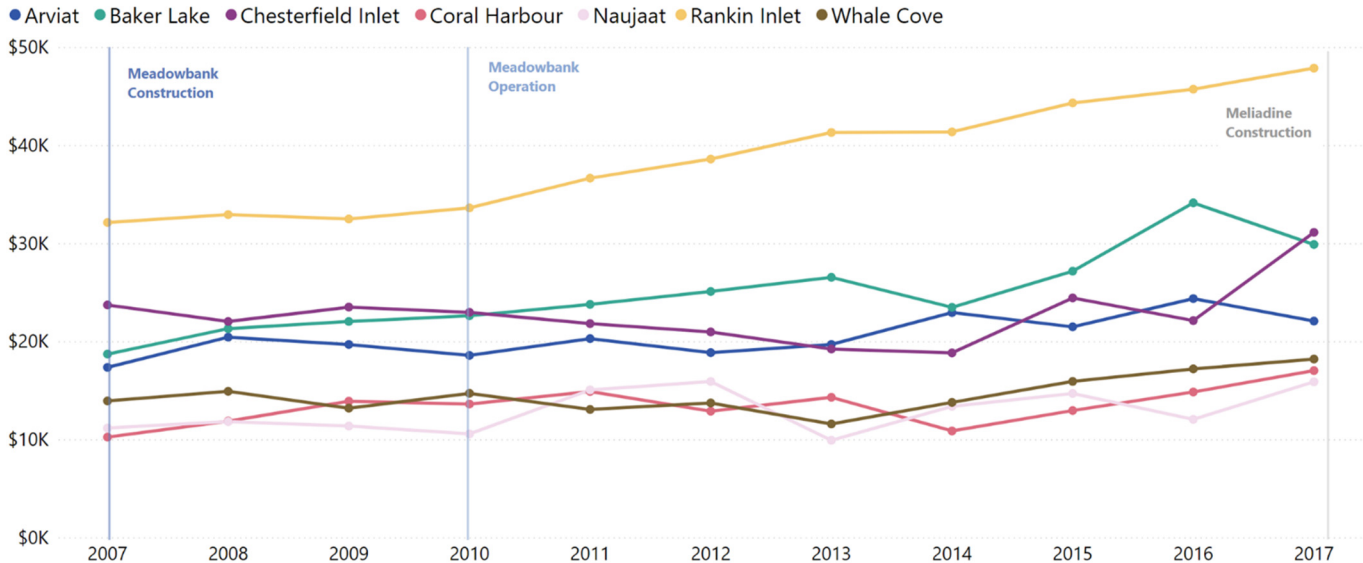
“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, p. 9-154).

Data & Trends

Chart 20 shows the median income of tax filers in each Kivalliq community from 2000 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. The lack of more recent data for this indicator makes it challenging to understand the impacts of the Agnico Eagle Kivalliq Projects accurately.



(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's 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 center for the Kivalliq Region, has significant public sector employment). [Agnico Eagle's contributions to community incomes reflect *pijitsirniq* in communities and support employees' ability to provide for their families ^{1SV}.](#)

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).

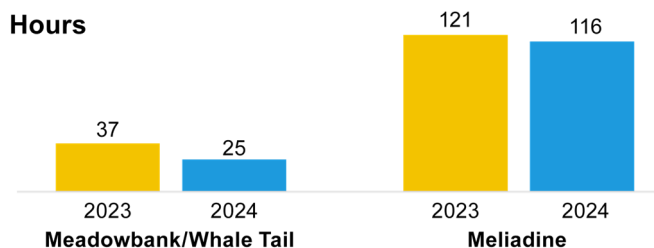
Whale Tail: “The Expansion Project will provide workforce training and support community education” (Golder Associates, 2018, p. 12).

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

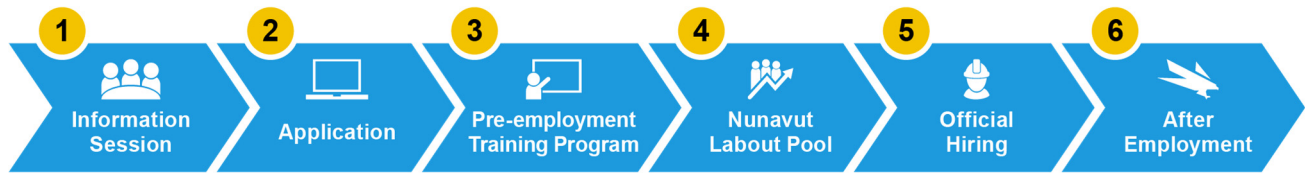
In 2024, the average number of hours of specific training for Inuit employees decreased at Meadowbank/Whale Tail and Meliadine.

In 2024, Agnico Eagle offered two new training programs, the Energy and Infrastructure (E&I) Trainee Program, and the Assay Lab Trainee Program, supporting one (1) and two (2) trainees, respectively.



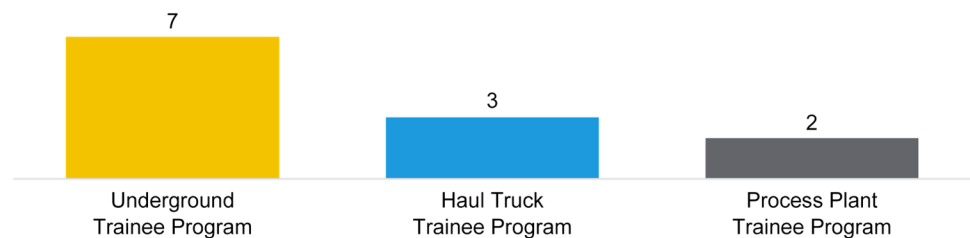
Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. [The vision for the Sanajiksanut is to have a recruitment process and approach that integrates the principle of *tunnganarniq*, emphasizing inclusivity and accessibility for Inuit candidates ^{15V}.](#) 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 2024, the Sanajiksanut Program supported various initiatives to facilitate access to employment for the Inuit workforce. Some of those included:

- 20 information sessions in six (6) Kivalliq communities and two (2) non-Nunavut communities, attended by 492 Inuit participants.
- Two (2) Career Days in two (2) Kivalliq communities, with 620 participants.
- Seven (7) Pre-Employment Training programs, with 47 participants.
- Hiring of 105 Inuit in 2024 from the Labour Pool List.

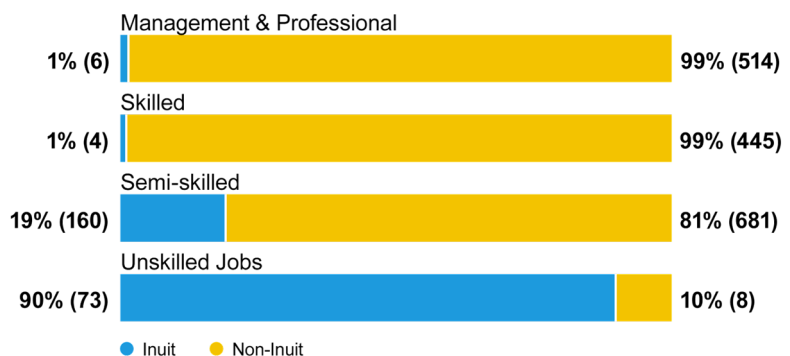


In 2024, an additional application channel was implemented to allow potential candidates to apply by scanning a QR code and completing a simple form. This initiative was implemented to reduce barriers to applying and improve employment access for Inuit candidates.

In 2024, there were **12 graduates** from various Agnico Eagle programs:



In 2024, Inuit employees held most of the unskilled roles (90%) 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 2024, Agnico Eagle made **\$548,300** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling \$4.6 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) who are undertaking post-secondary education.
- Training Formula program to improve the proficiency of Agnico Eagle trainers.
- Provision of funding that supports education-based initiatives.
- 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.
- An Apprenticeship Program that combines on-the-job learning and in-school technical instruction allows Inuit employees to be educated and trained in nine (9) trades.
- Trades Awareness Skills and Knowledge Week (TASK Week) program, which allows students to focus on one trade for the entire week.
- 10-day community-based pre-employment training provided by Ilitaqsiniq as part of the Sanajiksanut Program.
- Trainee Programs such as Haul Truck, Underground, Process Plant, Energy and Infrastructure (E&I), and Assay Lab to develop existing Inuit employees.
- Career Path programs to support the 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 accessible to students. One is part of Agnico Eagle’s company-wide policy, which offers a summer employment program to the children of all Agnico Eagle employees (both Inuit and non-Inuit) 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 matches students to positions in their areas of interest.

In 2024, Agnico Eagle had one (1) Summer Student at Meliadine with the Human Resources (HR) department, one (1) Summer Student based in Baker Lake working with the Community Relations department, one (1) Summer Student based in Rankin Inlet supporting the Permitting department, and two (2) Summer Students working to monitor wildlife through the Marine Mammal & Seabird Observer (MMSO) program for the Meadowbank Environmental department. As per Agnico Eagle policies, students must be 18 years or older to work on-site, and over 16 years old to work in the offices in Baker Lake or Rankin Inlet.

Chart 21 shows Agnico Eagle’s investments in education-based initiatives in 2024.

Chart 21. Agnico Eagle investments in education-based initiatives (In thousands of dollars), 2024

Program Name	Program Type	Contributions in 2024	Total Contributions 2010-2024
TASK weeks	External	\$51.1 ⁸	\$159.1
Internal Education Programs - Hiring of Adult Educator and Academic Material	Internal	\$95.7	\$705.7
Internal Education Programs - RISE Program at Meadowbank / Whale Tail	Internal	\$113.3	\$399.3
Internal Education Programs - RISE Program at Meliadine	Internal	\$121.9	\$367.9
Internal Education Programs - Take Our Kids to Work (TOKTW) Day	Internal	-	\$4.0
Kivalliq Science Educators Community Programs (KSEC)	External	\$25.0	\$280.0
Mining Matters Science Program (and Career Days since 2022)	External	\$26.3	\$455.3
Career Days,	External	\$38.3 ⁹	\$77.3
MoU with GN Department of Education	External	-	\$700.0
Non-IIBA bursaries/ scholarships	External	-	\$12.0
ILITAQSINIQ (Nunavut Literacy Council)	External	-	\$675.0
KIA Scholarships	External	\$59.1	\$517.1
Summer Camp Sponsorship	External	\$30.0	\$110.0
Career Awareness	External	\$17.5	\$77.5

⁸ Includes material, participants shirt, Vehicle rental, overtime. Does not include any In-kind (accommodation and meals to guesthouse) and instructor wages.

⁹ Includes Commercial flight, accommodation (hotel), meals (grocery), catering, community hall rental, and Mining Matters services. Does not include Agnico staff salary, condo and Nolinor or any In-kind.

Program Name	Program Type	Contributions in 2024	Total Contributions 2010-2024
Other education and social investments	External/ Internal	-	\$34.0
TOTAL		\$578.3	\$4,574.3

(Agnico Eagle Mines, 2024)

Interpretation

In 2024, Agnico Eagle provided \$578,300 in contributions to school-based initiatives, representing a slight decrease (-1%) from \$586,000 in this spending over 2023, with investments since the beginning of operations totalling close to \$4.6M. The initiatives that were supported in 2024 included:

- The **Trades Awareness Skills and Knowledge Week (TASK Week)** is an immersive, week-long program that introduces students to hands-on training in skilled trades. In 2024, Agnico Eagle partnered with Jonah Amitnaaq Secondary School (JASS) to support the annual TASK week in Baker Lake. This partnership helped reinforce Agnico Eagle's commitment to career exploration and workforce development for youth. Agnico Eagle played an active role in organizing the event, including the banquet and gala, and contributed 5 (five) of the 7 (seven) trades instructors to train 93 students participating in this program. This program provided students with practical, real-world exposure to trade professions, equipping them with foundational skills and insights into potential career paths. In 2024, Agnico Eagle invested \$51,112 in funding for this program.
- **Adult Educators.** Adult Educators are crucial in equipping Inuit employees with the technical, academic, and leadership skills necessary for career advancement in the mining industry at both Meadowbank Complex and Meliadine. For pre-apprentices and apprentices, Adult Educators work with employees to strengthen maths skills, test-taking strategies, reading comprehension, and scientific concepts aligned with the technical training curriculum. The goal of this targeted support is to help pre-apprentices and apprentices transition from training into skilled roles. For relief supervisors and leadership trainees, Adult Educators provide one-on-one coaching to develop communication, resilience, managerial confidence, organizational, peer leadership, and professionalism skills, which are essential for supervisory positions. In 2024, a full-time Adult Educator was present at the Meadowbank Complex and Meliadine.
 - At the Meadowbank Complex, the Adult Educator worked with three (3) Inuit apprentices and two (2) Inuit in leadership positions. Additionally, five (5) Inuit employees who did not pass the Heavy Duty Equipment Technician (HDET) pre-trades test received study guides and pre-trades math resources to help them re-qualify.
 - At Meliadine, the Adult Educator supported five (5) Inuit apprentices and three (3) Inuit employees in relief supervisor or leadership roles.
 - The total funding to fund Adult Educator initiatives in 2024 was \$95,694.
- **Rapid Inuit Specific Education (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 2024, \$113,280 was provided as part of the RISE Program at the Meadowbank Complex, and another \$121,920 was provided at Meliadine.
- In 2024, Agnico Eagle contributed \$25,000 towards delivering virtual science-related initiatives with Kivalliq schools through the **Kivalliq Science Educators Community (KSEC)**. This contribution was the last of the

5-year agreement. This partnership took a significant step forward with the "Agnico Eagle STEM Challenge," designed to inspire Kivalliq students through hands-on science, engineering, and technology activities. Resources were provided to all schools in Kivalliq, covering Kindergarten to Grade 12. Students who participated were able to send their results back to KSEC. KSEC also conducted its KSEC camp in Baker Lake, which hosted approximately 30 students from across Kivalliq. The camp allowed students to learn about science, mining, rocks, and minerals.

- **Career Days.** In 2024, with the support of **Mining Matters**, Agnico Eagle conducted two separate one-day mining awareness activities, known as Career Days, one in Arviat in April and one in Rankin Inlet in November. 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 youth interest in mining industry careers. A total of 370 and 250 members from Arviat and Rankin Inlet attended, respectively, totalling 620 participants; the total sponsorship for this event was \$64,647¹⁰. The Sanajiksanut Team was there to meet potential candidates and have them apply for potential job opportunities. Inuit employee Spokespersons (previously called 'Role Models') participated in the event to speak about their career path and experience working at the Agnico Eagle mine site. Lastly, contractors also participated, enabling more career opportunities to be presented to potential candidates.
- **A Memorandum of Understanding (MoU)** signed between Agnico Eagle and the Government of Nunavut identified ten (10) priority areas for collaboration, including education. In 2024, no official MoU meeting was held between Agnico Eagle and the Government (GN) of the Nunavut Department of Economic Development and Transportation. To date, more than 15 meetings have been held between Agnico Eagle and GN representatives from the Departments of Economic Development and Transportation, Environment, Education, and NAC.
- **Ilitaqsiniq (Nunavut Literacy Council).** Between 2019 and 2023, Agnico Eagle provided \$100,000 to \$250,000 annually to Ilitaqsiniq (Nunavut Literacy Council) to support the implementation of training programs leading to increased literacy and numeracy of the Kivalliq population. This contribution supported preparedness for the Kivalliq population to join the active workforce. Funding was provided annually to Ilitaqsiniq (Nunavut Literacy Council), and 2023 marked the last year of a five-year agreement between Agnico Eagle and Ilitaqsiniq (Nunavut Literacy Council). No funding was therefore provided in 2024.
- **Kivalliq Inuit Association (KIA) Scholarship.** Agnico Eagle signed three (3) IIBAs (Meadowbank, Whale Tail, and Meliadine). To address the IIBA requirements, in 2024, Agnico Eagle provided \$28,500 in KIA scholarship funding to 21 students as per the Whale Tail Agreement and \$30,600 in KIA scholarship funding to 18 students, as per the Meliadine Agreement, for a total of \$59,100, and total to date of \$517,100.
- **Summer Camp and Winter Youth Program Sponsorship (Recreation and Parks Association of Nunavut, RPAN).** In 2024, Agnico Eagle sponsored summer camps and winter youth programs hosted by RPAN in Kivalliq and Kitikmeot communities, involving 11 communities (12 programs) for the summer camp and 7 communities for the winter youth program. The summer camps and winter youth programs supported the training of the local youth leaders who coordinated the camps. Youth aged 5 to 12 participated in various health, fitness, wellness, and science camp activities. The total sponsorship for this was \$30,000 in 2024. A total of 102 youth leaders, between the ages of 16 and 29, were hired to help run the Winter Youth and Summer Day Camp programs; 1,689 youth aged 5 to 12 years old participated in both programs in 2024.

¹⁰ Includes expenses for flight, accommodation (hotel), meals (grocery), catering, community hall rental, souvenirs, wearables, gifts, and Mining Matters support.

- **Career Awareness.** Career Awareness videos were released in 2022 to raise awareness about mining and careers in mining. The videos have been adapted to the Nunavummiut context: content is provided visually, supported by text or audio explanations, 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 2024, \$17,500 in funding was dedicated to this initiative. Videos were promoted via social media, trade shows, multiple community information sessions, and regional/national events to showcase Inuit employment opportunities at Agnico Eagle's Kivalliq Projects in Nunavut.
- **Other initiatives:**
 - **Meet & Greet with the Environmental Technology Program (ETP) at Nunavut Arctic College (NAC).** In 2024, Agnico Eagle engaged with the ETP program manager to host an interactive in-person meet-and-greet session for 17 first- and second-year ETP students in Rankin Inlet. The sessions were used to share about Agnico Eagle's Nunavut operations and life at camp, summer employment and internship opportunities, the Meliadine Environmental Monitoring Programs and the Meadowbank Closure Plan, and potential long-term career paths in the environmental field. Agnico Eagle representatives from Community Relations, Meliadine Environmental, and Meadowbank Environmental departments were present for questions and engaged with the students. Three (3) students expressed strong interest in summer internships, with a high level of engagement and enthusiasm expressed by all participants.
 - **Environmental Technology Conference at Nunavut Arctic College (NAC).** In 2024, Agnico Eagle participated in the Environmental Technology Conference hosted by NAC, delivering a session focused on career opportunities in environmental monitoring and mining sustainability. Thirteen students participated in this event and expressed interest in internships for summer 2025. Through this initiative, which included the Meet & Greet with ETP session, Agnico Eagle welcomed five (5) summer students in 2024, providing valuable work experience in operations and professional development opportunities.

Agnico Eagle's contribution and support of education-based initiatives align 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 ^{ISV}:

- ***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.
- ***Inuuqatigiitsarniq* & *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 *inuuqatigiitsarniq*, 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).

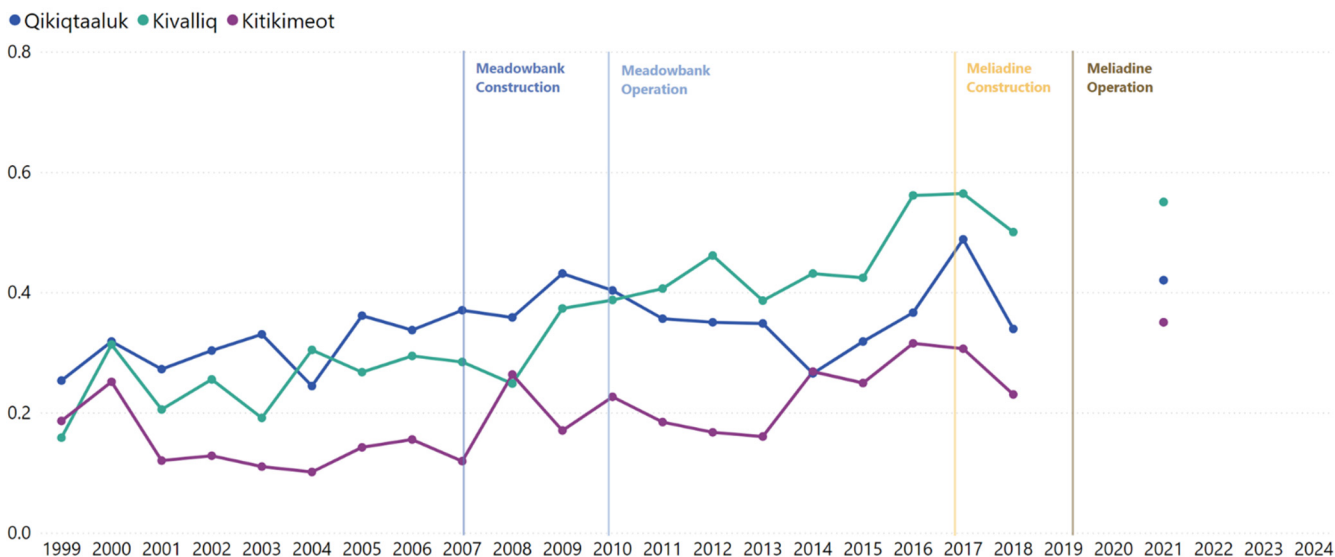
Data & Trends

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 2024.

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

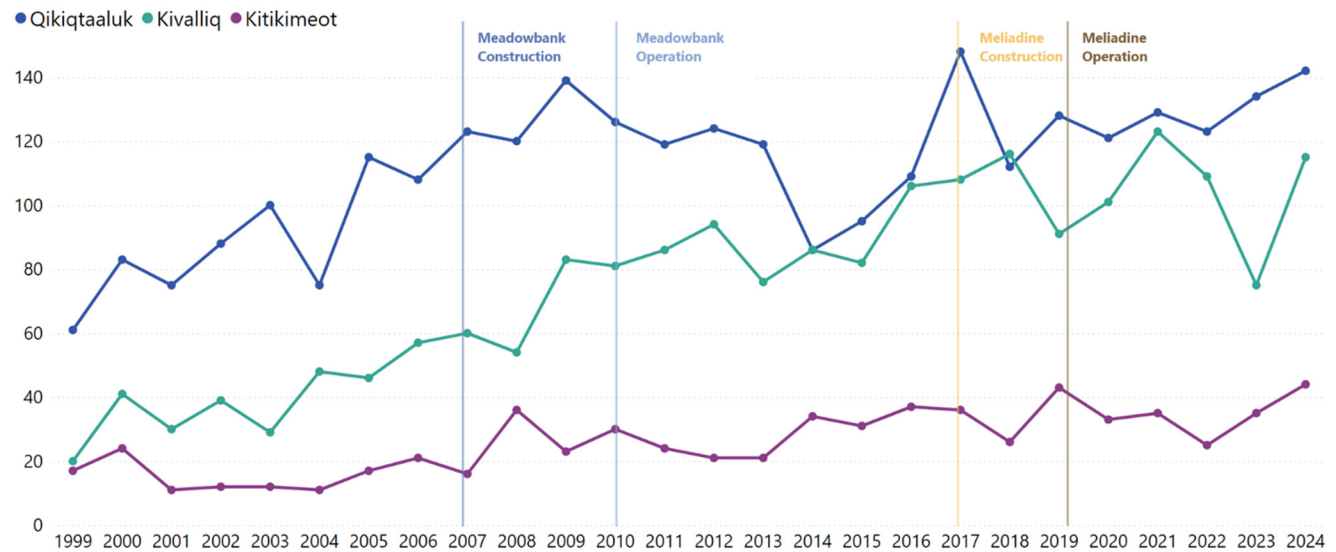
The most recent update to the graduation rates by region is available for 2018. Graduation rates for 2021 were calculated utilizing Statistics Canada Census of Population data. A supplementary dataset shows the number of graduates via a direct request submitted to the GN Department of Education.

Rate:



(GN Department of Education, 2019)

Number of Graduates:



(GN Bureau of Statistics, Personal Communication, 2025)

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, 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 from the GN is not available given the lack of statistics on the population size by age group (i.e., here, 17 and 18-year-old youth) used to calculate the rates. For 2021, graduation rates were calculated utilizing Statistics Canada Census of Population data (based on the 25% sample, long-form questionnaire), showing increased graduation rates in all three regions.

The GN Department of Education provided supplementary data on the number of secondary school graduates from 1999 to 2023 with an update for 2024 from the GN Bureau of Statistics. The data show that the number of graduates in the Kivalliq region fluctuated, with an overall upward trend from 1999 to 2021, reaching the highest number of 123 graduates in 2021. The number of graduates in the Kivalliq region decreased by 11% in 2022 (from 123 to 109) and then again by 31% in 2023 (from 109 to 75). Qikiqtaaluk and Kitikmeot experienced a decrease in the number of graduates in 2022, but both rebounded in 2023. In 2024, all regions experienced an increase in the number of graduates; for Kivalliq, the number of graduates increased from 75 in 2023 to 115 in 2024.

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 project's existence 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 2024 identified a need for Agnico Eagle to be more present in schools and communities to promote jobs and other opportunities in mining, similar to responses in 2023 and 2022. This trend indicates strong and consistent support for Agnico Eagle's presence in educational settings and an opportunity for Agnico Eagle to increase its presence and promotion in local communities and schools (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

Agnico Eagle contributes to several initiatives aimed at encouraging youth to continue their studies, which helps address education and graduation challenges in the region, including literacy and adult education programs, apprenticeships, summer employment opportunities, various scholarships and bursaries, TASK Week, Career Awareness, and Summer Camp and Winter Youth Program sponsorship. This represents *pilimmaksarniq* which supports the development of skills ^{ISV}.

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

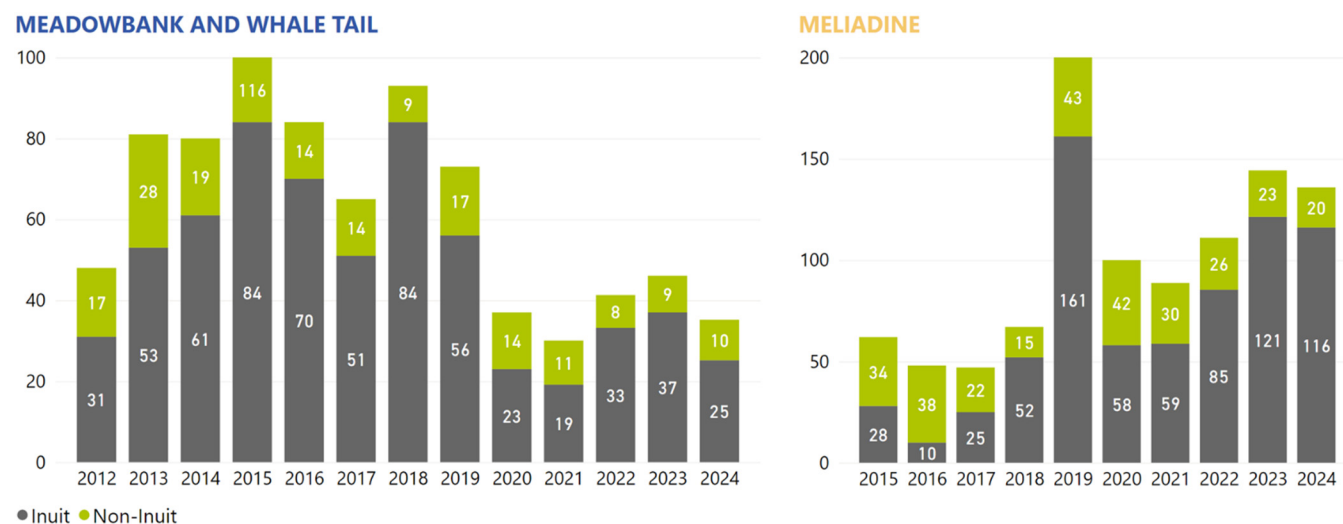
The Project’s *“effects on education, training, and capacity in the RSA and LSA should be positive and long lasting.”*
(Golder Associates, 2014, p. 9-x).
“The Project will build capacity through learning and should influence education and training opportunities in Nunavut in a constructive way, both 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 occur from 2020 to 2024 as the KMTS no longer exists, and the Arviat Community Training Program was suspended.

Chart 23 shows the average specific training hours provided to Inuit and non-Inuit employees, 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



(Agnico Eagle Mines, 2024)

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	2024
Arviat Diamond Drillers & Welders Program Graduates	24	18	18	15	6	-	-	-	-	-	-	-
Underground Trainee Program												
Participants	-	-	-	-	-	8	8	8	4*	8	10	10
Graduates	-	-	-	-	-	-	8	4	4	7	7	7*
Haul Truck Trainee Program												
Participants	19	33	28	34	26	43	8	7	2*	8	10	4*
Graduates							6	4	2	8	4	3
Process Plant Trainee Program												
Participants											8	2
Graduates											4	2
Long Haul Truck Trainee Program	-	-	-	-	-	-	-	1	-	3	2	-
Energy and Infrastructure Trainee Program												
Participants	-	-	-	-	-	-	-	-	-	-	-	1

Program	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Assay Lab Trainee Program												
<i>Participants</i>	-	-	-	-	-	-	-	-	-	-	-	2

* continued training from the prior year

** 2 trainees to complete the training in early 2025

(Agnico Eagle Mines, 2024)

The **Underground Trainee Program** at Meliadine is a 42-day (462-hour) program managed by Nunavut Arctic College and supported by Agnico Eagle. The training program intends to develop skilled workers the Underground Department can hire upon completion of the program. Agnico Eagle created a trainee program affiliated with CMAC at the Meadowbank Complex. This program is a 42-day (504-hour) program. Trainees go through the Underground Common Core, which is given by a CMAC Instructor on-site, followed by training by Agnico Eagle trainers. By the end of the program, the trainees will have the knowledge, practice, and 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, etc.). A maximum of four (4) trainees is permitted at a time, with one (1) trainer to provide the best training possible.

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

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.

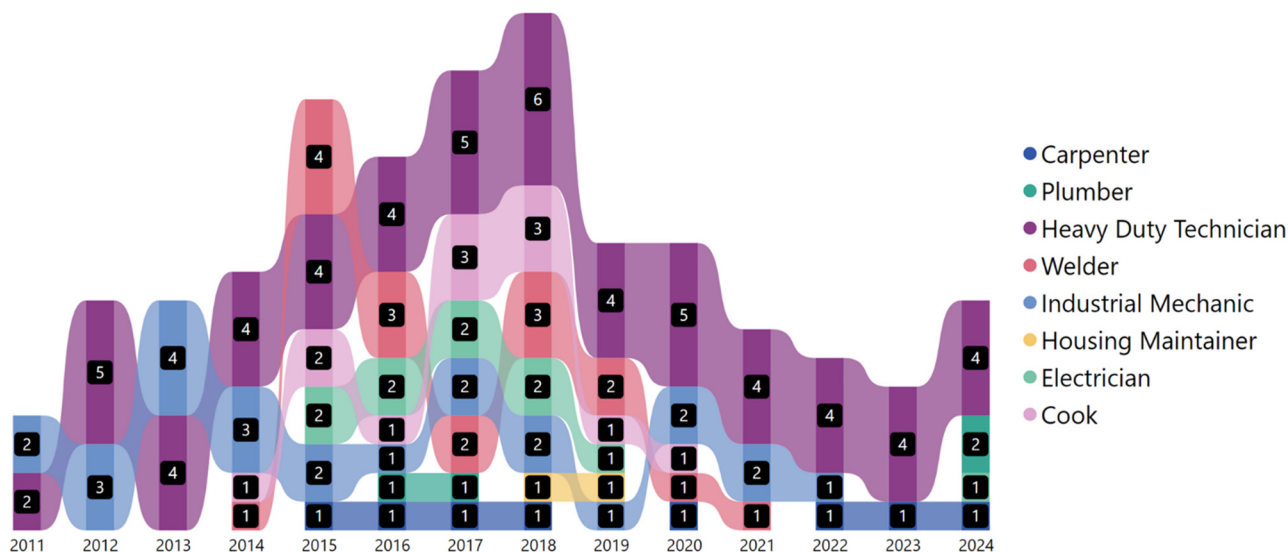
The **Long-Haul Truck Trainee Program** is a 28-day (336-hour) program to certify long haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mining department. A maximum of four (4) trainees is permitted at a time, with one (1) trainer to provide the best training possible.

The **Energy and Infrastructure (E&I) Trainee Program** at Meliadine began in 2023 and is a 504-hour program structured into three immersive 14-day rotations. This training pairs new trainees with trainers and instructors to learn safe working practices and hands-on job training for various tasks they will need to perform, including water truck and pumper truck operation, as well as waste management. Upon completion, trainees are evaluated by an experienced onsite trainer to ensure they have achieved a thorough understanding of the tasks required for the E&I laborer position.

The **Assay Lab Trainee Program** at Meliadine began in 2023 and is a 504-hour program structured into three immersive 14-day rotations. It pairs trainees with trainers and in-field instructors who guide them in safe working habits and hands-on job knowledge. Upon completion, trainees are evaluated by an experienced onsite trainer to ensure they have achieved a thorough understanding of the assay lab and are prepared to fill the role of assay lab laborer.

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, 2024)

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}.](#)

Agnico Eagle has upheld its commitment to workforce development by maintaining a minimum annual investment of \$3.6 million plus a \$500,000 investment in mine training and education, in accordance with the IIBA. Annual training investment at Agnico Eagle since 2020 was as follows:

- 2020: \$2,413,023
- 2021: \$3,159,468
- 2022: \$387,619
- 2023: \$1,347,995
- 2024: \$4,607,268

Due to the unprecedented impact of COVID-19 in 2020, Agnico Eagle was unable to meet the IIBA training investment for that year. However, the unspent funds were reallocated over the following four years, ensuring continued investment in training, education, and workforce development programs. As of December 31, 2024, Agnico Eagle had fully utilized the required training investment funds, bringing the unspent balance to \$0.

Agnico Eagle continues to support training efforts across projects. In 2024, at Meadowbank / Whale Tail and Meliadine, specific training delivered to Inuit employees decreased compared to 2023.

Training efforts for 2024 were as follows:

- Ten (10) trainees were enrolled in the **Underground Trainee Program**; 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 Labour position. The duration of the program was 336 hours to focus on the General Labour position instead of the Haul Truck positions, delivering the Common Core Ontario training (3 days) instead of the Quebec training (7 days). Building on the success of the 2023 pilot project, in 2024, Agnico Eagle had two (2) cohorts with two (2) trainees. Out of four (4) trainees, one (1) successfully completed the program, while two (2) trainees are ongoing and expected to complete by early 2025.
 - At Meliadine, the program had three (3) cohorts of two (2) trainees, and all six (6) candidates successfully completed the program. At the end of 2024, the training team hired a new Trainer to increase participant numbers while maintaining program quality for 2025.
 - In 2024, Agnico Eagle received a signing authority for the Common Core to register documents to the Ministry of Labour, Immigration, Training, and Skills Development of Ontario.
- Four (4) trainees were enrolled in the **Haul Truck Trainee Program**, with three (3) successfully graduating.
 - At Meadowbank, four (4) trainees were enrolled in the Haul Truck Trainee Program; of those, three (3) successfully completed the program. These trainees came from two (2) cohorts, each with two (2) trainees, who all began the training in 2023.
 - At Meliadine, a similar program has not been rolled out yet.
- In 2024, no trainees completed the **Meadowbank Long Haul Truck Trainee Program**. In 2023, two (2) trainees completed the program, with Agnico Eagle noting that finding suitable candidates for this program is difficult. A similar program has not been rolled out at Meliadine yet.
- Two (2) trainees were enrolled in the **Process Plant Trainee Program**, and both successfully completed the program in 2024.
 - At Meadowbank, Agnico Eagle did not have any trainees.
 - At Meliadine, Agnico Eagle had one (1) cohort with two (2) trainees who successfully completed the program. At the end of 2024, the training team hired a new Trainer to increase the number of participants without impacting the program's quality.
- The **Super Operator Program** continued to be on hold in 2024.
- The **Pre-Apprenticeships and Apprenticeships Program** combines on-the-job learning and in-school technical instruction to allow Inuit employees to be educated and trained in their preferred trade. By the end of the 3- or 4-year program, the apprentice can challenge their Certificate of Qualification (COQ) to become a Gold Seal Journeyperson and will also have the opportunity to challenge their Red Seal Exam. Currently, Agnico Eagle focuses on the following (6) trades: millwright, electrician, heavy-duty equipment technician, welder, housing maintainer, and plumber.
 - At Meadowbank, one (1) apprentice attended heavy-duty technical training in Alberta and was successful. Two (2) new apprentices joined the apprenticeship program, one in plumbing and the other in electrical.
 - At Meliadine, three (3) apprentices attended heavy-duty technical training in Alberta; two were successful, and one needed to re-write the exam. Two (2) new apprentices joined the apprenticeship program, one in plumbing and one in oil heating systems technician. One (1) apprentice (carpenter) left Agnico on good terms to work in town, closer to family.

- Total number of pre- and apprenticeships at the end of 2024 was eight (8) – three (3) at Meadowbank and five (5) at Meliadine, compared to five (5) in 2023, six (6) in 2022, seven (7) in 2021, 10 in 2019 and 2020, and down from a peak of 18 in 2018.
- Throughout 2024, the Adult Educator played a pivotal role in supporting Inuit employees on their path to career advancement. Recognizing the determination of five (5) Inuit employees who did not pass the HDET pre-trades entrance exam but remained eager to re-test, the Adult Educator provided tailored study and learning resources to help them succeed. For apprentices, the Adult Educator supports them with building critical skills needed for technical training.
- Agnico Eagle has not participated in the **Arviat Community Training Program** since 2020 – since the program was locally suspended.
- In 2024, Agnico Eagle offered two new training programs. The **Energy and Infrastructure (E&I) Trainee Program** had one (1) trainee, and the **Assay Lab Trainee Program** had two (2) trainees.

Since 2017, an additional \$1M has been 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. In 2024, this initiative was integrated into other Inuit employment growth initiatives for both sites.

Agnico Eagle operates the **Career Path Program**, which identifies the incremental steps employees 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 2024, the Training Department, in collaboration with other Departments, started the revision of the E&I, the Warehouse, and the Process Plant Career Paths at Meliadine. The Meadowbank Complex enhanced its Career Path Program by introducing a Flex Driver program to expand its Inuit workforce skills. The Flex Driver program cross-trains Agnico Eagle's experienced surface mining equipment operators, providing the operators with essential skills and training to work underground.

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 HR teams, and Learning & Development leads the RISE program. This initiative will not have future updates.

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).

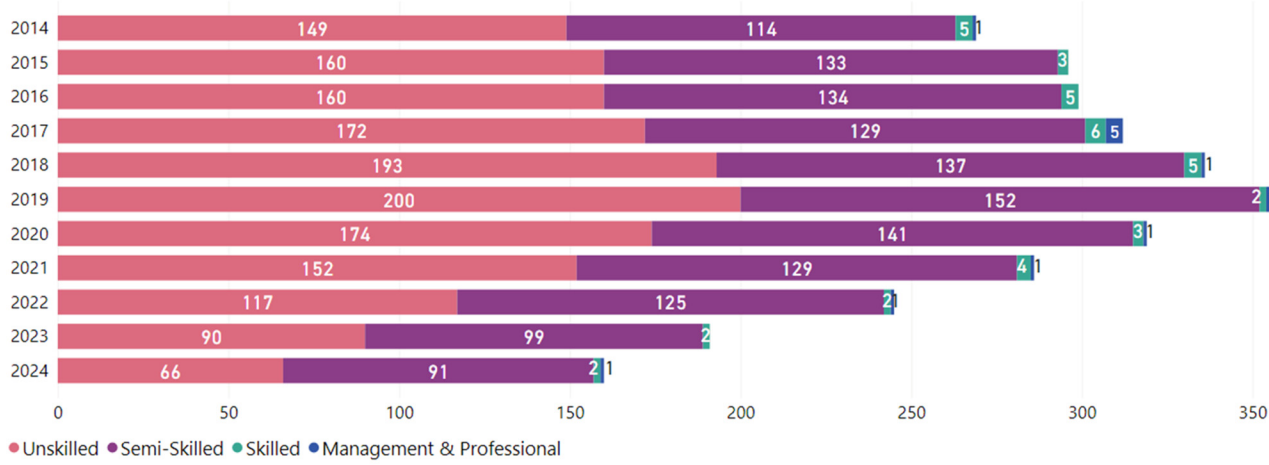
“Out of the 700¹¹ positions, about 55% will be unspecialized. Other positions include management positions (2%), skilled positions (30%), and supervisor and professional positions (13%).”
(Golder Associates, 2014, p. 9-182).

Data & Trends

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

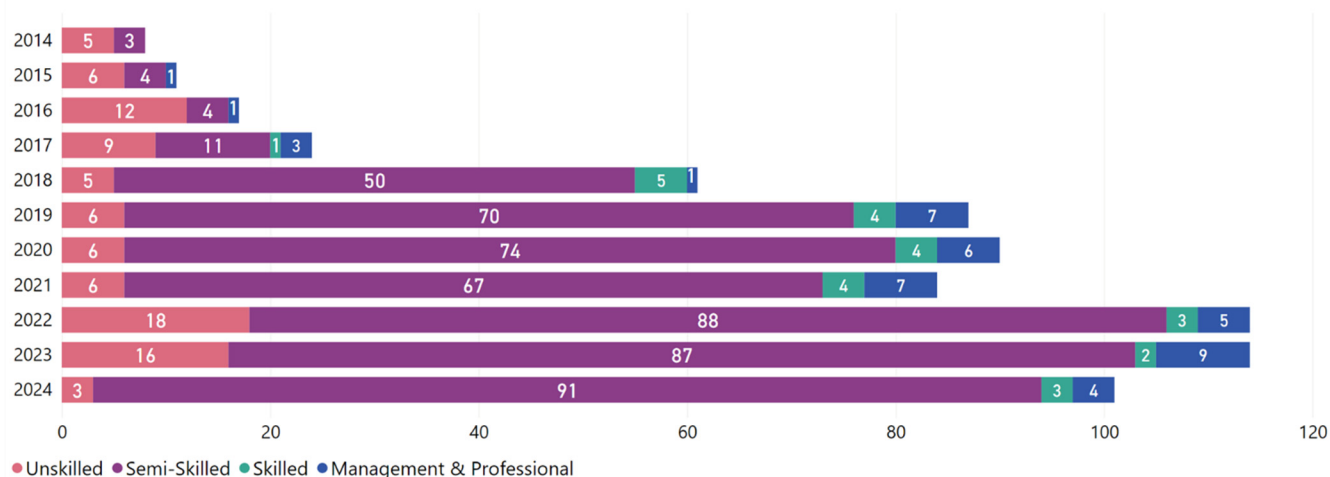
Chart 26. Project Agnico Eagle Inuit employees by skill-level

MEADOWBANK AND WHALE TAIL



¹¹ 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.

MELIADINE

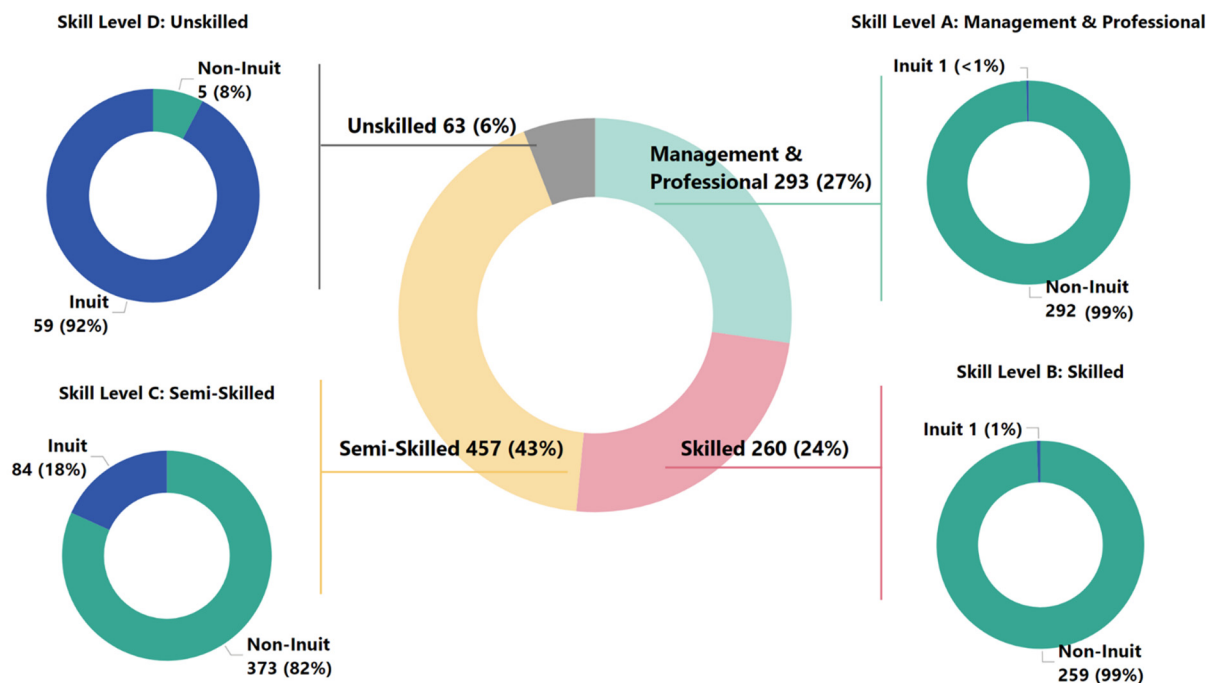


(Agnico Eagle Mines, 2024)

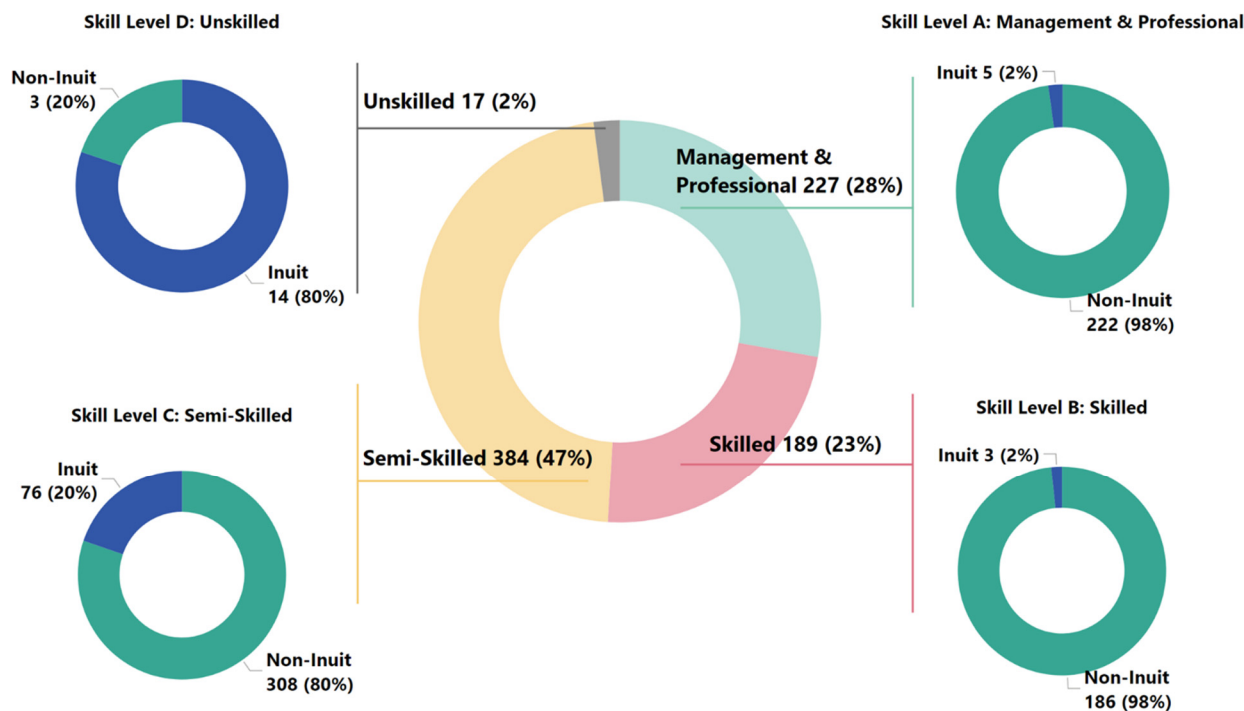
Chart 27 below shows the relationship between job skill levels and the proportion of Inuit labour.

Chart 27. Agnico Eagle FTEs by skill level (Inuit & non-Inuit), 2024

Meadowbank / Whale Tail



Meliadine



(Agnico Eagle Mines, 2024)

Interpretation

In 2024, the number of Agnico Eagle direct Inuit employees continued to decrease in semi-skilled and unskilled job categories at Meadowbank / Whale Tail, while at Meliadine, the number of semi-skilled jobs increased but there was a decrease in unskilled jobs. Overall, most unskilled jobs and 19% of semi-skilled jobs are held by Inuit employees, while Inuit employees are underrepresented in management and professional, and skilled roles. For overall Inuit employment by skill level and across all sites, 73 Inuit FTEs were in unskilled roles, 160 in semi-skilled, four (4) in skilled, and six (6) in management and professional. Overall, the data point to limited success at growing Inuit-filled roles in higher-skilled positions.

Despite Agnico Eagle's commitment to increasing Inuit representation in skilled and leadership roles, several systemic barriers continue to hinder progress. Education and skill gaps, family and community responsibilities, and housing and infrastructure challenges are key factors, as follows:

- Education and Skill Gaps.** Several challenges were identified in the KLMA to increasing Inuit representation in higher-skilled positions through internal advancement programs, including inadequate skill sets, high absentee rates, the impact of cultural norms, and a lack of adequate time and space for training. Inuit high school graduation rates remain lower than national averages, and gaps in math and science education make it difficult for many to qualify for technical training programs (Nunavut Tunngavik Inc, 2020a). The KLMA suggests there are three (3) pathways through which skilled employment can be achieved: (1) direct hiring, (2) greater retention, or (3) internal career progression. While Agnico Eagle is investing in training and educational opportunities for potential Inuit candidates, progress remains slow without having an ample number of candidates with the necessary foundational skills.

- **Family and Community Responsibilities.** Several longer-term barriers were identified in the KLMA to the retention and advancement of Inuit in the workplace including family needs and cultural priorities. For example, the fly-in, fly-out (FIFO) schedule of mining operations can be disruptive, as Inuit employees may need to take extended leave to care for family members, participate in community events, or fulfill cultural responsibilities. The high mobility and transient nature of mining employment in relation to high absenteeism and turnover rates can make Inuit workforce retention in skilled roles challenging (Gibson & Klinck, 2005).
- **Housing and Infrastructure Challenges.** Limited housing and infrastructure in Kivalliq communities also present obstacles to employment (NHC, 2022). Overcrowded living conditions and lack of stable housing make it difficult for potential employees to maintain steady work schedules. Even with the availability of jobs, the lack of adequate living conditions in these communities can make long-term employment challenging.

Agnico Eagle recognizes that these challenges extend beyond the workplace and are deeply rooted in broader social, economic, and cultural factors affecting Inuit communities. Without addressing these fundamental barriers, efforts to develop and retain a skilled Inuit workforce will remain limited.

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 ^{ISV}.

While the metrics in this section focus on Agnico Eagle direct employees, the FEIS predictions for Whale Tail and Meliadine are for the total direct operational workforce, including Agnico Eagle and contractor employees.

Based on total FTE employment (Agnico Eagle direct employees and contractors):

- The FEIS prediction for Whale Tail for total employment by skill level is exceeded for all skill levels, with achieved 168 unskilled, 833 semi-skilled, 516 skilled, and 312 management and professional FTEs in 2024 (given the prediction of 154 entry-level jobs, 493 semi-skilled jobs, 323 skilled jobs, and 202 professional and management roles).
- The FEIS prediction for Whale Tail for Inuit employment by skill level is not met, with achieved 62 unskilled, 103 semi-skilled, eight (8) skilled, and one (1) professional and management FTEs in 2024 (given the prediction of 154 entry-level positions, 305 semi-skilled positions, 29 skilled positions, and four (4) management positions).
- The FEIS prediction for Meliadine's total employment by skill level is exceeded for unspecialized (unskilled and semi-skilled) roles with achieved 56% or 867 FTEs, for skilled roles with 27% or 426 FTEs, and management and professional positions with 17% or 260 FTEs (given the prediction of 1,400 roles including 55% unspecialized, 30% skilled positions, 2% management, and 13% supervisor and professional positions); 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

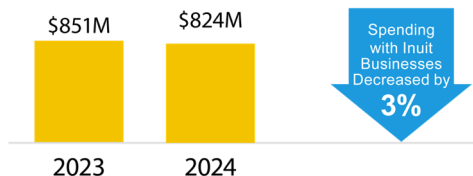
Meadowbank: “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006,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

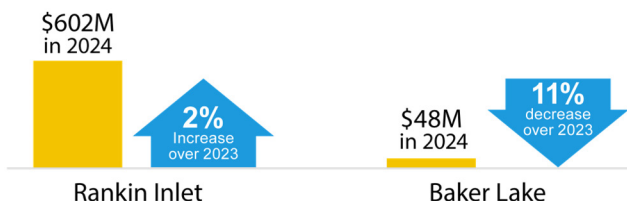
Meliadine: “Project spending on goods and services would increase the demand locally, allowing local businesses (and new businesses) to grow and become more cost-effective.” (Golder and Associates, 2014, p. 9-192).

OVERVIEW OF FINDINGS

Agnico Eagle spending with Inuit businesses in 2024 decreased by 3% compared to 2023; however, as a proportion of total procurement, this increased from 65% in 2023 to 67% in 2024.



Agnico Eagle spending with Inuit businesses from Rankin Inlet increased and Baker Lake decreased in 2024:



Total contract expenditures in Nunavut in 2023 reached

\$886M

\$468M at Meadowbank / Whale Tail

\$388M at Meliadine.



SUMMARY OF MITIGATION MEASURES

While procurement has a beneficial impact, enhancement measures are implemented to maximize benefits to Inuit businesses. Agnico Eagle IIBAs contain a pre-qualification procurement process that requires all suppliers to pre-qualify 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, p. 9-177). \$127M over 10-year operations phase; 20% (\$25M annually) in Kivalliq (Golder Associates, 2014, p. 9-183).

Data & Trends

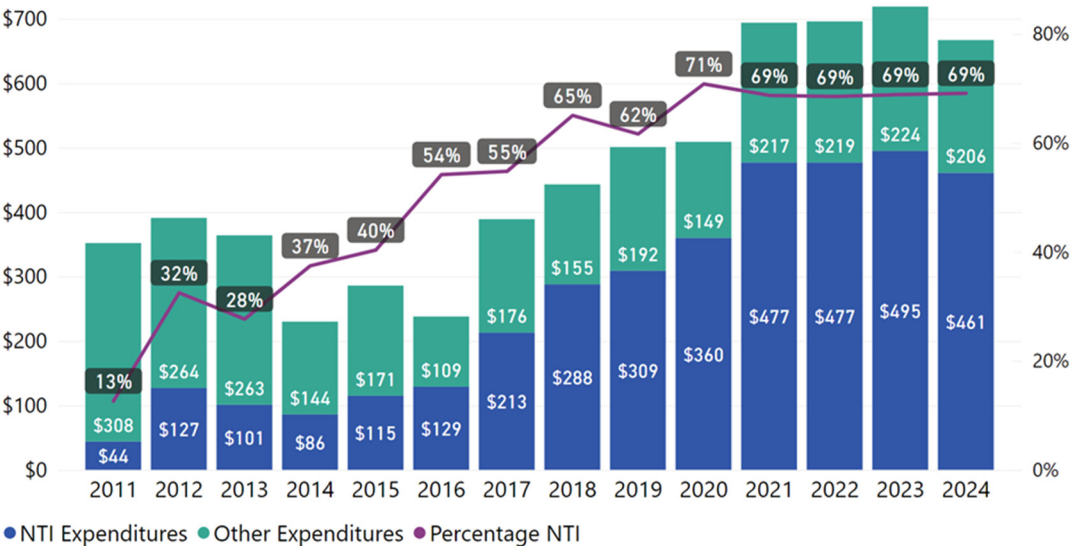
Chart 28 shows the value and proportion of contract expenditures that went to Nunavut Tunngavik Incorporated (NTI)-registered businesses over time. NTI-registered businesses are those appearing on the Inuit Firm Registry, and which meet at least one of the following 3 requirements:

- 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.¹²

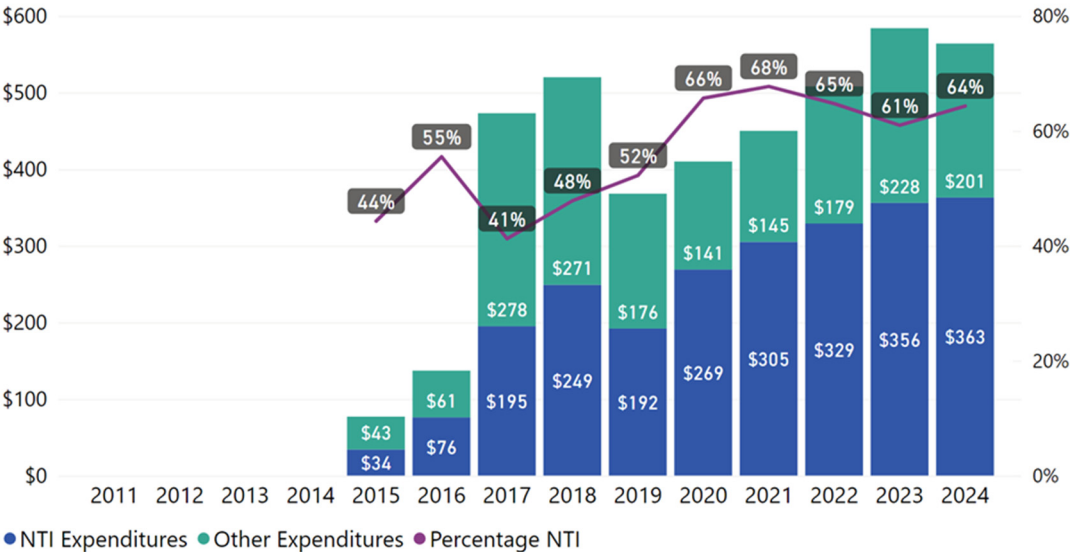
¹² NTI maintains a registry of Inuit firms in accordance with Article 24 of the *Nunavut Land Claims Agreement*.

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

MEADOWBANK AND WHALE TAIL



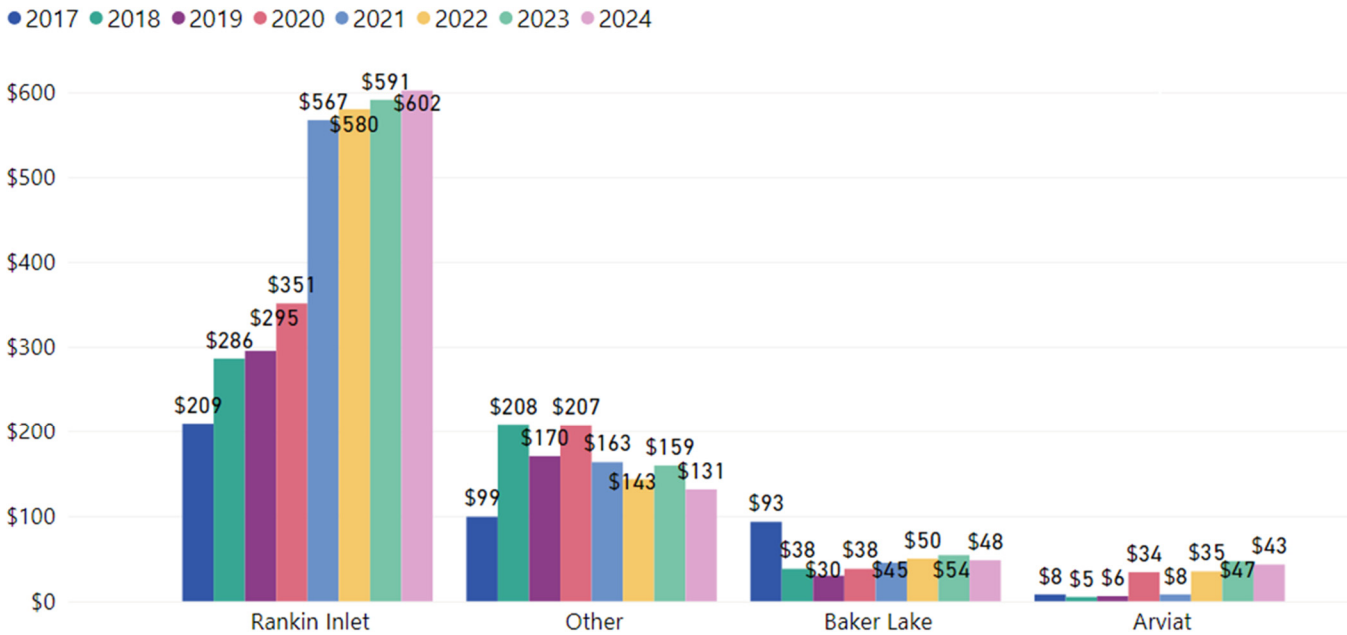
MELIADINE



(Agnico Eagle Mines, 2024)

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)

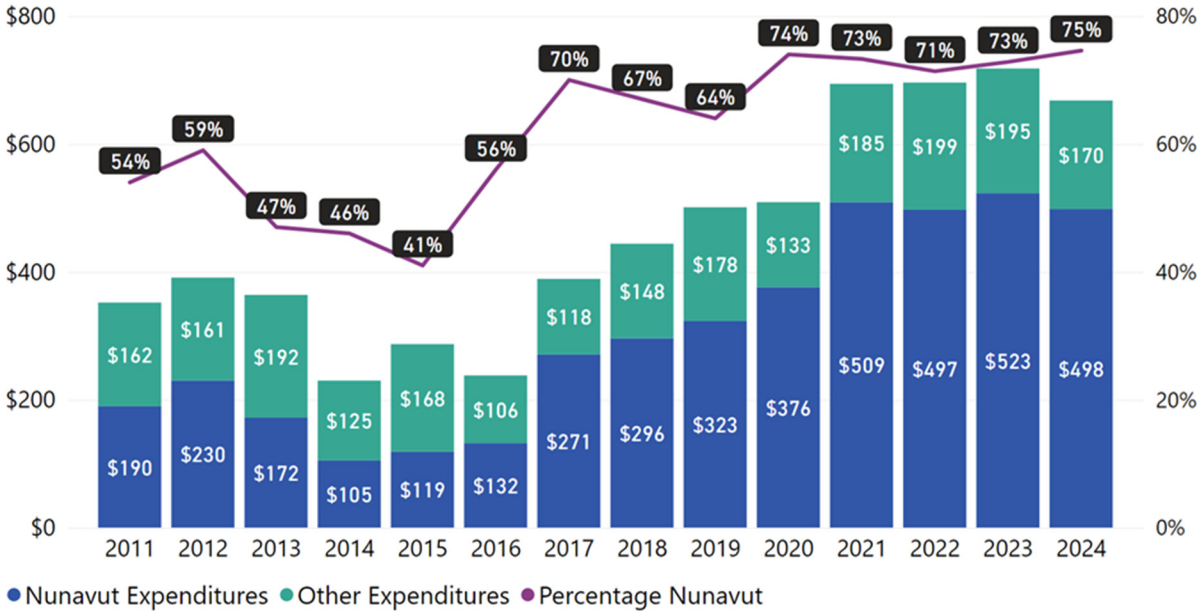


(Agnico Eagle Mines, 2024)

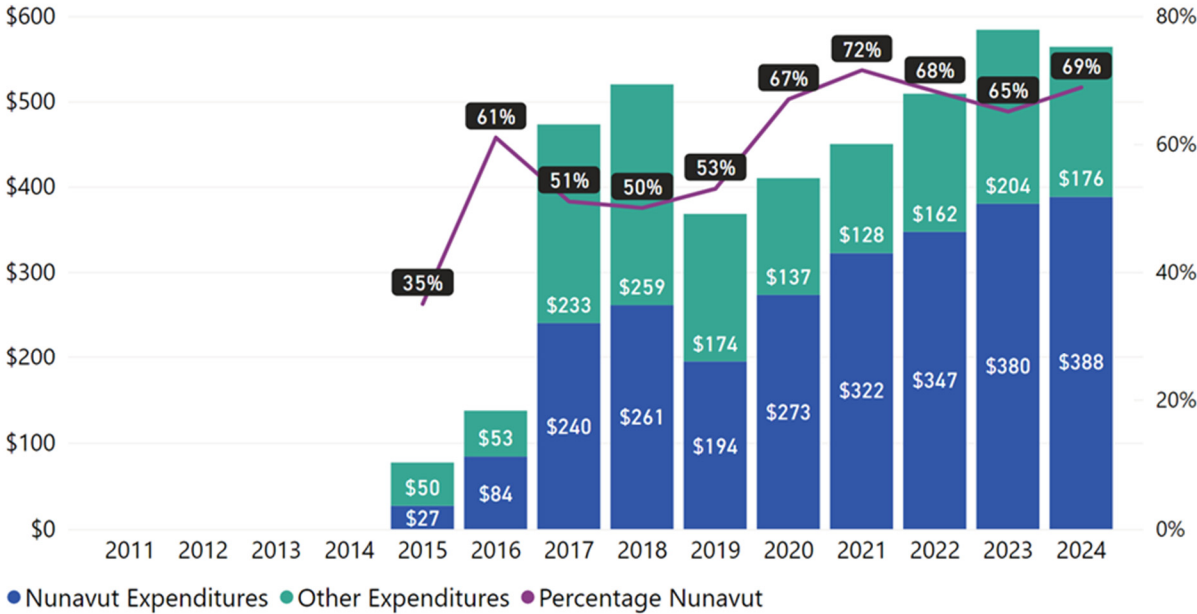
Chart 30 shows the value and proportion of contract expenditures awarded to Nunavut-based businesses over time. Nunavut-based businesses are those that are headquartered in the territory. While often overlapping with NTI-registered businesses, these businesses are not necessarily Inuit-owned as outlined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

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

MEADOWBANK AND WHALE TAIL



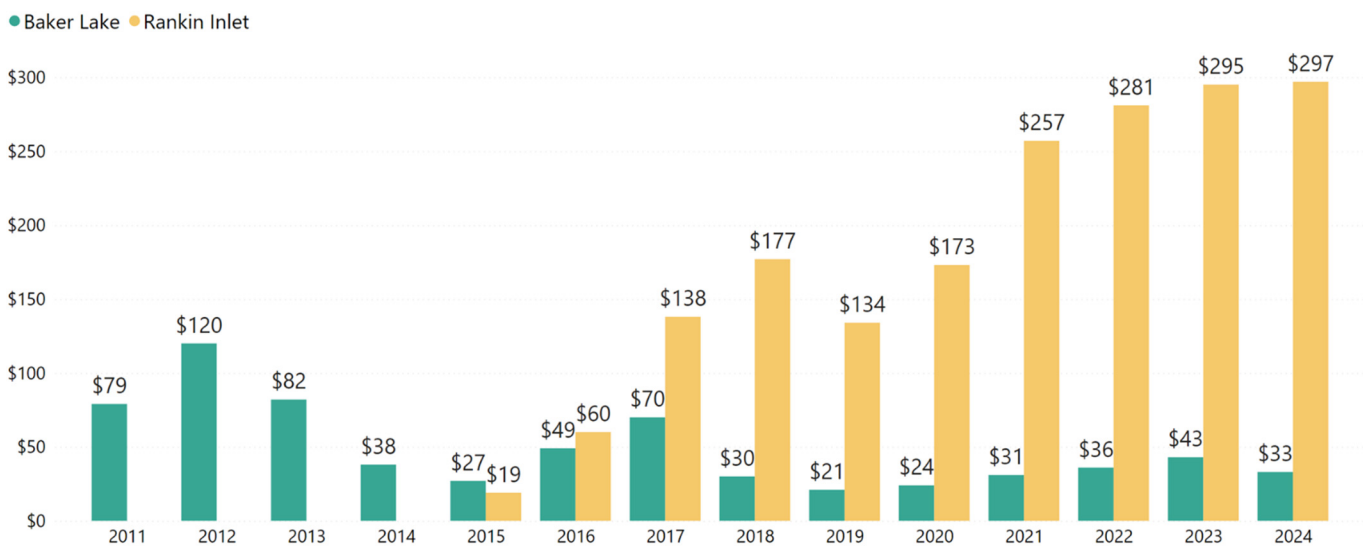
MELIADINE



(Agnico Eagle Mines, 2024)

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)



(Agnico Eagle Mines, 2024)

Interpretation

In 2024, Agnico Eagle’s Kivalliq Projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses. While contracting to NTI businesses decreased at Meadowbank/Whale Tail and increased at Meliadine, the overall NTI business contracting declined by 3% across both projects, from \$851M in 2023 to \$824M in 2024. Despite this decrease, the proportion of total procurement awarded to NTI businesses rose from 65% in 2023 to 67% in 2024.

At Meadowbank/Whale Tail, the proportion of total spending awarded to NTI firms generally trended upward from 2013 to 2020, stabilizing at 69% from 2021 to 2024. At Meliadine, procurement awarded to NTI firms also increased from 2019 to 2024, though the percentage of total spending varied annually, reaching 64% in 2024.

Two key factors driving the overall increase in contracts to NTI firms include the preferred contract provisions outlined in the IIBA with Sakku Investments Corporation companies and the IIBA procurement and tendering process, which provide competitive advantages for Inuit-owned firms.

At the community level, procurement from NTI businesses in Rankin Inlet reached \$602M in 2024, a 2% increase from \$591M in 2023. In contrast, procurement from Baker Lake NTI businesses declined to \$48M, an 11% decrease from the previous year.

Regarding Whale Tail FEIS predictions:

- At a territorial level, Agnico Eagle’s contract expenditures in 2024 reached \$498M at Meadowbank / Whale Tail, exceeding the FEIS prediction for Whale Tail of \$271M.
- The FEIS prediction for Whale Tail in Baker Lake (32% of \$223M) was not met, with \$33M in spending in 2024 from Meadowbank / Whale Tail on Baker Lake-based businesses.

- The FEIS prediction for Rankin Inlet (67% of \$223M) was exceeded, with Meadowbank / Whale Tail spending \$315M in 2024 on Rankin Inlet-based businesses (based on NTI procurement; thus, the actual total is expected to be higher).
- The FEIS prediction for Kivalliq (\$223M) was also exceeded, with \$357M¹³ spent in Kivalliq in 2024 (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 \$297M just from Rankin Inlet-based businesses, with the total for Kivalliq of \$336M¹⁴ (the total is based on NTI procurement; thus, the actual total is expected to be higher).

Through implementing the Meliadine IIBA in 2015, Agnico Eagle follows a pre-qualification procurement process, which requires all suppliers to pre-qualify in categories before submitting a tender. Also noteworthy is that 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 pre-qualified NTI firms, for a total of 121 pre-qualified NTI firms, resulting in 6,190 pre-qualified categories for all 121 NTI firms. An update for 2024 on the number of pre-qualification categories and firms is not available.

In 2024, Agnico Eagle enhanced its support for Inuit businesses by implementing IIBA sections across all Kivalliq sites and expanding its Pre-Qualification Information sessions through in-person and virtual delivery. Virtual sessions, introduced in 2021 during COVID-19, have remained valuable, improving accessibility and engagement for Inuit firms across all seven (7) communities.

Throughout the year, the Procurement team facilitated multiple sessions to ensure broad participation:

- April 11, 2024: Agnico Eagle hosted an online workshop and an assistance session for the Indigenous Women Entrepreneur Program, sponsored by the National Aboriginal Capital Corporations Association (NACCA) and delivered by the Nunavut Community Futures Association (NCFA). The session provided guidance on pre-qualification requirements, business mentorship, and available resources, benefiting the program's four (4) participants.
- May 13, 2024: Agnico Eagle held a Pre-Qualification Information session in Rankin Inlet with outreach conducted via email and social media. Three (3) participants attended, including the KIA Meliadine IIBA Coordinator.
- Additional sessions: Agnico Eagle conducted online and in-person Pre-Qualification Information sessions at the Rankin Inlet and Baker Lake offices, drawing participation from a newly registered Inuit NTI firm, a local janitorial service from Rankin Inlet. Additional key stakeholders have also participated, including KIA's new Meadowbank IIBA Coordinator, the Manager of Industrial Relations and Technology (Business and Economic Development), the Kivalliq Chamber of Commerce Executive Director, and Agnico Eagle's new CLO from Baker Lake.

By adopting a structured and inclusive approach, Agnico Eagle continued to foster business development and economic opportunities for Inuit firms, ensuring meaningful engagement and long-term growth within the region.

In 2024, the IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training program expanded to support five (5) new mentees, with a strong emphasis on women-led businesses and community-driven initiatives. This growth reflects Agnico Eagle's commitment to economic development, diversity, and sustainable business development across the Kivalliq region. The program now includes 10 participants from Baker Lake, Rankin Inlet, Arviat, and Coral Harbour, spanning various industries. Participants in 2024 included:

¹³ This total includes spending with NTI-registered businesses in the Kivalliq, including Rankin Inlet (\$315.4M), Baker Lake (\$25.6M), and Arviat (\$16.4M). This does not include other non-NTI spending in the Kivalliq, as such it likely underestimates the total benefit.

¹⁴ This total includes spending with NTI-registered businesses in the Kivalliq, including Rankin Inlet (\$286.5M), Baker Lake (\$22.1M), and Arviat (\$27.1M). This does not include other non-NTI spending in the Kivalliq, as such it likely underestimates the total benefit.

- **Abluqta Society (Baker Lake):** A nonprofit operating a Thrift Shop and Food Bank Social Enterprise, receiving guidance on HR, operations, and strategic planning.
- **Inspired by Nabvat (Rankin Inlet):** A seamstress business working with a mentor to explore growth opportunities, with an in-person mentorship session planned for Q4.
- **Qaumajuq Environmental Ltd.:** A newly established environmental services business that successfully completed its first contract with Agnico Eagle, employing Inuit fisheries technicians and biologists.
- **Leonie's Place Hotel & Craft Shop (Coral Harbour):** A family-run hospitality and retail business now managed by the next generation, receiving mentorship on business operations.
- **I.N Services (Rankin Inlet):** A janitorial and cleaning business identified at the Kivalliq Trade Show, now invited to join the Business Mentorship Program after participating in a Pre-Qualification Information session in Q4.

By providing mentorship, operational guidance, and business development support, the program equips Inuit entrepreneurs with the tools needed to launch, sustain, and expand their ventures, fostering long-term economic growth and self-sufficiency in the region.

In 2024, Agnico Eagle strengthened its efforts to promote business opportunities in the Kivalliq Region, leveraging social media, direct outreach, and strategic partnerships to connect with Inuit firms. The company shared procurement process presentations and memo emails with local Inuit firms, business partners, pre-qualification session participants, and mentees from its business mentorship program. Agnico Eagle actively shared procurement process presentations, memo emails, and key business development resources with local entrepreneurs, business partners, and participants in its Pre-Qualification Information sessions and Business Mentorship Program.

These initiatives provided guidance on pre-qualification sessions for new and existing businesses, the Assistance Ecosystem project, and the Kivalliq Entrepreneur Program, equipping Inuit businesses with the knowledge and tools that allow them to better engage in economic opportunities. Organizations such as the Nunavut Development Corporation, the Kivalliq Entrepreneur Program, and the Kivalliq Business Development Centre were key recipients of these communications.

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 procurement to 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 pre-qualification 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*^{ISV}.

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).

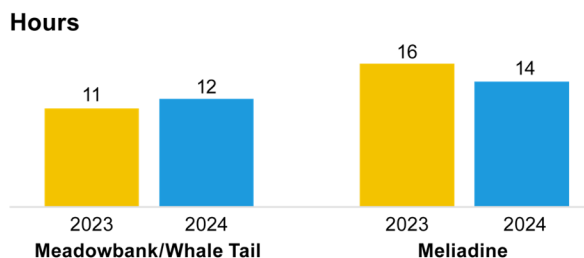
Meliadine: *“Project health and safety training may improve health and safety at mine site and outside of the workplace.”* (Golder Associates, 2014, p. 9-246).

OVERVIEW OF FINDINGS

In 2024, mandatory training delivered to Inuit employees averaged 12 hours at Meadowbank / Whale Tail, representing an **increase in health and safety training over the 2023 level**, whereas Meliadine averaged 14 hours, representing a decrease.

In 2024, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) mine rescue competition in Yellowknife. Agnico Eagle also sent three (3) members to the international mine rescue competition in Colombia and won first place overall.

In 2024, the 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).

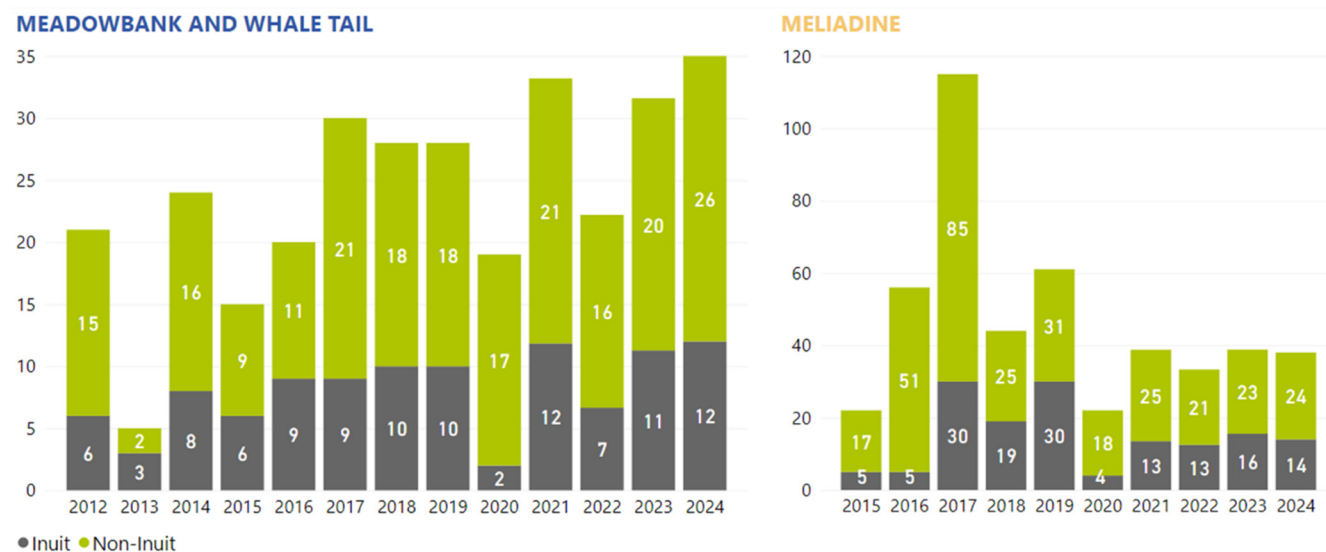
MELIADINE

“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



(Agnico Eagle Mines, 2024)

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 consists of training activities required at a departmental level and covers many employees working in different departments. It 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 various emergency situations.

Interpretation

In 2024, the level of mandatory training of Inuit employees increased at Meadowbank / Whale Tail (from 11 to 12 hours) and decreased at Meliadine from the year before (from 16 to 14 hours).

Agnico Eagle provides ERT training and maintains Emergency Response and Mine Rescue teams for both sites. In 2024:

- Meadowbank Complex ERT consisted of 115 active Emergency Responders for Surface and Underground operations, including six (6) Inuit members.
- Meliadine ERT consisted of 71 active ERT members, including one (1) Inuit team member. Their capabilities encompassed various scenarios, including fires, medical emergencies, search and rescue operations, underground emergencies, hazardous materials incidents, and spill responses. Notably, 20 members were certified in ice and water rescue. The response fleet has a Sherp (all-terrain vehicle) for search and rescue operations and a Mine Rescue Vehicle (MRV) to support prolonged underground emergencies.

In 2024, the Meadowbank Complex delivered seven (7) basic emergency response courses, enrolling 49 new ERT members for surface and underground operations. The site also provided 114 regular practices, including aircraft emergency and hazmat responses.

In 2024, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) mine rescue competition in Yellowknife. Agnico Eagle also sent three (3) members to Colombia's international mine rescue competition and won first place overall.

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

Agnico Eagle’s mandatory training aligns with both corporate objectives and ISVs. The H&S training, mandatory for compliance with the *Nunavut Mine Act* and company policies, reflects the *inuuqatigiitsiarniq* 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 ^{ISV}.

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).

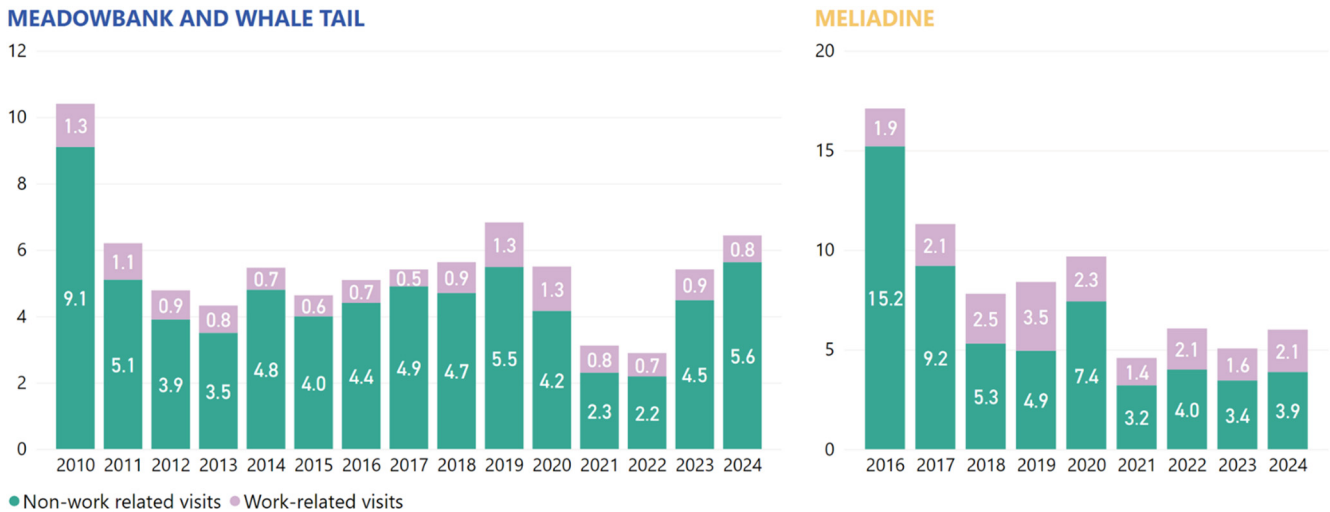
MELIADINE

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 Meadowbank / Whale Tail and Meliadine's health and safety performance. 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).

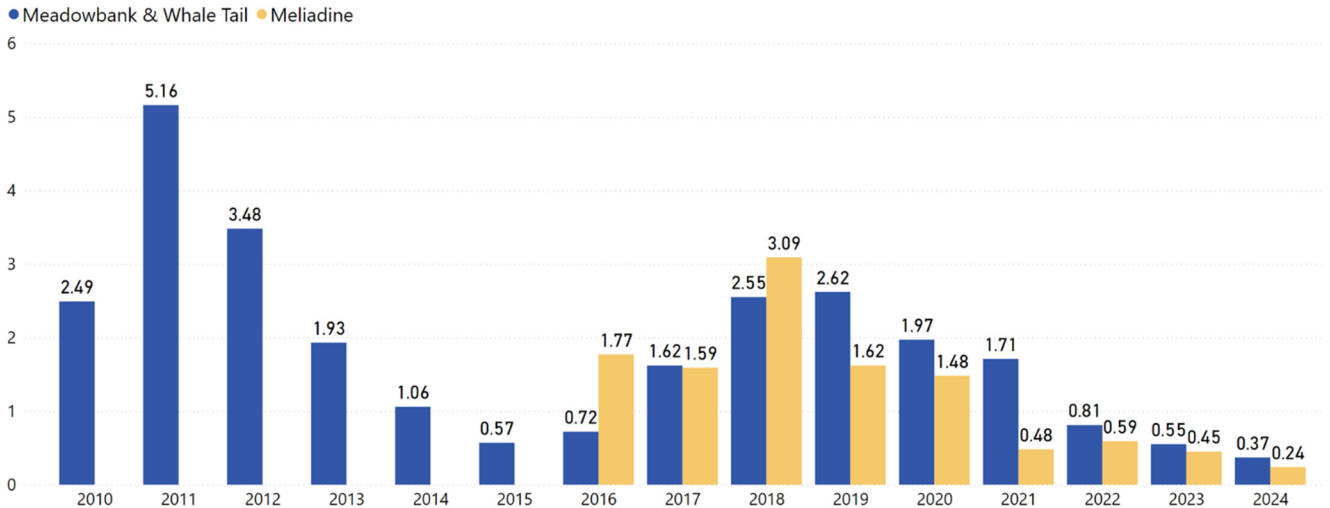
Chart 33. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons



(Agnico Eagle Mines, 2024)

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, 2024)

Interpretation

In 2024, the use of on-site clinics (per FTE) increased at both Meadowbank / Whale Tail and Meliadine for non-work-related reasons, while work-related visits decreased at Meadowbank / Whale Tail but increased at Meliadine. On-site clinics were primarily used (88% of the time or 9,214 visits in 2024) for non-work-related reasons, with work-related visits accounting for approximately 22% of total visits—12% (862 visits) at Meadowbank/Whale Tail and 35% (1,735 visits) 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 ^{ISV}.](#)

In 2024, the combined lost-time and light-duty accident frequency (per 200,000 person-hours) continued to decline at both Meadowbank/Whale Tail and Meliadine, maintaining an overall downward trend across all mines since 2018.

While visits to on-site clinics for incidents remain low, the potential risks associated with accidents and emergencies, as predicted in the FEIS for Whale Tail, persist.

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

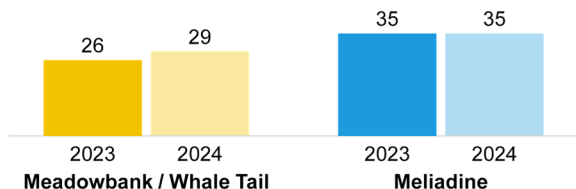
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

In 2024, 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.

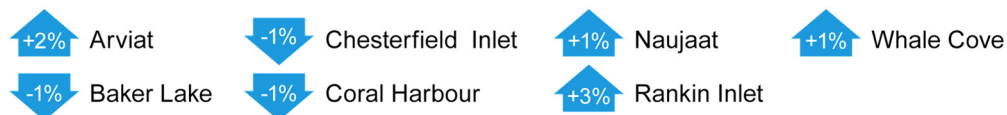


Agnico Eagle Inuit Employees Residing Outside of Nunavut



Regarding contractor employment, Meadowbank / Whale Tail had 6.4 FTEs, and Meliadine had 7.6 FTEs worked by Inuit employees living outside Nunavut in 2024.

The change in population in Kivalliq communities between 2022 and 2023 was as follows:



There was an overall population **increase of 1%** in the Kivalliq region in 2023(based on population estimates). Population estimates for 2024 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).

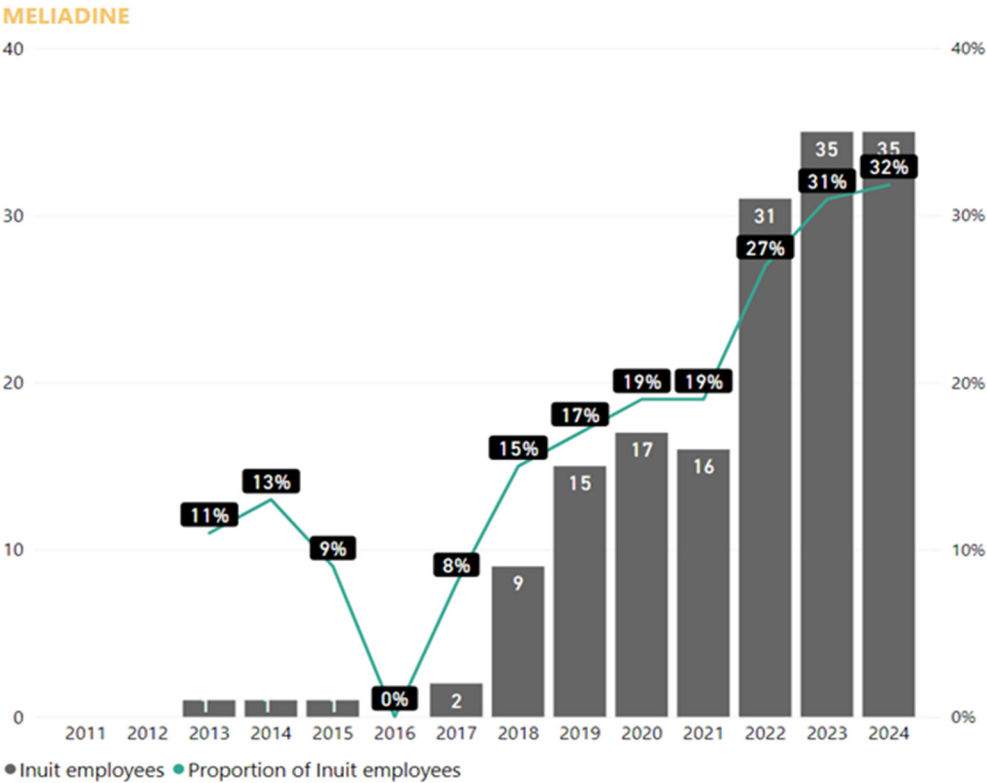
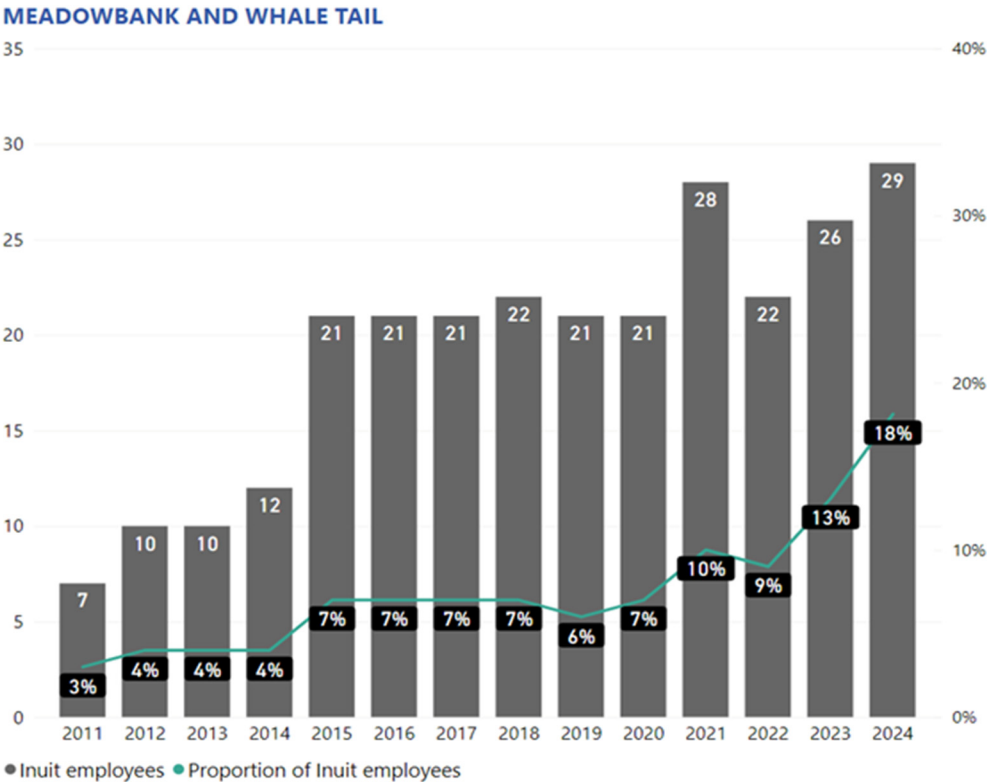
Data & Trends

Agnico Eagle monitors the movement of employees into- and out of Nunavut. In 2024, net employee movements included:

- Nine (9) Inuit employees moving out of Nunavut.
- No (0) employees moved into Nunavut.
- No net migration impacts were reported for Baker Lake or Rankin Inlet.

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

Chart 35. Project Agnico Eagle Inuit employees residing outside Nunavut



(Agnico Eagle Mines, 2024)

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

Regarding contractor employment:

- 2022: Meadowbank / Whale Tail had seven (7) Inuit employees living outside Nunavut, and Meliadine had 13.
- 2023: Meadowbank / Whale Tail had nine (9) Inuit employees (total 3.1 FTE count), representing 13% of total employment, and Meliadine had seven (7) Inuit employees (total 6.7 FTE) living outside Nunavut, representing 7% of total Inuit employment that year.
- 2024: Meadowbank / Whale Tail had 6.4 FTEs worked by Inuit employees living outside Nunavut, representing 21% of total employment, and Meliadine had 7.6 FTEs, representing 8% of total employment.

Interpretation

In 2024, the number of Agnico Eagle Inuit employees at Meadowbank/Whale Tail who resided outside Nunavut increased to 29, up from 26 in the previous year. From 2015 to 2020, this number remained relatively stable, except for a peak of 28 in 2021, likely due to extended site access restrictions for Nunavummiut employees during the COVID-19 pandemic.

At Meliadine, the number of Agnico Eagle Inuit employees residing outside Nunavut has grown significantly, rising from zero in 2016 to 16 in 2021 and reaching 35 in both 2023 and 2024. By 2024, these employees accounted for 32% of the Inuit workforce at Meliadine.

Contractors had a total of 14 FTEs in 2024 worked by Inuit residing outside Nunavut.

Overall, movement of both Inuit and non-Inuit employees into and out of Nunavut—and between Baker Lake and Rankin Inlet—remains minimal. However, employment at Agnico Eagle's projects provides Inuit workers with income and skills that may facilitate relocation outside the territory. Other factors, such as Nunavut's housing shortage, lower cost of living elsewhere in Canada, and greater access to educational and job opportunities, may also contribute to out-migration.

The FEIS predictions for Meadowbank/Whale Tail and Meliadine regarding migration trends are not supported by current data, as Baker Lake and Rankin Inlet have experienced minimal population movement to date.

Engagement with Agnico Eagle employees in 2024 provided further insight into mobility trends. Of the 203 respondents to the Inuit and Nunavummiut Employment Survey, Question 39 (Appendix E), 57 (28%) expressed an interest in relocating in the following year.

When asked about their preferred destination (Question 40, Appendix E), 69 employees responded:

- 3 (4%) wished to move back to Nunavut.
- 39 (57%) wanted to move south from Nunavut.
- 27 (39%) sought to relocate within Nunavut.

The most commonly cited reasons for wanting to move (Question 41, Appendix E) included proximity to friends and family, improved housing, better access to services, and being closer to work (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

The migration trends among Inuit employees at 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 ^{15V}.

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

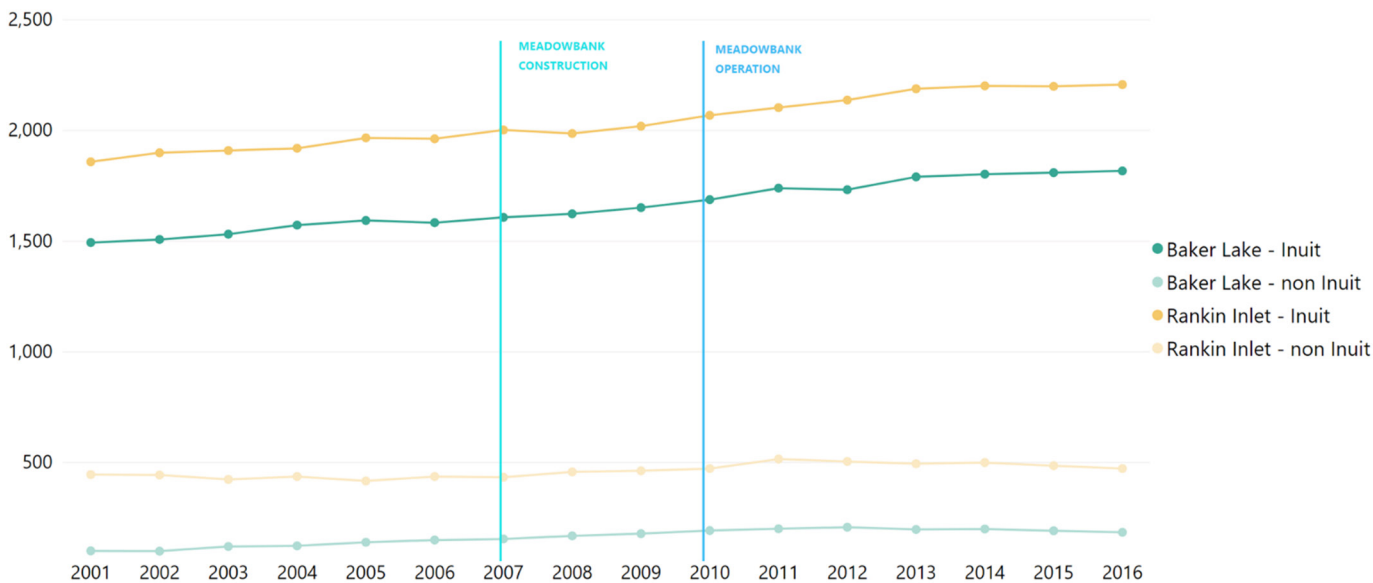
"Project construction and operations will be a force of change in Kivalliq, with anticipated in-migration to Rankin Inlet." Golder Associates, 2014, p. 9-101).

Data & Trends

Chart 36 shows the population estimates of Rankin Inlet and Baker Lake, Inuit, and non-Inuit populations 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.

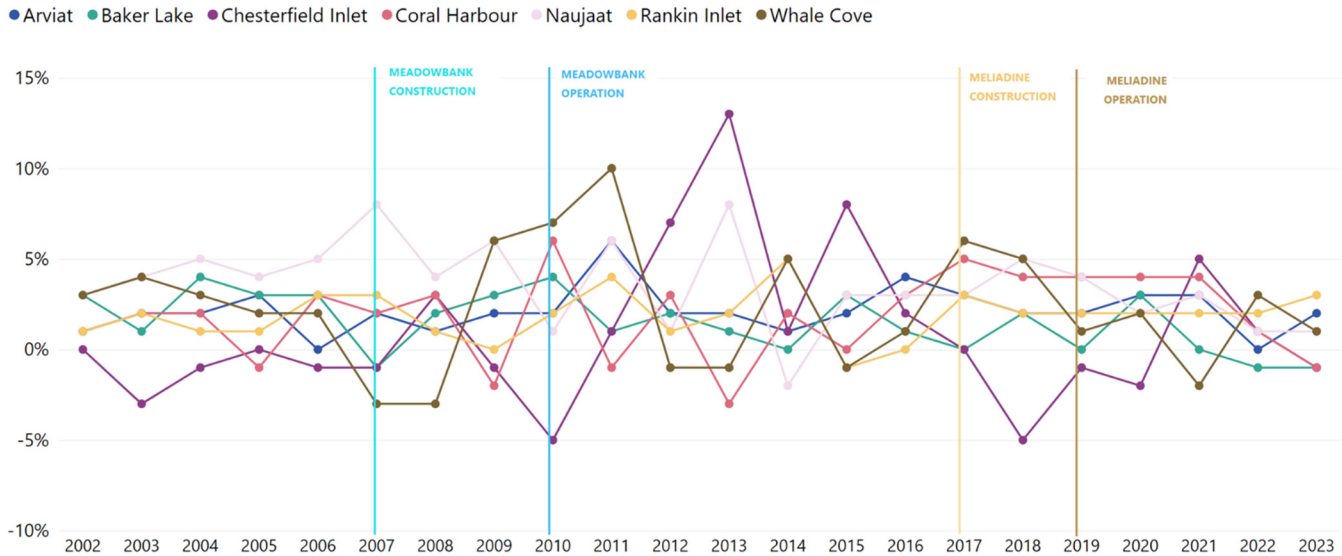
The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(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 2024 were not available at the time of publication.

Chart 37. Annual change in population estimates of Kivalliq communities



(Statistics Canada, 2024a)

Interpretation

Population changes result from the interaction of three (3) variables: births, deaths, and migration. Based on population estimates, historical data on population change show notable variations annually without specific trends at a community level. Population estimates show that from 2022 to 2023 (the most recent year for which these statistics were available), population levels decreased in Baker Lake (-1%, from 2,225 to 2,192), Chesterfield (-1%, from 438 to 433), and Coral Harbour (-1%, from 1,135 to 1,128), while they increased in Arviat (2%, from 3,121 to 3,170), Naujaat (1%, from 1,336 to 1,349), Rankin Inlet (3%, from 3,287 to 3,379), and Whale Cove (1%, from 523 to 528) (Statistics Canada, 2024a).

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

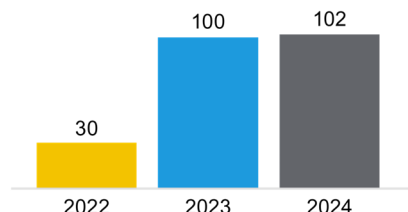
Meadowbank: “The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006, p. 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 2024, **102 employees were referred to community healthcare centers**, a slight increase from 2023. Since 2018, 72% of referrals to community health care centers have been for non-work-related conditions.



6 Incidents at Meadowbank / Whale Tail required the use of GN health services in 2024, a decrease from 16 reported in 2023.

SUMMARY OF MITIGATION MEASURES

Local community infrastructure and services capacity were considered in the Meadowbank / Whale Tail and Meliadine project design, leading to several operational decisions, including having on-site clinics and 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 that 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

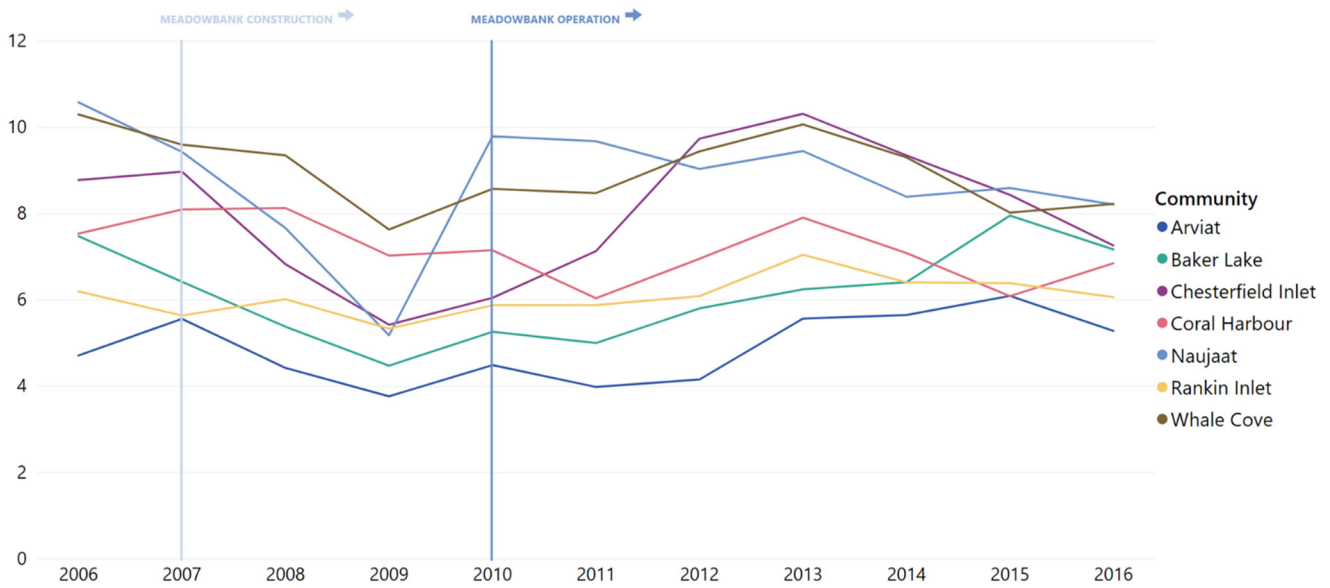
“Health services in the hamlet [Rankin Inlet] are likely to experience some level of increased demand.”
(Golder Associates, 2014, p. 9-288).

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

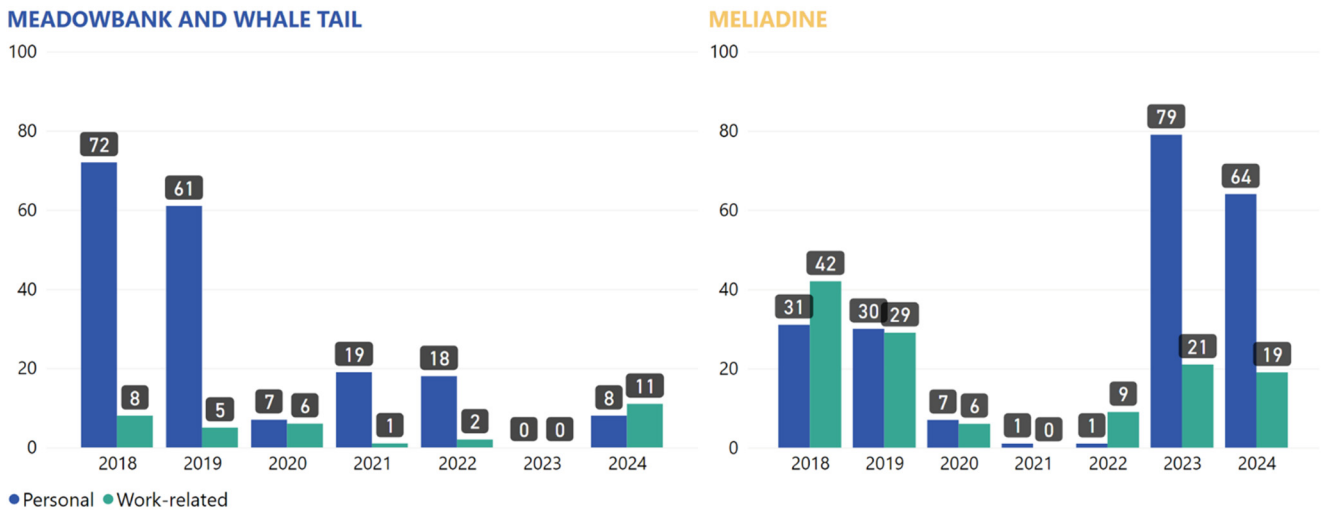
The most recent update to this dataset is available for 2016. The lack of more recent data for this indicator makes it challenging to accurately understand the Agnico Eagle Kivalliq Projects' impacts.



(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.

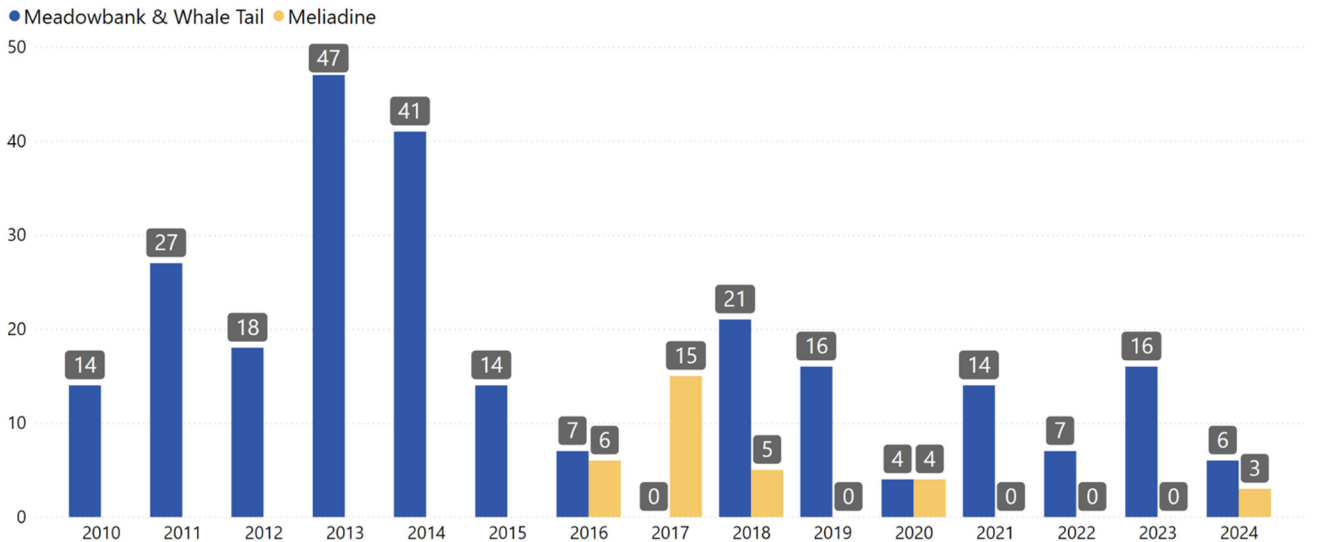
Chart 39. Employees referred to community health care centre (personal and work-related)



(Agnico Eagle Mines, 2024)

Chart 40 shows the incidents requiring the use of GN health services from 2010 to 2024.

Chart 40. Incidents requiring use of GN emergency health services



(Agnico Eagle Mines, 2024)

Interpretation

Healthcare centre visits per capita do not show any clear trends, except for all communities generally settling into a range of 4 to 11 visits per capita per year. The GN Department of Health stopped updating this dataset eight (8) years ago, making it challenging to identify any recent trends. As such, it is unclear whether and to what extent Agnico Eagle’s projects have impacted the usage of health centers in Kivalliq communities, and therefore, it is unclear how the projects are performing with respect to FEIS predictions.

In 2024, 102 employees were referred to community healthcare centres, representing a slight referral increase over the previous year (100 in 2023). Of the 102 referrals, 30 were work-related, and 72 were for personal reasons. The increase in referrals at Meliadine in 2023 and 2024 was due to Agnico Eagle beginning to track statistics on mental health.

Since 2018, 72% of referrals to community healthcare 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 they may indicate residents seeking care for ailments or preventive treatment rather than or in addition to increases in ailments themselves.

The presence of on-site clinics can potentially have a positive impact on community-based healthcare providers by reducing the demand for non-emergency medical services. By addressing minor injuries, routine health concerns, and mental health support directly at the worksite, on-site clinics may help alleviate pressure on local healthcare facilities, allowing them to focus on community needs.

Incident reports requiring GN emergency health services at Meadowbank and Whale Tail dropped from 16 in 2023 to just six (6) in 2024. Meanwhile, Meliadine, which had no incidents in 2021, 2022, or 2023, saw a rise to three (3) incidents in 2024. Overall, no consistent trend has emerged regarding each site's use of GN emergency health services.

The usage of health centres in the Kivalliq by Agnico Eagle employees aligns with the ISVs *inuuqatigiitsiarniq*—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 ^{ISV}.

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 Complex has dedicated energy, water, transportation (airstrip and road), health, and communications infrastructure and is 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 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 road (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).

2024 estimates of use for this infrastructure directly related to Meadowbank are as follows:

- **Flights:** 268 charter passenger flights, 11 cargo flights and 52 Kivalliq flights.
- **Airport:** The use of Baker Lake Airport to access commercial flights from January to November 2024.
- **Shipments:** Two (2) Barges received in Baker Lake, three (3) Full Vessels and four (4) shared with Meliadine (total volume of 127,000m³).
- **Community Infrastructure:** Information on the use of Baker Lake Community Centre was not available
- **Other:** The use of other Nunavut airports to access commercial/chartered flights, including no flights from January to November. In November and December, this included chartered flights to Coral Harbour, Naujaat, Arviat, and Rankin Inlet, and commercial flights to Whale Cove and Chesterfield Inlet.

Meliadine also has its own dedicated energy, water, and communications infrastructure and an on-site health clinic. However, unlike Meadowbank / Whale Tail, Meliadine may use local healthcare 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 is not used for chartered flights. Agnico Eagle uses their own barge landing and boat launch area. In 2024, Agnico Eagle used their own area 100% of the time. The AWAR connecting Rankin Inlet to the Meliadine mine was constructed and paid for by Agnico Eagle from km 7, adding a new bridge spanning Char River on the Hamlet's section of the road.

2024 estimates of use of infrastructure directly related to Meliadine are as follows:

- **Flights:** 235 passenger and cargo flights and 52 Kivalliq flights.
- **Airport:** The use of Rankin Airport to access commercial flights from January to November 2024.
- **Shipments:** Four (4) full barges received in Rankin Inlet and four (4) shared barges with Meadowbank (total volume of 116,000m³).
- **Community Infrastructure:** Information on the use of Rankin Inlet Community Hall was not available.
- **Boat Launch:** Agnico Eagle uses its own launch area.
- **Hamlet Roads:** The use of the hamlet roads to transport goods from the barge to the mine site during daily operations.

Interpretation

The use of public community 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 ^{15v}.

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.

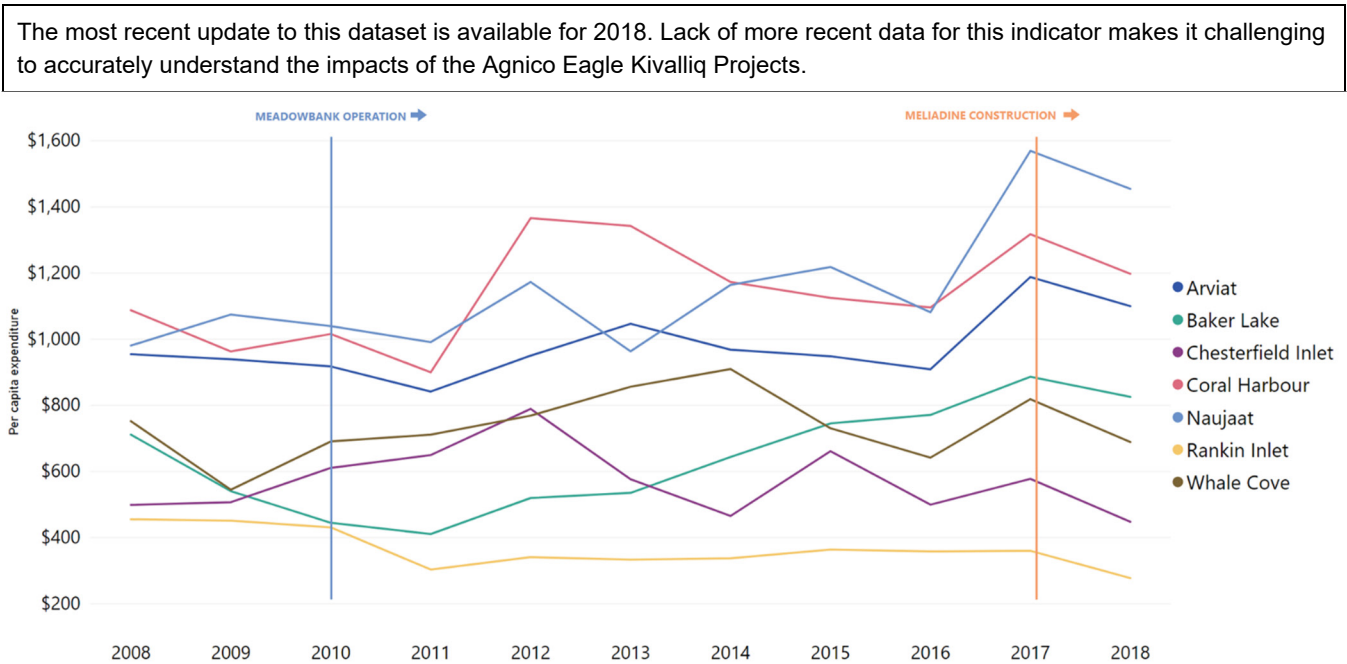
MELIADINE

“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



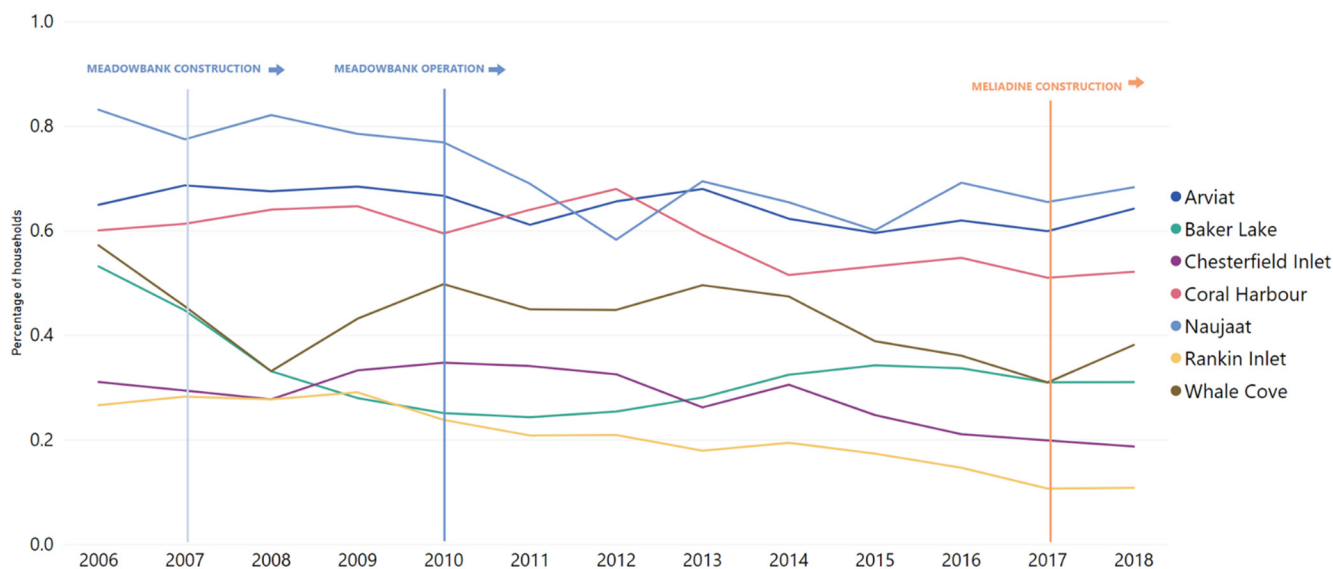
(GN Department of Family Services, 2019; Statistics Canada, 2021a; Statistics Canada, 2019)

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. The 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 households receiving social assistance by community increased in Arviat, Naujaat, and Whale Cove. No new data has been 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 ^{15V}.

9 Individual and Community Wellness

IMPACT / GOAL STATEMENT

Contribute and collaborate to enhance individual and community wellness.

OVERARCHING FEIS PREDICTIONS

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

Whale Tail: *“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, p. 9-249). *“Rotational employment may lead to a breakdown of family cohesion, including increased family violence.”* (Golder Associates, 2014, p. 9-249).

OVERVIEW OF FINDINGS

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

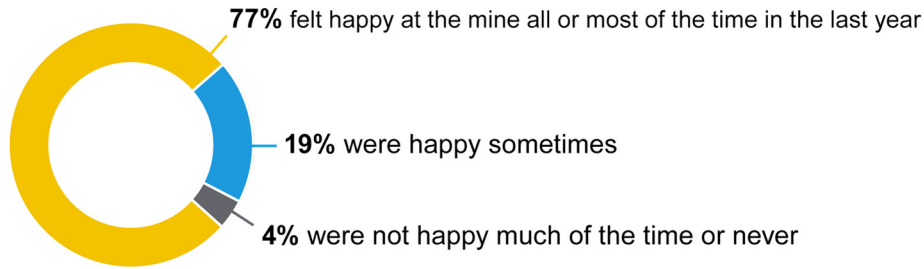
In 2024, Agnico Eagle also introduced a new mental health initiative for employees to provide mental health counselling coverage for First Nations and Inuit through the **Family Enhancement Centre**.

Meadowbank continued to communicate monthly topics related to mental health and collect statistics on mental health-related clinic visits, with a total of 226 clinic visits related to mental health 2024. Meliadine offered mental health talks and presentations to various departments, with Agnico Eagle assisting workers in setting up telepsych and counseling sessions.

In 2024, Agnico Eagle continued to administer the **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 is named **“Tukisigiaqniq,”** which translates to **“Better understanding”** in Inuktitut, which aligns the name of the survey with the objectives of the survey while honouring local culture.

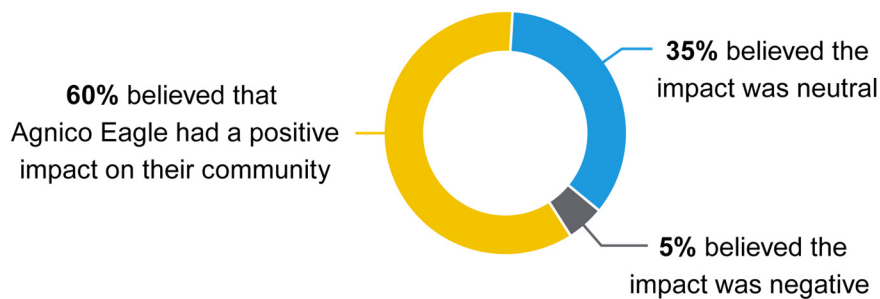
The results of the 2024 Inuit and Nunavummiut Employment Survey regarding health and wellness are described below.

Inuit and Nunavummiut Employment Survey results regarding feeling happy:



57% of survey respondents worried about their family, **33%** felt lonely while at work and **31%** worried about their financial situation.

Perceptions of Agnico Eagle impact:

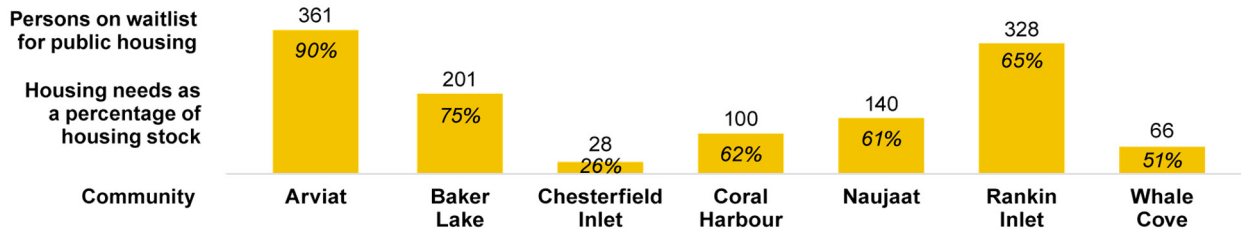


Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher **crime rates** since 2018; in 2023 (the most recent year for which these statistics were available at the time of preparing this report), the crime rate increased in all communities compared to 2022 except for Arviat, which had a decrease in crime.

Mischief, impaired driving, and disturbing the peace were the most common offences in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

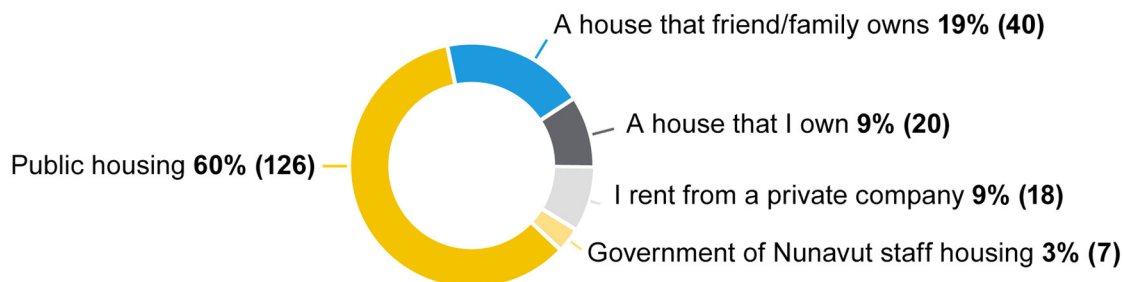


In 2024, there was a **5% increase in the demand for public housing**, with 1,224 people on the waitlist in the Kivalliq region. Only the communities of Baker Lake and Coral Harbour had a slight decrease in the number of persons on housing waitlists compared to 2023.

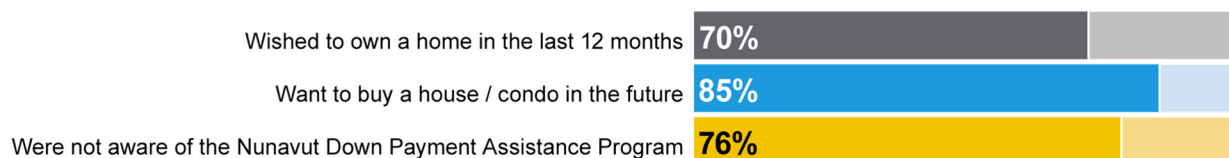


Lack of housing in most Kivalliq communities is rated as having a **critical need**, while **Chesterfield Inlet** is rated as having a **comparatively less severe need**.

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

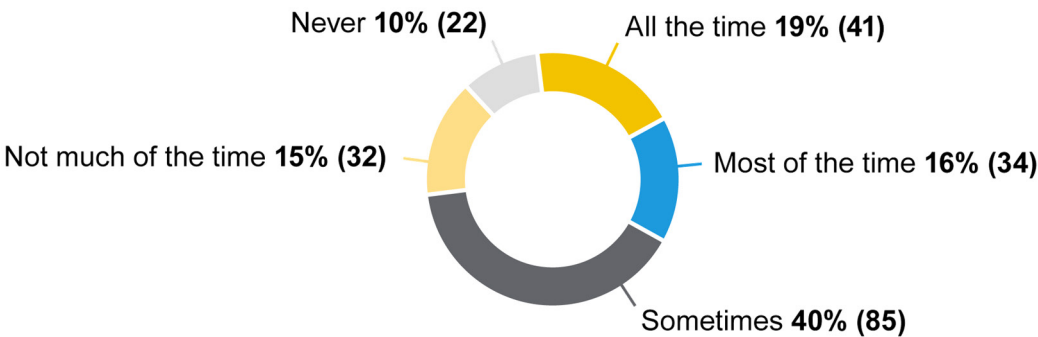


Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:

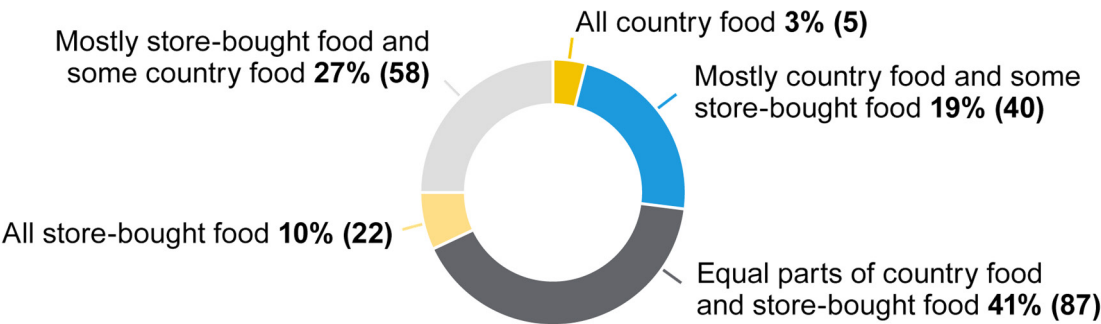


Food security remains an important issue for employees.

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 to encourage employee and community wellness on-site and in the Kivalliq region. These include ^{ISV}:

- Community Liaison Officers Program to provide a point of contact in each community to facilitate communications and 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 and mental health information and resources.
- Employee Assistance Programs (EAP) include financial literacy and pre-employment training.
- Elder visits, special events, spouse visits, site tours, and summer camps.

- Community Funding Agreements to invest in community-based activities to support cultural enrichment and wellness initiatives.
- Baker Lake and Rankin Inlet Liaison Committees to discuss and plan for community needs.
- Inunnguiniq Initiative is a \$5M investment to enhance mental health and overall well-being in Nunavut.

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, including nurses, Royal Canadian Mounted Police (RCMP), and KIA.
- Preventative health outreach, including sexual health and mental health information and resources.
- 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 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 has various avenues of initiatives in relation to individual and family wellness planning, as follows:

- **Wellness Programs for On-Site Employees.** Agnico Eagle is dedicated to promoting preventative health, mental well-being, and cultural connection through a range of wellness initiatives. These programs provide employees with mental health support, preventative care, and opportunities for family engagement, ensuring a healthier and more supportive work environment.
- **Mental Health & First Aid Training.** Agnico Eagle prioritizes mental health awareness and first aid preparedness through training programs conducted by external trainers, health professionals, and community stakeholders, including nurses, the RCMP, and KIA representatives. For example, at Meadowbank, the clinic recorded 226 mental health-related visits in 2024. The clinic had a trained nurse delivering in-house Mental Health First Aid training. For 2025, a calendar of Mental Health First Aid sessions is planned to enhance accessibility.

Furthermore, in 2023, the EAP saw significant growth in usage, with 304 cases in 2023, up from 190 in 2022, making it the highest usage year since 2019. EAP data for 2024 was not available at the time of reporting.

- **Preventative Health Outreach.** Agnico Eagle actively promotes preventative health awareness, ensuring employees have access to resources and vaccinations for infectious diseases, chronic conditions, and mental health support. Key preventative health outreach activities in 2024 included:
 - A new mental health initiative to provide mental health counselling coverage for First Nations and Inuit through the Family Enhancement Centre. This initiative provided support for employees who are facing mental health issues and need to seek counselling or other forms of support (The Family Enhancement Centre, 2024).
 - Vaccination programs at Meadowbank and Whale Tail (Amaruq). The programs included Hepatitis A & B, flu vaccines, and health awareness initiatives tailored to workplace health risks (e.g., sodium chloride exposure).
 - Collaboration with Kivalliq public health at Meliadine clinic. The collaboration involved screening and treating communicable diseases and administering vaccines (i.e., flu shots, Twinrix including Hepatitis A and B, and Tetanus). Meliadine also provided chronic disease screening for hypertension and diabetes. Educational sessions were delivered to various departments.
 - Both Meadowbank and Meliadine sites promoted safe sexual health through access to condoms, educational materials, and referrals for testing and treatment. Safe sex practices were reinforced through Daily Communicator updates at Meadowbank and toolbox talks at Meliadine.
- **Spouse Visits During the Holidays.** To support family connections, Agnico Eagle offers spouse visits during Christmas and New Year at its mine sites.
 - In 2024, Meadowbank Complex received no applications from Baker Lake employees, and due to Kivalliq charter restrictions, spouse visits were not possible in the region. Discussions are underway to reassess options for 2025.
 - In 2024, Meliadine had 15 spouses visiting over Christmas and 16 visiting during New Year, reinforcing emotional well-being and family support during holidays.
- **Mental Health Awareness and Support.** Agnico Eagle continues integrating mental health awareness into workplace culture, ensuring ongoing support through monthly wellness topics and access to mental health resources. Through these initiatives, Agnico Eagle ensures employees have access to mental health care, preventative health measures, and family support programs, fostering a healthier, more resilient workforce.
 - At Meadowbank, mental health-related topics were regularly communicated, and the site tracked clinic visits linked to mental health concerns.
 - At Meliadine, employees had access to mental health talks, telepsychology, and counseling sessions, with on-site spaces allocated for telehealth consultations. The clinic also conducted acute mental health assessments, directly supporting workers in need.

Additionally, Agnico Eagle continues to foster transparency, education, and collaboration by organizing site visits for residents of Rankin Inlet and Baker Lake. These visits provide firsthand exposure to mining operations, career pathways, and environmental initiatives. With over 100 community members participating in 2024, the site visits serve as platforms for knowledge-sharing, meaningful dialogue, and community involvement in key decision-making processes.

In 2024, **Rankin Inlet Site Tours** were held at **Meliadine Mine**, offering opportunities to engage with Agnico Eagle staff, learn about mining operations, and discuss career prospects:

- **March 6, 2024:** 30 community members toured the site, interacted with staff at department booths, and shared a meal.
- **September 26, 2024:** 14 students from Maani Ulujuk School attended a Nunavut Mining Week educational tour to explore mining career opportunities.
- **November 26, 2024:** Kivalliq Elders' Advisory Committee (KEAC) visited, meeting with HR and the General Manager to discuss community perspectives.

In 2024, **Baker Lake Site Tours** were held at **Meadowbank Complex**, with a strong focus on environmental collaboration and mine closure planning:

- **March 6, 2024:** KIA toured the site and the Amaruq underground operations.
- **September 7, 2024:** A Public Site Visit and Environmental Closure Consultation were held to provide residents with an opportunity to discuss the site's future.
- **September 8, 2024:** Hunter and Trappers Organizations (HTO) and Elders toured the site and attended a presentation on spawning pads and mine closure strategies.
- **September 9, 2024:** Kivalliq Hamlet and Member of the Legislative Assembly (MLA) representatives participated in mine closure consultations.
- **September 13, 2024:** Students toured the site, focusing on mining operations and environmental management.

The **Inunnguiniq Initiative** is a \$5M investment supporting community mental health. Recognizing the importance of long-term well-being and resilience, Agnico Eagle launched this initiative to help develop culturally appropriate support strategies to enhance mental health and overall well-being in Nunavut. Key components and impacts include:

- **Encouraging active lifestyles.** Agnico Eagle partnered with Ilitaqsiniq (Nunavut Literacy Council) to provide on-the-land experiences and wellness activities.
- **Providing safe healing spaces.** Agnico Eagle invested \$2.25M to expand mental health program delivery capacity in Nunavut.
- **Addressing food security.** Agnico Eagle contributed \$2.5M to Breakfast Club of Canada to implement nutrition programs in 22 schools across Kivalliq and Kitikmeot.
- **Strengthening Inuit-led organizations.** Agnico Eagle invested \$2.5M in The Arctic Rose Foundation to support Nunavut youth through cultural connections and community-driven programs. The 2024 achievements included expanding the Messy Book Program to Naujaat and Chesterfield Inlet and successfully training eight (8) Inuit high school students to lead arts programs in their own communities.

The **Community Initiatives Fund (CIF)** agreements, established in 2023 with all Kivalliq hamlets, to invest in community-based activities that will enrich the health, cultural and social well-being of the community. Each hamlet is responsible for allocating the funds in alignment with the purpose and is guided by the Agnico Donations Policy Agreement. In 2024, all seven (7) communities in Kivalliq signed an agreement and are 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. In 2023, Agnico Eagle contributed an additional \$21,500 to support the Baker Lake Prenatal Nutrition Project, aiming to fund a portion of the salary for a new coordinator essential to the program's sustainability. This financial support was contingent upon the project securing supplementary funding from other sources. The project successfully obtained additional funding, resulting in a surplus of \$2,546.93 from Agnico

Eagle's contribution. This surplus was carried over into 2024 to cover rental expenses, ensuring the program's continued operation and support for expectant mothers in the community.

In 2024, the **Financial Literacy Training** took place at Meadowbank Complex, involving three (3) classes with 23 participants each, totalling 69 participants. The Meliadine site also offered three (3) classes, but they were canceled due to a lack of interest. Agnico Eagle shared information and answered questions 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 *inuugatiigiitsiarniq*—respecting others and nurturing care for people. By offering an Employee Assistance Program, which has seen varied usage over the years, 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 fosters individual and community well-being and supports the broader goal of developing resilient communities, in line with values of respect, inclusivity, and service ^{ISV}.

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, 2023, and 2024. 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 2024 Inuit and Nunavummiut Employment Survey regarding health and wellness are described below ^{ISV}. ¹⁵

In 2024, 60% of survey respondents indicated that Agnico Eagle had a positive impact on their community, 35% believed the impact was neutral, and 5% believed it was negative (Question 50 in Appendix E). This represents steady results compared to the 2023 survey when 59% of respondents believed Agnico Eagle had a positive impact, 37% believed it was neutral, and 5% responded negatively (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

¹⁵ Questions in this section were answered by 125 to 157 respondents.

Regarding **workplace culture and values**, 88% of respondents strongly (62%) or somewhat (26%) 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 77% of respondents had discussed important work values (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, 2024).

Regarding **mental health and wellness**, 77% of respondents felt happy at the mine all or most of the time in the last year, 19% were happy sometimes, and 4% were not happy much of the time or never (Question 7 in Appendix E). The survey found that 89% 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), 72% 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, 2024).

Worrying about their **family situation** is one of the most difficult things at work for 57% of respondents, with loneliness and worries about their financial situation also noted as significant difficulties (Question 25 in Appendix E). While 64% 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, 2024).

Regarding **personal relationships**, in 2024 majority (64%) reported that their personal relationships were about the same since starting to work at the mine, compared to 51% in 2022 and 90% in 2023 (Question 13 in Appendix E). A higher number (29%) indicated improvement and 7% reported a decline in 2024. This marks a notable increase in positive responses, noting an improvement in personal relationships from 2% in 2023 (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

Regarding **financial health**, 72% of survey respondents reported struggling with paying bills and debt in 2024 (Question 14 in Appendix E). About 9% reported that they could not pay most of their bills on time and were falling behind on debt, with 63% occasionally falling behind (Question 14 in Appendix E). Similarly, 51% responded that they had not saved any money in the past year (Question 15 in Appendix E), 76% were not aware of the Nunavut Down Payment Assistance Program (Question 19 in Appendix E), but 70% indicated they wished to own a home in the last 12 months (Question 16 in Appendix E). When asked what they wanted to buy, 85% indicated a house/condo (Question 17 in Appendix E). Approximately 71% of respondents did not seek financial advice in the past year (Question 20 in Appendix E). Many felt they did not know where to start to look for financial advice, said there was no financial advice in their community, felt they did not have the time or felt uncomfortable talking about money (Question 21 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

Interpretation

The 2024 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. Most respondents agreed that positive working relationships were encouraged and that they felt happy working for Agnico Eagle projects. Additionally, there was a notable increase in positive improvements in personal relationships since starting to work at the mine. However, while most 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 jobs. Many also struggle with their financial situation and often struggle to pay all bills and debt.

It is challenging to determine whether survey results support the FEIS predictions for Whale Tail and Meliadine.

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 toward 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 for enhancing the practice of *pijitsirniq*, of serving and providing for family and community ^{ISV}.

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 fostering positive workplace relations and community perceptions and addressing underlying challenges ^{ISV}.

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).

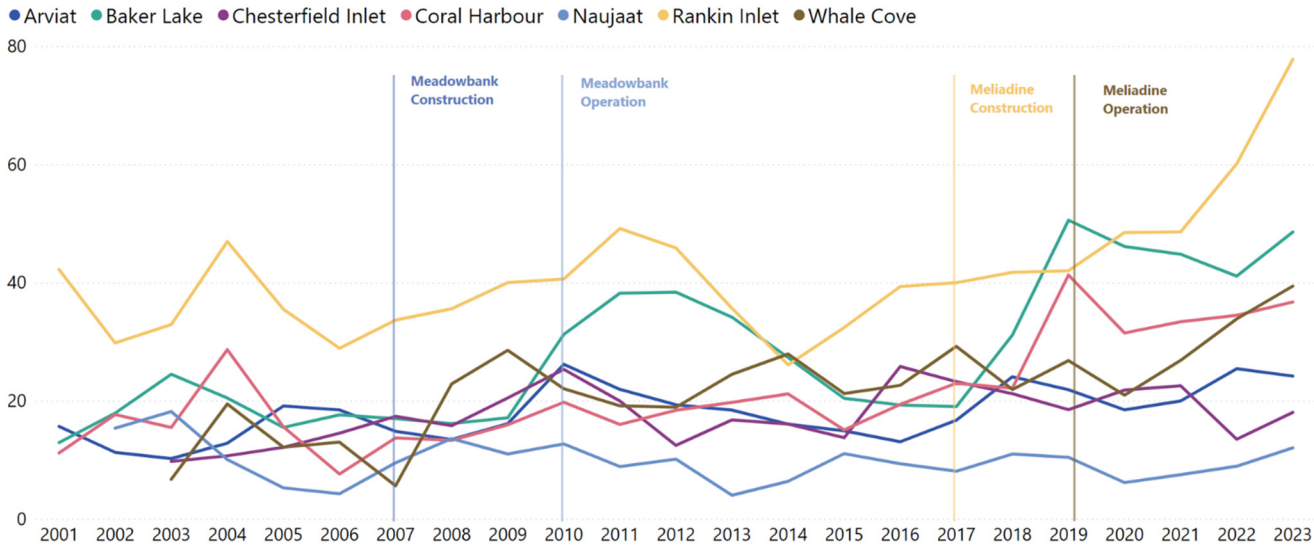
MELIADINE

“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 people¹⁶) for each community in the Kivalliq region from 2001 to 2023, the latest year for which data is available.

Chart 43. Criminal violations per hundred people by Kivalliq community

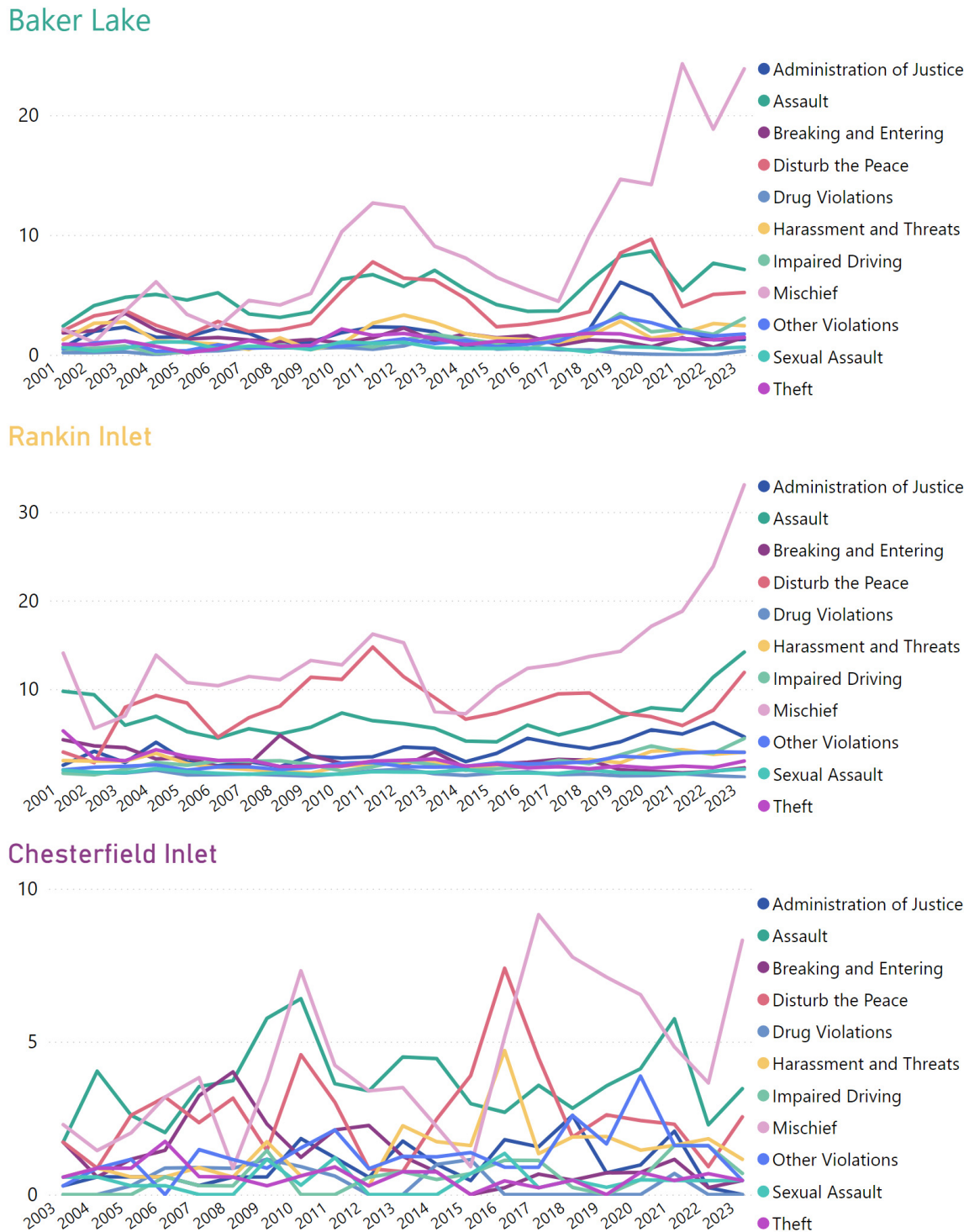


Source: (Statistics Canada, 2024b)

¹⁶ 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 from 2001 to 2023, the latest year for which data is available.

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



Source: (Statistics Canada, 2024b)

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 2023, compared to 2022, the crime rate increased in most communities, except for Arviat, which had a decrease in crime. Naujaat, Chesterfield Inlet, and Rankin Inlet also recorded higher increases in crime that year.

Mischief, impaired driving, and disturbing the peace were the most common violations in Rankin Inlet, Baker Lake, and Chesterfield Inlet. All types of crime increased in Baker Lake in 2023, except for assaults, harassment, and drug violations. In Rankin Inlet, a decrease was only in administering justices, drug violations, and other violations. In Chesterfield, half of all types of violations decreased in 2023.

The opening of the Beer and Wine Store in Rankin Inlet in 2021 may have increased alcohol consumption, consequently resulting in more alcohol-related crime rates (CBC, 2023). Further, several factors may explain changes in crime rates and the potential correlation between crime rates and operating mines. 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). Alcohol consumption in communities within 40km of a mine can also be 1.7 drinks per week higher; however, this pattern was not present for a distance of over 40km from a community (Godfrey, 2017), limiting the applicability of the results to Meliadine and Rankin Inlet.

The ISVs *pijitsirniq* and *piliriqatigiinni* 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 creating economic opportunities that are respectful of Inuit culture. *Piliriqatigiinni* 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 ^{ISV}.

Overall, fluctuating crime rates make it challenging to assess whether the FEIS predictions of increased crime are accurate, as crime rates rise or fall but generally remain within previously recorded levels. Changes in crime are expected to result from complex interactions of socio-economic factors, along with the potential impacts of Agnico Eagle operations and mining-related income.

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

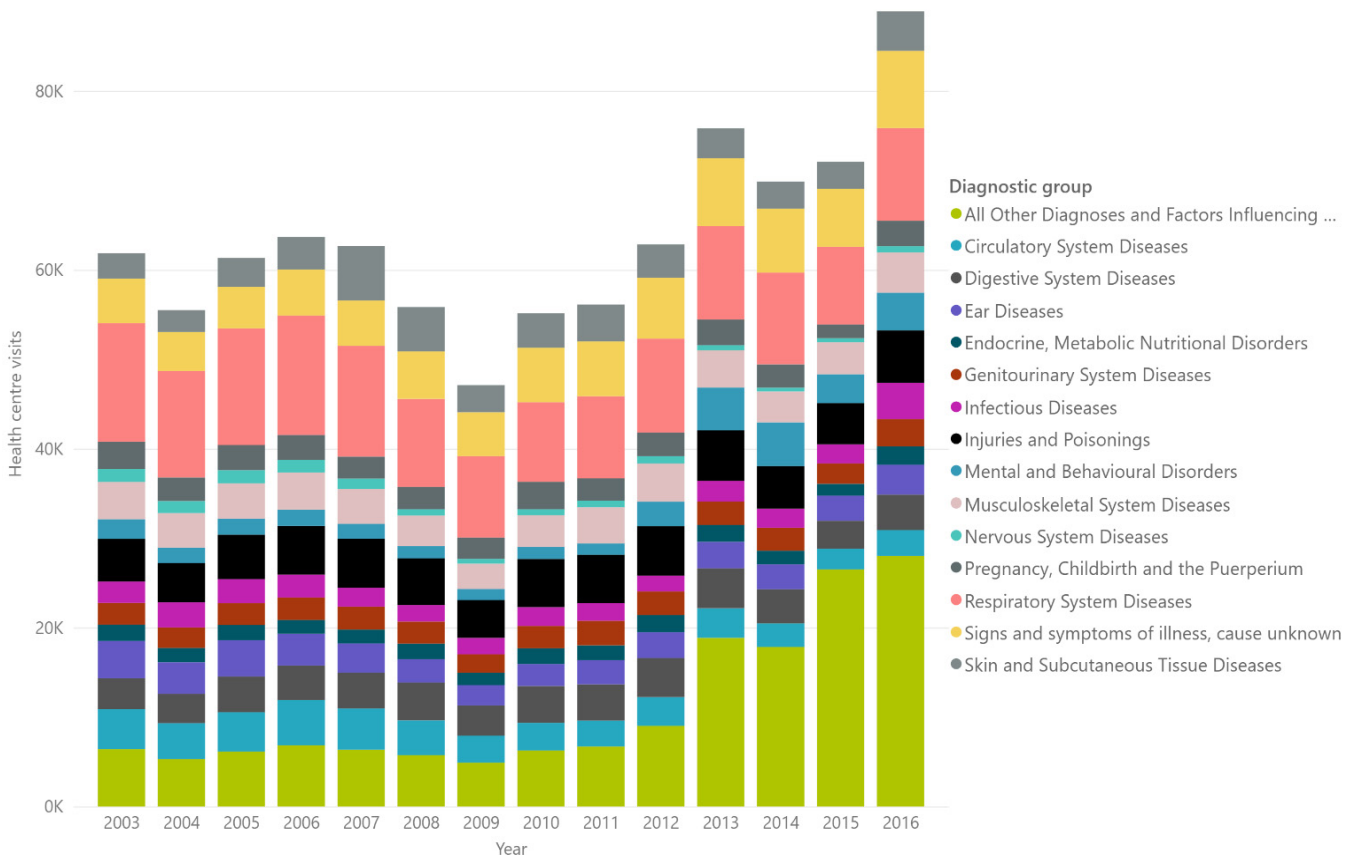
“Project-induced in-migration may increase demand on health services.” (Golder Associates, 2014, p. 9-284).

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. The 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 indicate individual and community wellness. From 2009 to 2016, visits for mental health and behavioural disorders more than tripled, signs or 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 *inuugatiigiitsiarniq*—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 ^{ISV}.

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).

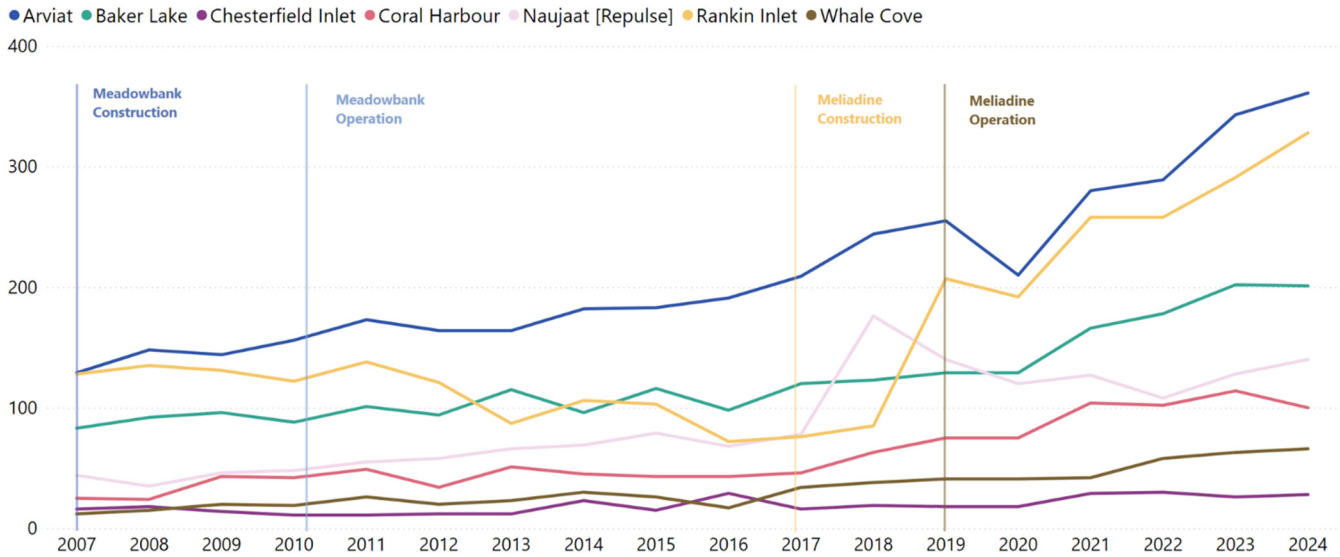
MELIADINE

“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.

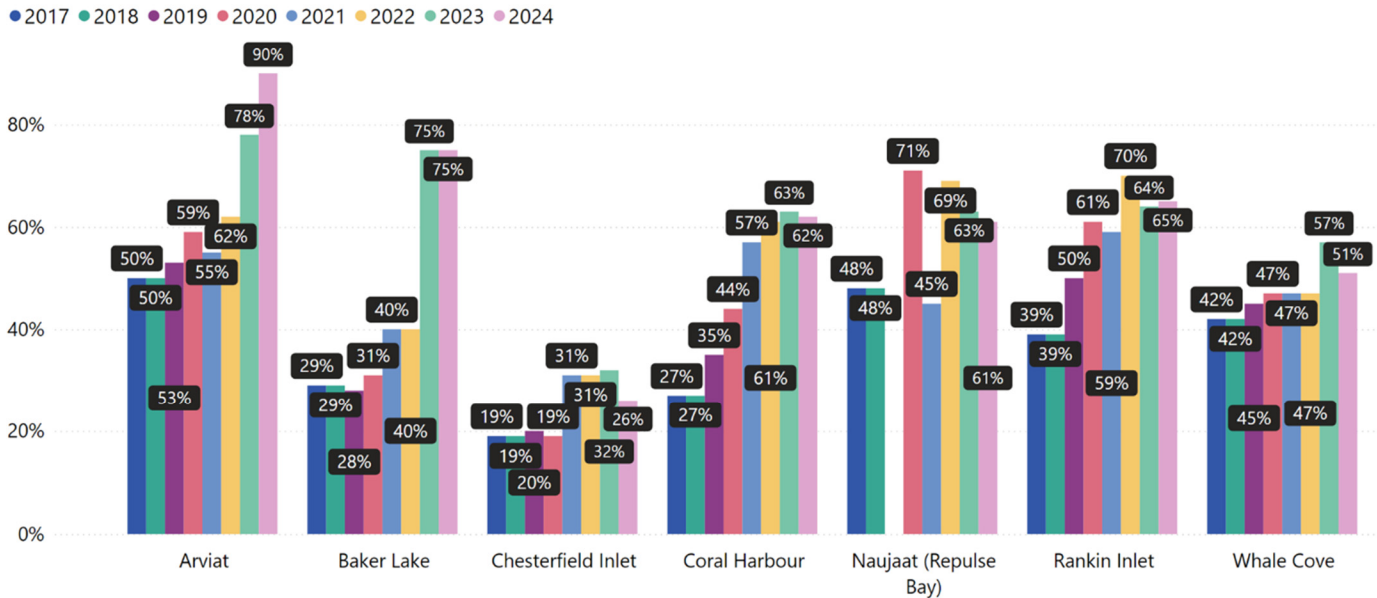
Chart 46. Persons on waitlist for public housing by community



(Nunavut Housing Corporation, 2024; Nunavut Housing Corporation, Personal Communication, 2025)

Chart 47 shows 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



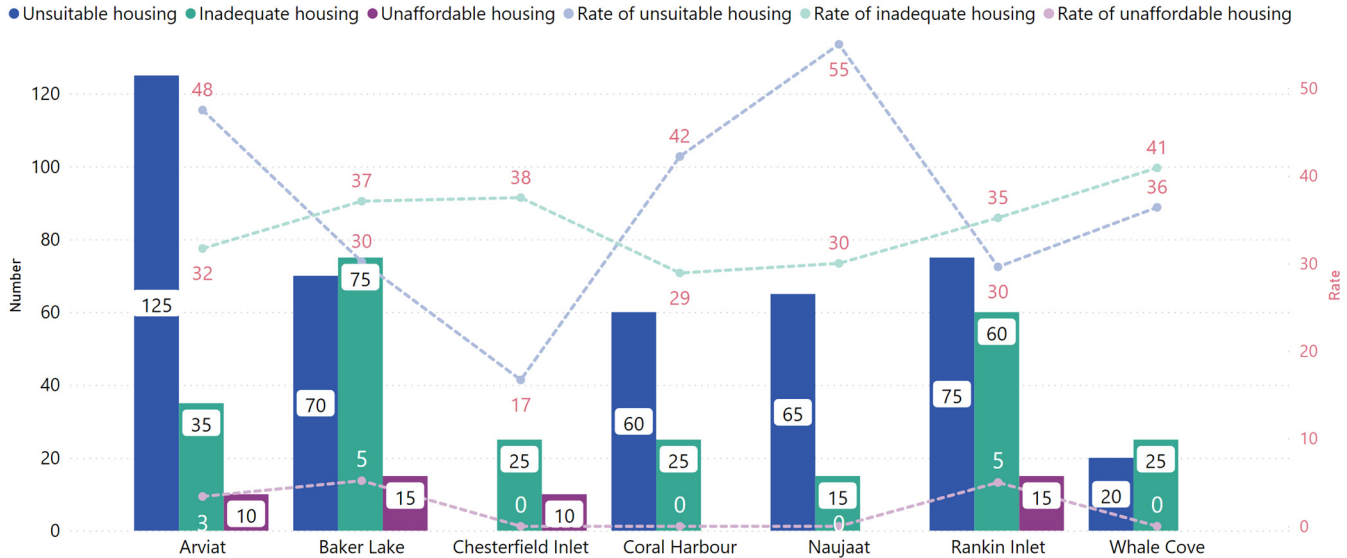
(Nunavut Housing Corporation, 2024; Nunavut Housing Corporation, Personal Communication, 2025). Data for 2019 for Naujaat was not available.

Chart 48 shows the number/rates of households living in dwellings considered unsuitable, inadequate, or unaffordable based on 2016 and 2021 Census data.

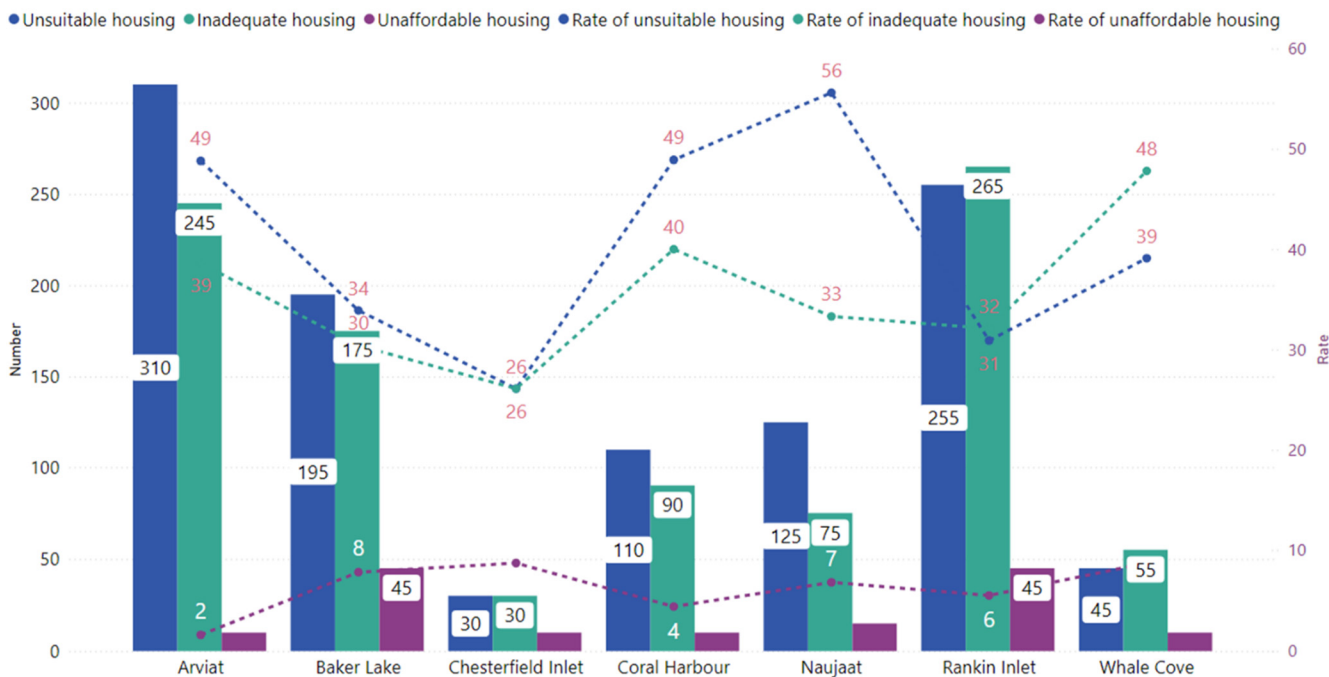
Chart 48. Number of people in core housing need, 2016 and 2021

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

2016:



2021:



(Statistics Canada, 2023f)

The 2024 Inuit and Nunavummiut Employment Survey asked several questions regarding housing. With respect to the type of housing respondents live in, 60% indicated that they lived in public housing, 19% in a house owned by a friend/family, 9% owned their houses, 9% rented from a private company, and 3% lived in government housing (Question 42 in Appendix E). The majority of respondents' households consisted of 5 (23%) or more than 5 (32%) people; 30% lived in households with 3 and 4 people, and 15% reported double and single occupancy (Question 43 in Appendix E). In terms of the number of bedrooms, over half of the respondents had 3 (35%) or more than 3 bedrooms (21%); 35% lived in a 2-bedroom unit, and 9% of employees lived in a 1-bedroom (Question 45 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

Regarding aspirations to own a house, 70% 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 76% of respondents were not aware of the Nunavut Down Payment Assistance Program (Question 19 in Appendix E) but that 49% 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, 2024).

Interpretation

The number of people on public housing waitlists is trending upward in most Kivalliq communities, generally highest in Arviat, Rankin Inlet, and Baker Lake. In 2024, 1,224 people were on a public housing waitlist in the Kivalliq region, representing a 5% increase over 2023 demand, with a slight decrease in the number of persons on waitlists only in Baker Lake and Coral Harbour.

Based on housing needs as a percentage of housing stock, the Kivalliq communities with the highest needs are Arviat (90%), Baker Lake (75%), Rankin Inlet (65%), Coral Harbour (62%), Naujaat (61%), and Whale Cove

(51%) (all rated as critical¹⁷), and Chesterfield Inlet (26%, rated as having comparatively less severe need¹⁸). This represents challenging conditions in most Kivalliq communities.

A comparison of unsuitable, inadequate, or unaffordable housing conditions between 2016 and 2021 further confirms the general worsening of housing conditions in Kivalliq communities.

Housing in Nunavut is largely government-owned and controlled, which is reflected in the high number of Agnico Eagle employees living in public housing. The dynamics of housing supply and demand in response to changes in individual income differ from those in other housing markets in Canada. Further, new housing construction is challenging and expensive in the remote communities of the Kivalliq region. GN has recently implemented “Nunavut 3000 Strategy” to expand housing options and availability and reduce housing cost / improve housing affordability (Nunavut Housing Corporation, 2023).

While mining projects have the potential to affect housing supply and demand, the current housing situation in Kivalliq appears likely to stem from several concurrent factors, including demographic growth, limited 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 contributes to reducing unemployment rates and increasing household incomes, which is crucial for improving living standards and enabling families to transition from public housing to home ownership. This approach aligns with *pijitsimiq*, as it exemplifies serving and providing for family and/or community ¹⁹.

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).

¹⁷ According to NHC (2024), communities with a housing need above 40% as a percentage of available stock have critical need for public housing.

¹⁸According to NHC (2024), communities with a housing need below 30% as a percentage of available stock have comparatively less severe need for public housing.

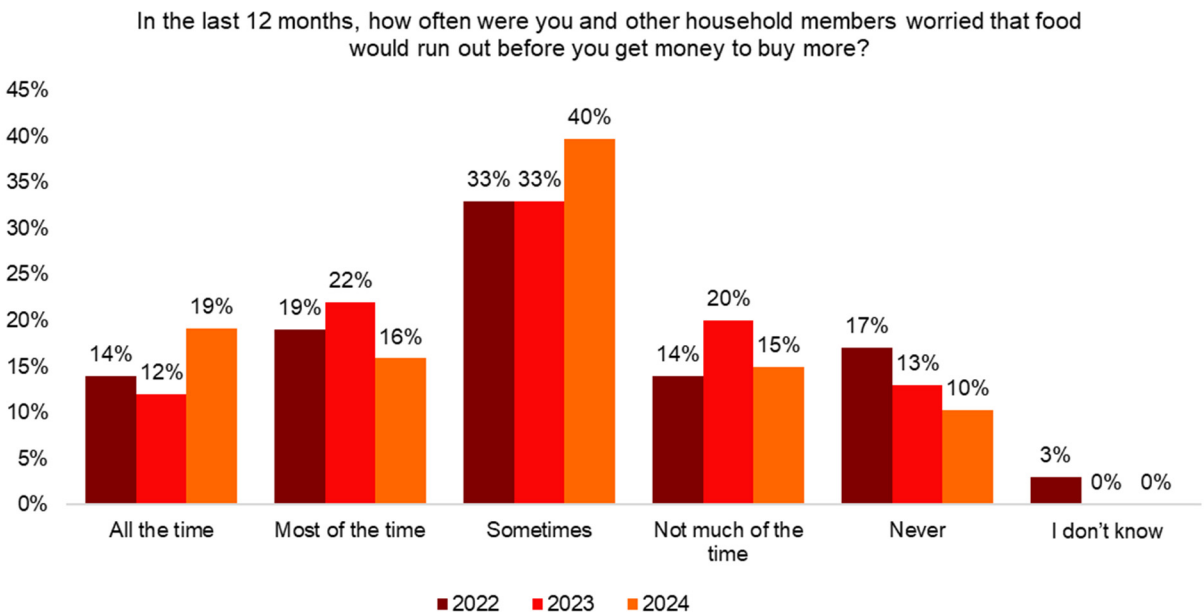
Data & Trends

Chart 49 presents the 2022, 2023 and 2024 Inuit and Nunavummiut Employment Survey results pertaining to food security.

In 2024, 75% reported that they were worried their food would run out before they got more money all, most or some of the time, compared to 67% in 2023 and 66% in 2022; in 2024, 25% never or not much of the time worried about food running out compared to 33% in 2023 and 30% in 2022 (Question 23 in Appendix E).

In 2024, 3% of respondents indicated their diet to be all country food (a slight decrease from 4% in 2023 and 2022), 19% consumed mostly country food and some store-bought food (compared to 23% in 2023 and 37% in 2022), 41% consumed equal parts country food and store-bought food (same as in 2023), 27% consumed mostly store-bought food and some country food (compared to 25% in 2023 and 13% in 2022), and 10% consumed all store-bought food (Question 22 in Appendix E). Further, 56% of respondents participated in hunting, trapping and fishing activities (Question 26 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

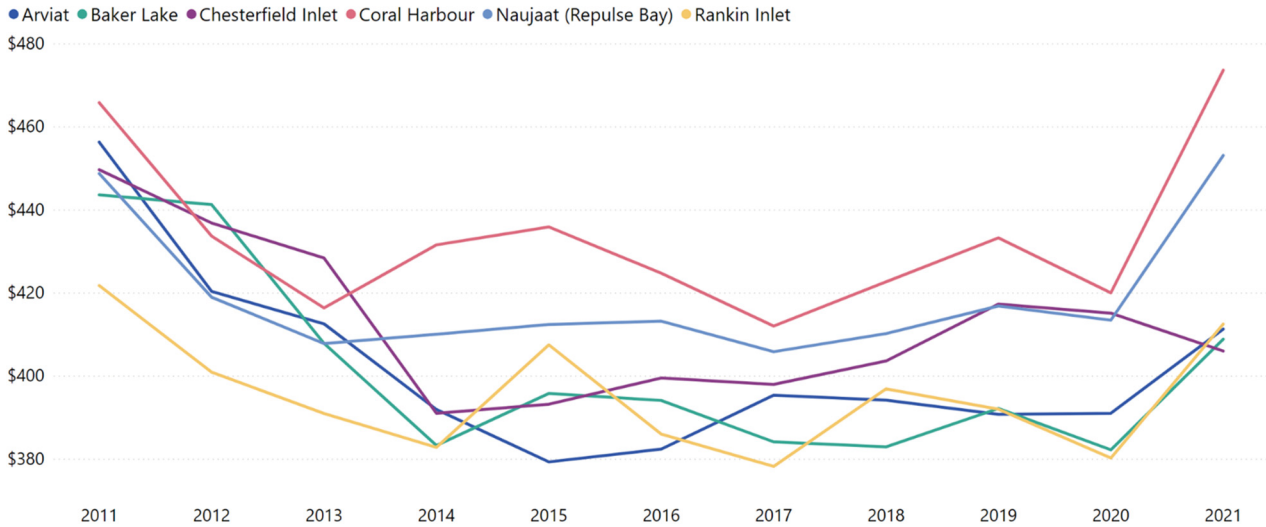
Chart 49. Survey results pertaining to food security



(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024)

Chart 50 shows the cost of the Revised Northern Food Basket (RNFB) from 2001 to 2021. Information for 2022 to 2024 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 the energy requirements of people with “low-active” lifestyles, representing the minimum level of activity recommended for maintaining 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 Initiative, committed to an investment of \$2.5M in the Breakfast Club of Canada. This initiative, which began in 2023, aims to provide breakfast for all students in the Kivalliq and the Kitikmeot communities (22 schools in total) every school day for a minimum of three (3) years.

In 2024, over 2,700 (49.5%) Nunavummiut students had access to a breakfast. The program was active in 13 out of 22 schools – eight (8) in Kivalliq and five (5) in Kitikmeot. In addition, there were two official visits during 2024: in April at Arviat High School, where a video shoot took place to promote the Breakfast Club partnership, and in September at Rankin Inlet Middle School, to promote the nomination of an individual as the Agnico Eagle Breakfast Club Champion.

Agnico Eagle, as part of its commitment to individual well-being and health, also partnered with KIA, NTI, and Arctic Cooperative Ltd. to deliver emergency food baskets to Whale Cove. Agnico Eagle’s Meadowbank Complex also delivered \$6,650 worth of meat pie and \$600 worth of pop to the Abluqta Society for the 2024 holiday season.

In 2024, Agnico Eagle invested \$357,100 in food security initiatives.

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. Still, 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, likely impacted by those communities' geographical location. 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, 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.

The 2024 Inuit and Nunavummiut Employment Survey revealed that two-thirds of respondents (75%) worried about food running out, indicating a high share of employees concerned about food security. This could be, at least, partially attributed to higher inflationary pressures and price levels in Canada resulting from post-pandemic supply challenges 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 2024, a total of \$357,000 was invested towards food security initiatives. From 2021 to 2024, Agnico Eagle has donated \$1,030,600 to reduce food insecurity. 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 *piliriqatigiinniq*. 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 *piliriqatigiinniq*, as these initiatives foster community cooperation and collective action towards improving health and food security. These efforts, coupled with a significant financial commitment of \$357,100 in 2024, not only address the direct needs identified through community consultation but also contribute to the larger framework of food security ^{ISV}.

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.

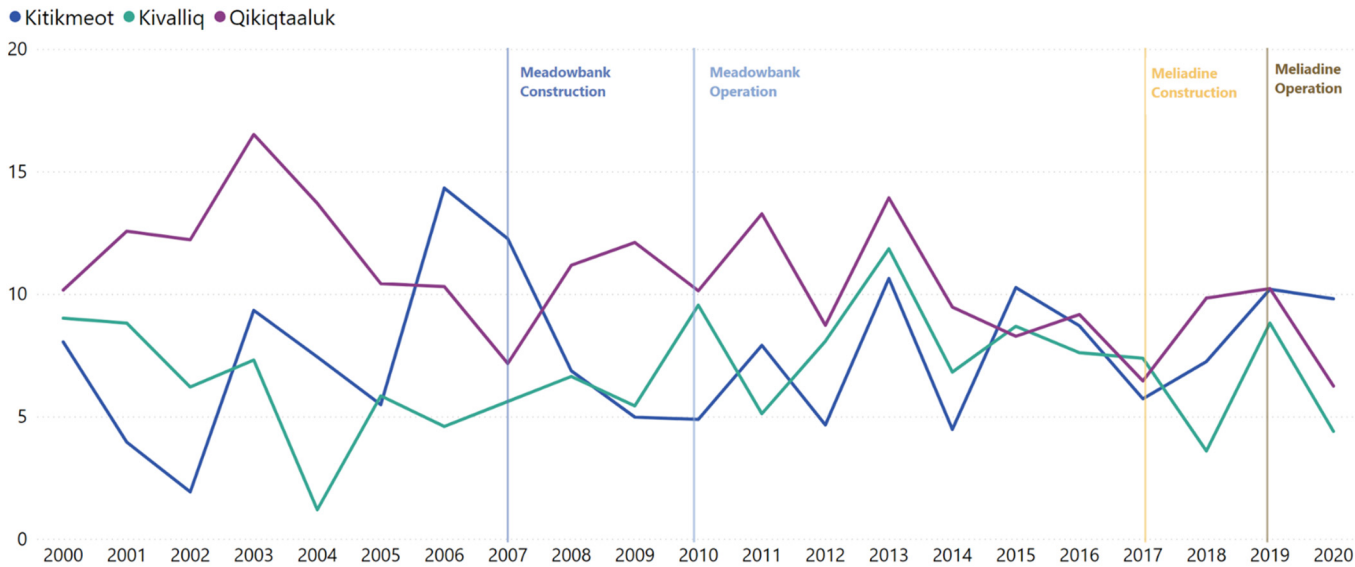
MELIADINE

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 supports various community mental health initiatives.](#) ^{ISV} The Inunnguiniq Initiative, which consists of a \$5M investment, is dedicated to supporting community mental health by investing in active lifestyle through activities, including on the land, in partnership with Ilitaqsiniq (Nunavut Literacy Council). In 2024, this included \$250,000 in the Arctic Rose Foundation funding to support Nunavut youth's challenges.

[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 *inuuaqatigiitsarniq*, 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 well-being of the community ^{ISV}.

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, p. 9-271)

OVERVIEW OF FINDINGS

Agnico Eagle employees continue to participate in **traditional activities**. In 2024, 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. Travelling on the land showed a notable increase to 40% in 2024 from 24% in 2023.

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



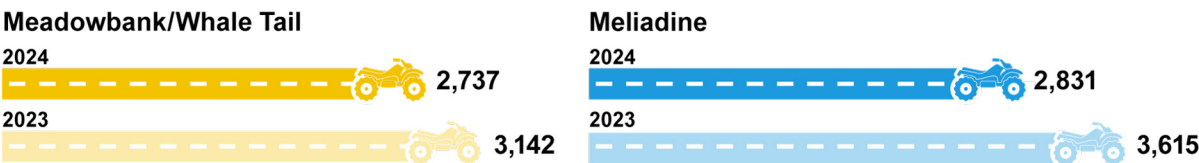
The **use of Inuktitut** on-site declined in 2024 at both mine sites. The 2024 Inuit and Nunavummiut Employment Survey results indicated that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, **11% of respondents in 2024 indicated that they felt they spoke Inuktitut less at home** due to working at the mine.

In 2024, Agnico Eagle Kivalliq Projects continued integrating 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.
- Translating of the Salaried Employee Handbook into Inuktitut.
- Establishing an Inuktitut name for the Kivalliq Elders' Advisory Committee (KEAC) as "Akkiqtiit".

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



In 2024, the **Kivalliq Inuit Elders' Advisory Committee (KEAC)** participated in annual meetings, site visits and cultural activities.



In 2024, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day, organized by Agnico Eagle's Inuk employee from the Human Resources department. The festivities included traditional food cooked by Inuit in the country kitchen. Local Elders and a local band were present, with arts and crafts activities planned and incorporated.

In total, in 2024, Agnico Eagle made monetary contributions of **\$47,100** 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).

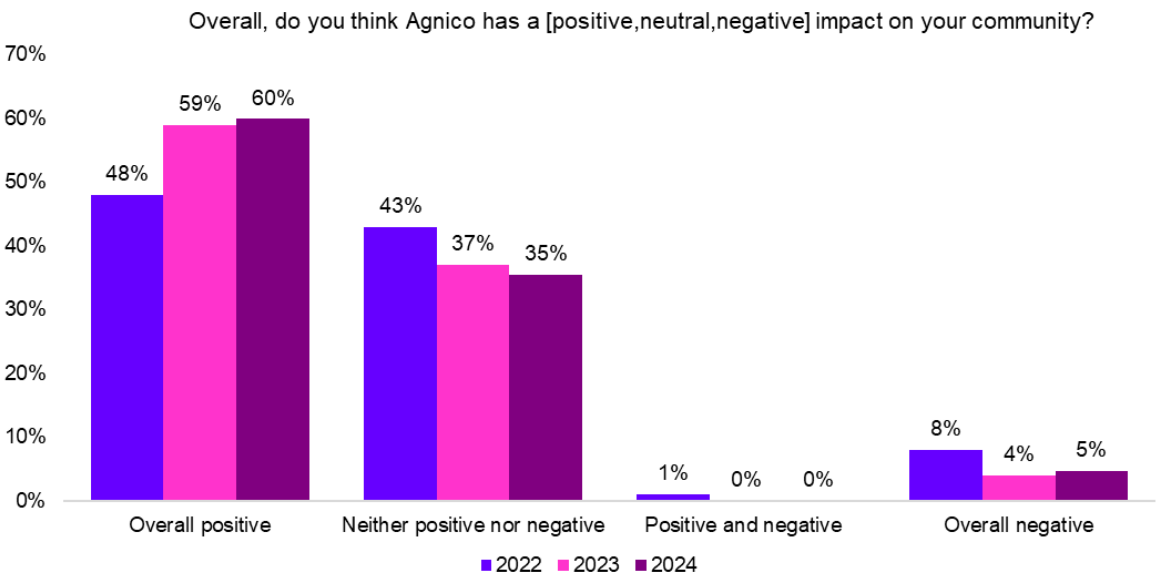
MELIADINE

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

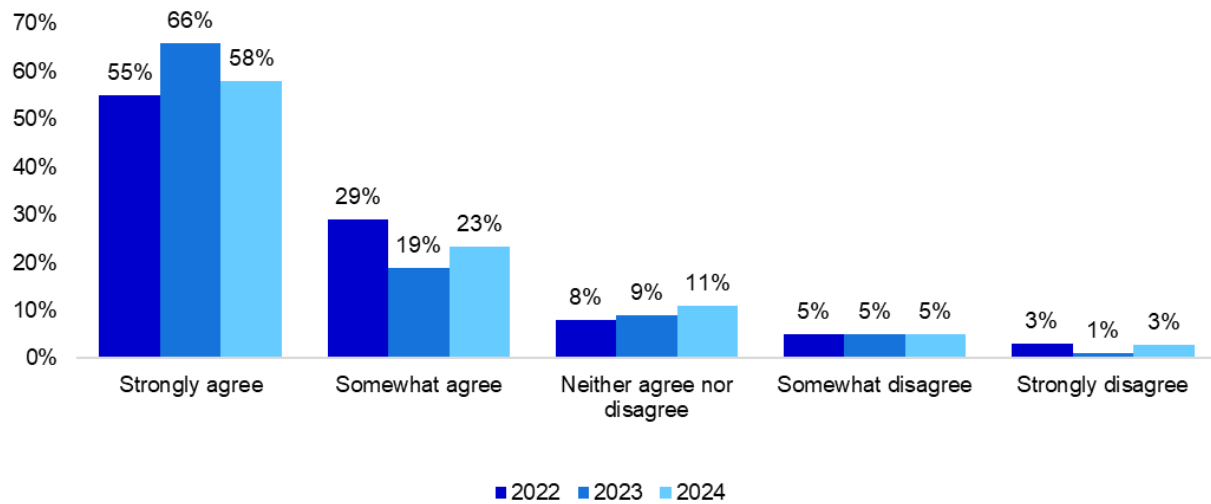
Data & Trends

Chart 52 below presents the survey results from 2022 to 2024 pertaining to the perceived impacts of Agnico Eagle on local communities.

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



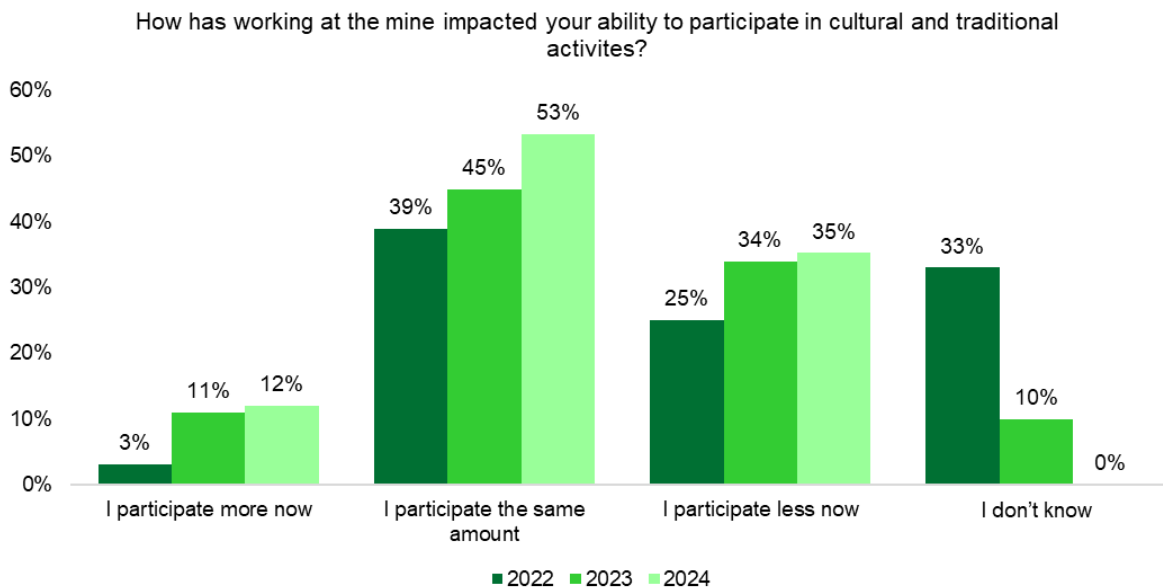
In my workplace, knowledge and respect of Nunavut's environment and land is valued.

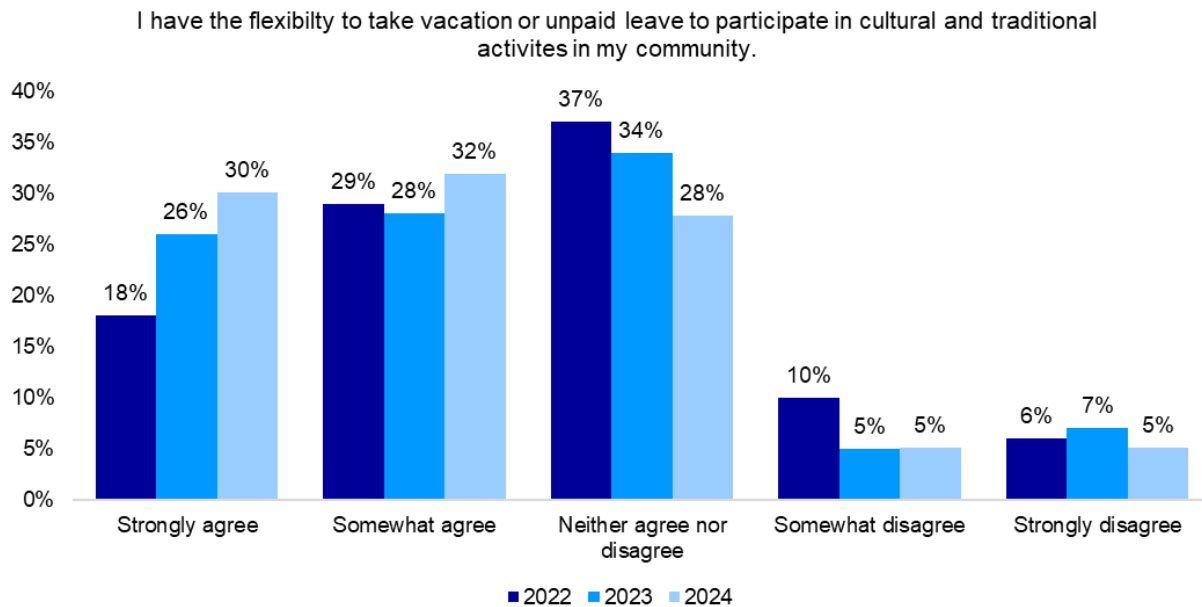


(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024)

Chart 53 provides survey results from 2022 to 2024 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 image and impact of mining on participation in cultural and traditional activities





(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2023; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024); (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024)

Interpretation

In 2024, 60% of Inuit employees indicated that Agnico Eagle has a positive impact on their community (an increase from 59% in 2023 and 48% in 2022); 35% indicated that the impact has been neutral, and 5% indicated that the impact was negative (Question 50 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

Regarding Agnico Eagle's value of knowledge and respect of Nunavut's environment and land, 81% of respondents strongly (58%) or somewhat (23%) agreed that the mining company values knowledge and respect of Nunavut's environment and land, but 8% somewhat or strongly disagreed (Question 33 in Appendix E). In 2024, 12% indicated they participated more in traditional activities (increase from 11% in 2023 and 3% in 2022), 53% stated that their participation had not changed (increase from 45% in 2023 and 39% in 2022), and 35% indicated that their participation had decreased (increase from 34% in 2023 and 25% in 2022; Question 27 in Appendix E). The results show sustained employee participation in cultural activities. The majority of respondents also strongly (30%) or somewhat (32%) agreed that Agnico Eagle and its contractors provided flexibility to participate in cultural and traditional activities, while 28% neither agreed nor disagreed, but 10% somewhat or strongly disagreed (Question 32 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

All survey participants indicated that they had participated in some form of traditional and cultural activities in 2024, with over half of respondents participating in family gatherings, hunting, trapping, and fishing (Question 26 in Appendix E). Other activities included traveling on the land, gathering plants and berries, building cabins and igloos, sewing and crafts, and community events.

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

Agnico Eagle's support of the ISVs *avatittinnik kamatsiarniq* and *inuupqatigiitsiarniq* 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 its 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 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, underscores the company's support for the preservation and practice of Inuit culture, reflecting *inuupqatigiitsiarniq*. Despite mixed changes in participation levels in cultural activities, the overall engagement and flexibility for employees to partake in these traditions reflect Agnico Eagle's dedication to fostering a workplace that honors and upholds ISVs ^{ISV}.

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).

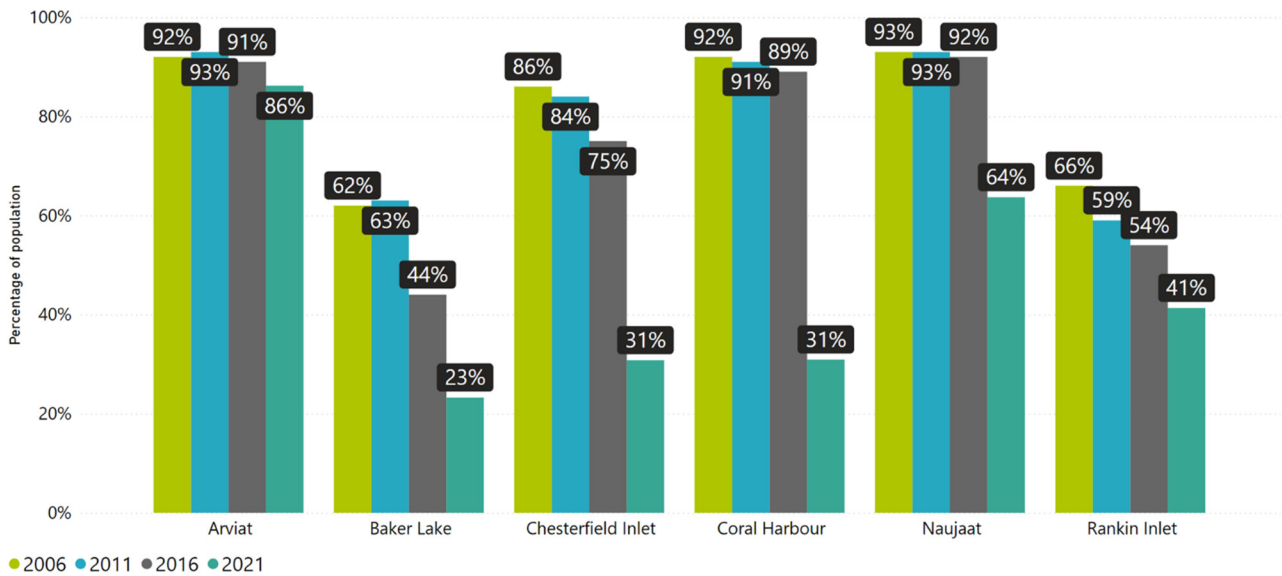
“The proposed AWAR would improve [community] access into the LSA, Meliadine Lake, and cabin locations in the portion of the RSA close to the LSA.”
(Golder Associates, 2014, p. 9-103).

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. This indicator is measured using Census data, with the next dataset anticipated to be available following the 2026 Census.

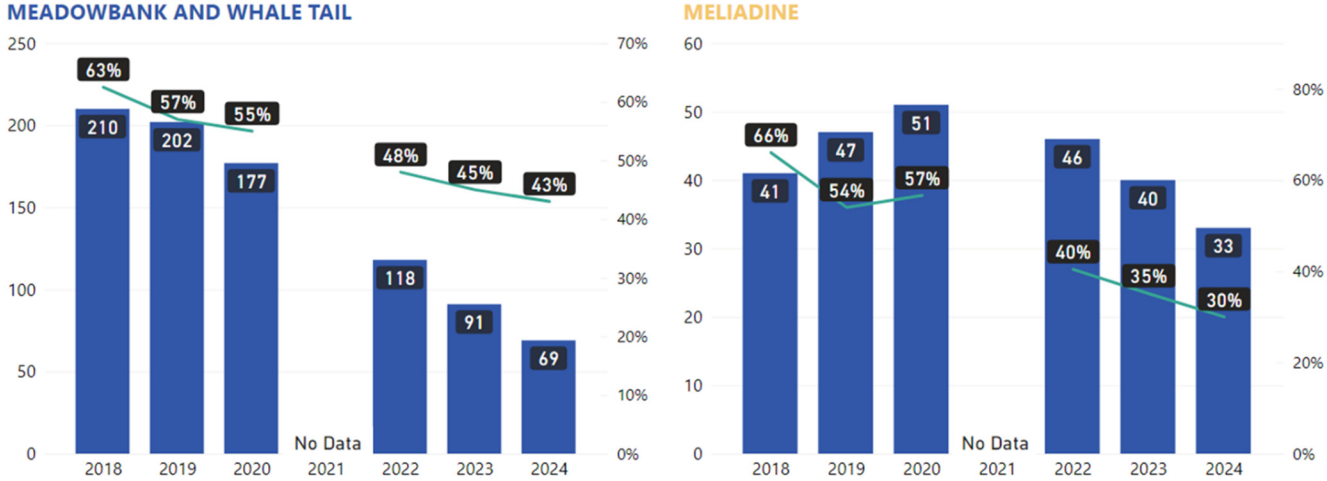
Chart 54. Proportion of total population identifying Inuktitut as their mother tongue by community



(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.

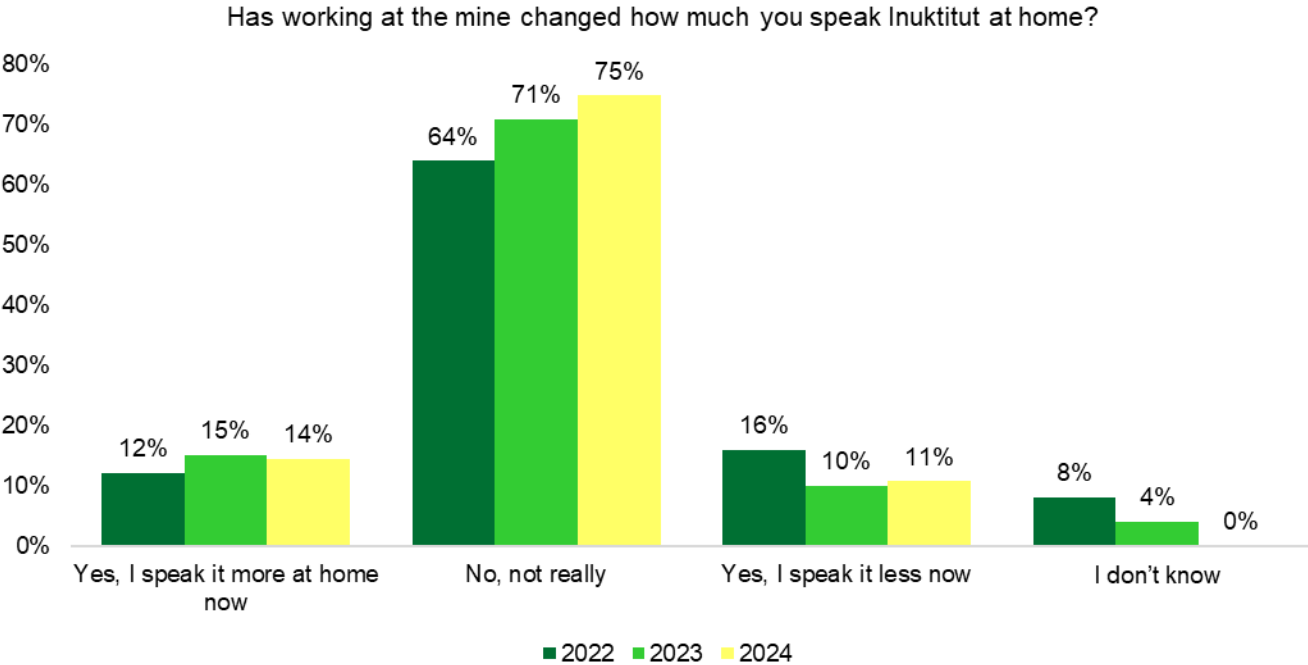
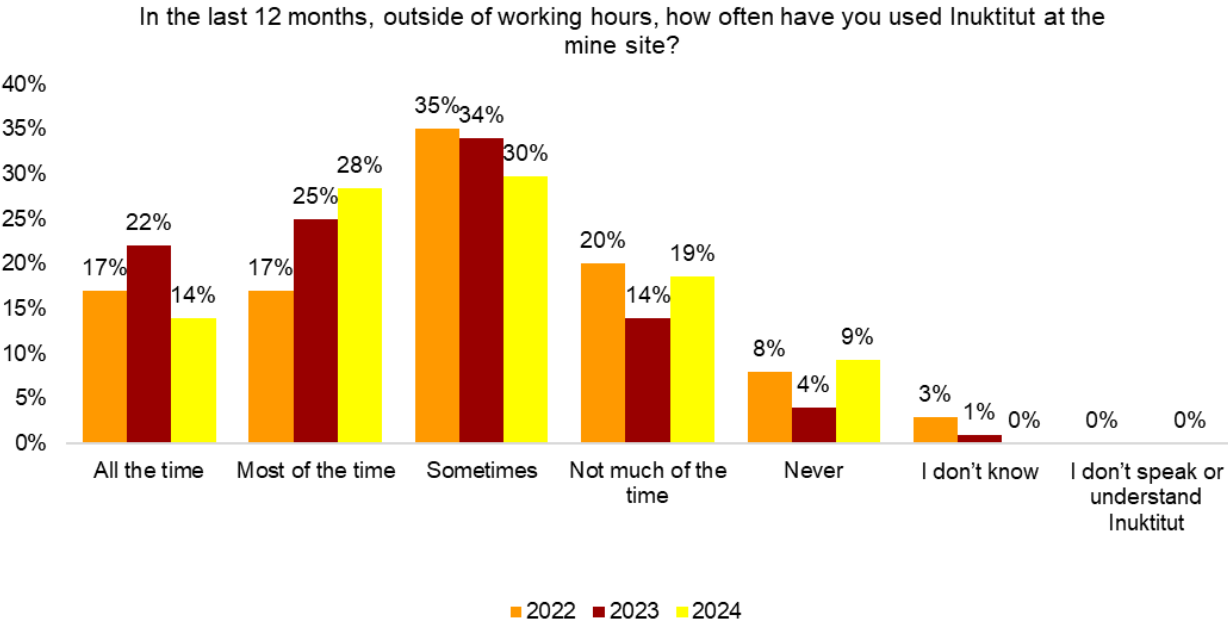
Chart 55. Number of Agnico Eagle Employees with Inuktitut as First Language



(Agnico Eagle Mines, 2024). Data for 2021 is not available for this indicator.

Chart 56 below presents the 2022, 2023 and 2024 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, 2023; Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024); (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024)

In 2024, 72% of respondents to the 2024 Inuit and Nunavummiut Employment Survey reported that they used Inuktitut at the mine outside of working hours some, most, or all the time, a slight decrease from 81% in 2023 and an increase from 69% in 2022 (Question 28 in Appendix E). The survey reported that 86% of respondents indicated that using Inuktitut at the workplace was somewhat or very important (similar to 85% in 2023 and slightly higher than 76% in 2022; Question 30 in Appendix E), and 89% reported that working at the mine has not changed how much they speak Inuktitut at home (increase from 71% in 2023 and 64% in 2022; Question 29 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024).

Agnico Eagle applies the ***Inuit Language Protection Act*** to facilitate the use of the Inuktitut language across its sites through translated documentation and services. Key materials, including policies, employee handbooks, recruitment materials, online mandatory training materials, and safety signage, are available in Inuktitut to enhance accessibility for Inuit employees. To further support Inuit staff, Inuit Human Resource Counselors are present on-site, providing direct assistance and guidance, while Community Coordinators work within local communities to strengthen engagement and communication. This dual presence ensures consistent support for Inuit employees both at work and in their communities, fostering a more inclusive and accessible workplace.

In 2021, Agnico Eagle officially launched its **Nunavut Language Policy** (Nunavumi Uqausilirinik Maligaq) for all Kivalliq operations. A promotion campaign was rolled out to support the launch, including at General Manager meetings and through online assessments for contractors. The Language Policy was established in consultation with the KIA and complies with Agnico Eagle Inuit Impact Benefit Agreements, the ***Inuit Language Protection Act***, and the ***Mine Health and Safety Act***. In 2024, Agnico Eagle Kivalliq Projects continued integrating Inuktitut uses in their operations through the following initiatives:

- 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, at the Agnico Eagle Rankin Inlet and Baker Lake community offices, as well as at different events and engagements across Nunavut during the year. [This approach enables all employees and community members to comprehensively understand Agnico Eagle's impact in the region, presented in their preferred language](#) ^{ISV}.
- Agnico Eagle continued delivering 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](#) ^{ISV}.
- 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 to 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](#) ^{ISV}.
- The Salaried 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.

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](#) ^{ISV}. The AWAR that connects Rankin Inlet to Meliadine was used for traditional activities by the community 2,831 times in 2024 (compared to 3,615 times in 2023). The AWAR that connects Baker Lake to Meadowbank was used for traditional activities by the community 2,737 times in 2024 (compared to 3,142 times in 2023).

In 2021, Agnico Eagle developed a [Kivalliq Elders' Advisory Committee \(KEAC\)](#), a group that provides invaluable guidance to Nunavummiut and our Nunavut operations teams. Comprised of Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat, KEAC not only keeps local communities informed about Agnico Eagle's mining activities and future plans but also integrates 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 ^{ISV}.

In 2024, KEAC played an active role in shaping community and environmental initiatives, participating in nine (9) meetings, two (2) site visits, and 12 initiatives. KEAC's contributions continue to bridge traditional knowledge with industry practices, ensuring cultural preservation, environmental responsibility, and Inuit workforce development remain central to Agnico Eagle's operations. Key highlights include:

Environmental Stewardship & Advocacy

- Providing insights on the Meliadine Shellfish Community-Based Monitoring Program and traditional harvesting in Melvin Bay.
- Approving unanimously a letter of support to the Nunavut Water Board, endorsing continued mining operations at Meliadine.
- Conducting a site visit at Meadowbank Complex focused on environmental closure planning, with Baker Lake Elders leading discussions on potential post-closure use of the AWAR.

Cultural & Youth Empowerment

- Establishing an official Inuktitut name for KEAC: "Akkiqtiit".
- Agreeing to advocate for Inuit youth employment by promoting career development and future planning during employment information sessions.
- Supporting Inuk youth education initiatives, emphasizing learning by experience through employment at Agnico Eagle mines.

Employee & Leadership Development

- Participating in the LDP and Cultural Foundation Module at Meliadine.
- Engaging in eight (8) on-site counseling sessions, providing direct support to Agnico Eagle Inuit employees.

Additionally, 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 2024:

- 20 Cultural Awareness courses were delivered at Meadowbank Complex and 17 at Meliadine.
- 187 Meadowbank and Whale Tail employees participated in the courses, completing 654.5 hours of training, and 62 contractor employees completed 217 hours of training.
- 182 Meliadine employees participated in the courses, completing 637 hours of training, and 59 contractor employees completed 206.5 hours of training.

The training was primarily facilitated by an Adult Educator, occasionally assisted by Inuit employees to present the IQ segment. Throughout the year, seven Inuit employees were onboarded as co-facilitators to help deliver the course. While none of these employees currently feel comfortable leading the sessions full-time, discussions are ongoing to explore long-term solutions for sustainable course facilitation. The onsite reception for the course has been very positive, with employees expressing appreciation for the interactive and engaging approach to the training. On June 12, 2024, two (2) KIA members reviewed the cultural awareness course content and provided largely positive feedback.

Agnico Eagle also supports **cross-cultural understanding and celebration**. In 2024, Agnico Eagle celebrated Nunavut Day at the 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. Local elders and a local band were present. Additionally, arts and crafts were incorporated into this annual event.

At Meliadine, Arts and Crafts fairs were organized to allow Inuit employees on-site and local artists from Rankin Inlet to present and sell articles to mine employees. More than 15 local artists participated in this fair. No initiative of this kind was done at the Meadowbank Complex.

In 2024, KSEC also hosted a camp in Baker Lake involving approximately 30 youth from all Kivalliq communities. The camp participants learned about science, mining, rocks, minerals, etc., in the field.

On March 6, 2024, Agnico Eagle welcomed approximately 25 local community members to the Meliadine mine for a guided visit. The tour allowed participants to explore the site's surface infrastructure and facilities while learning about daily operations and mining processes. Attendees also engaged in discussions with mine representatives and enjoyed a shared lunch.

In total, in 2024, Agnico Eagle made monetary contributions of \$47,100 to support traditional activities.

Interpretation

The language use data suggests 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 2024 for both mine sites. The 2024 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, 11% percent indicated they spoke Inuktitut less at home in 2024 (Question 29 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2024). Determining if these findings support the FEIS predictions for Meadowbank or Whale Tail is challenging.

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 well-being of Inuit in the Kivalliq region, and Agnico Eagle—following *piliqiqatigiinniq*—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 ^{ISV}.](#)

Agnico Eagle continues to support cross-cultural understanding and celebration through financial contributions (\$47,100 in 2024), 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 *inuuaqatigiitsiarniq* 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 enables 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 ^{ISV}.

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. Given that accessing country food from local suppliers has been challenging,

Agnico Eagle has been working through its Community Relations to find solutions to increase Agnico Eagle's offer of country food to local employees.

Agnico Eagle also holds country food events at its projects. Meadowbank / Whale Tail hosted 12 events in 2019, one (1) in 2020, none (0) in 2021, and two (2) in 2022. In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, no country food nights/events were hosted. In both 2023 and 2024, Meadowbank Complex hosted five (5) country food nights.

Meliadine hosted 11 events in 2019, three (3) in 2020, none (0) in 2021, and six (6) in 2022. In 2024, HR and a recreation specialist organized 20 on-site activities (compared to 12 in 2023), including country food, tea and bannock, sewing night, Elder's visit, NU Day, and an arts and craft market. The country food nights were very popular; approximately 40 employees attended each event, and more Southerners joined to taste the food.

Agnico Eagle's recreational department at Meliadine organized tours in Rankin Inlet during the summer months and worked closely with the on-site kitchen staff and recreational specialists to ensure traditional food was available in the cafeteria and country kitchens. Following significant renovations, the country kitchen at Meliadine remains in full use, now featuring Inuit art, upgraded kitchen appliances, and a freezer. Meanwhile, at the Meadowbank Complex, the country kitchen is accessible year-round, with tea and bannock occasionally served in the cafeteria.

Interpretation

Agnico Eagle offers a variety of services to support the use of country food at their projects, including country food nights, country food events, and a country food kitchen for use by Inuit employees ^{ISV}. The number of country food events has increased over time but declined in 2020 and 2021 due to COVID-19. Restrictions on social gatherings and a reduced presence of Inuit employees on-site contributed to a decrease in country food consumption. Even before the pandemic, usage of the country food kitchen at Meadowbank/Whale Tail had declined despite stable Inuit employment, whereas Meliadine saw substantial growth in usage prior to COVID-19. In 2023 and 2024, both sites hosted country food nights, with employees actively utilizing 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 provide comfort and a sense of home for Inuit employees and 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 well-being ^{ISV}.

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

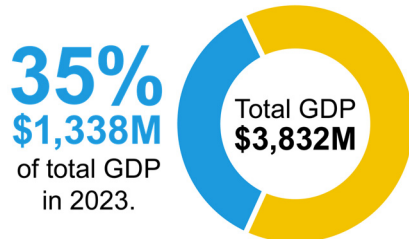
In 2024, Agnico Eagle **payments from taxes and royalties** and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 19% to **\$208.5M**, for a total to-date impact of **\$1.2B** from all sources.



In 2023, Nunavut experienced an increase in **trade deficit** to \$1,125M, from \$912M in 2022, due to increasing imports and exports.



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



Agnico Eagle estimated, in 2023, that Meadowbank / Whale Tail and Meliadine operations were collectively responsible for **over 20% of Nunavut's GDP**. At the time of this report, 2024 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	2024	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	\$4.4	\$33.4
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	\$0.8	\$42.8
NTI Payments							\$5.0	\$10.8	\$16.3				\$32.1
Sub-Total	\$4.8	\$4.6	\$40.6	\$43.1	\$49.1	\$12.3	\$7.2	\$13.5	\$22.0	\$5.0	\$5.2	\$5.2	\$212.6

Meadowbank and Whale Tail:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
GN payroll taxes					\$5.4	\$2.9	\$3.7	\$4.0	\$4.7	\$6.1	\$6.5	\$6.2	\$39.5
GoC payroll taxes					\$30.4	\$32.7	\$38.7	\$40.9	\$48.7	\$57.2	\$60.5	\$58.8	\$368.0
Sub-Total					\$35.8	\$35.7	\$42.4	\$44.9	\$53.5	\$63.3	\$67.0	\$65.0	\$407.5

Whale Tail:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
KIA IIBA payments					\$6.5								\$6.5
KIA royalties							\$2.1	\$7.1	\$10.4	\$12.0	\$16.1	\$22.7	\$70.4
NTI royalties							\$3.9	\$10.8	\$13.4	\$15.1	\$20.8	\$29.1	\$93.2
Sub-Total					\$6.5		\$6.0	\$18.0	\$23.7	\$27.1	\$36.9	\$51.8	\$170.1

Meliadine:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
GN payroll taxes			\$0.3	\$0.2	\$0.5	\$1.5	\$2.6	\$3.1	\$3.5	\$4.4	\$4.7	\$4.8	\$25.6
GN property tax						\$1.5		\$2.1	\$2.2	\$2.5	\$2.9	\$3.9	\$15.0
GoC payroll taxes			\$1.3	\$1.6	\$2.8	\$17.8	\$30.0	\$34.9	\$39.1	\$42.9	\$47.1	\$48.7	\$266.3
KIA IIBA payments			\$1.5	\$1.5									\$3.0
KIA royalties							\$4.9	\$9.3	\$10.1	\$10.8	\$11.2	\$29.1	\$75.3
Sub-Total			\$3.1	\$3.3	\$3.3	\$20.8	\$37.4	\$49.4	\$54.9	\$60.6	\$66.0	\$86.5	\$385.2

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

(Agnico Eagle Mines, 2024)

Interpretation

In 2024, payments from taxes, royalties, and IIBA commitments to the NTI and KIA increased by 19.1% from \$175.1M in 2023 to \$208.5M in 2024. These payments have shown steady annual growth since 2018, contributing to a cumulative total of \$1.18 billion to date from all sources.

Whale Tail related payments to the KIA and NTI continued to increase in 2024. 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 IOL, 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.

These financial contributions from Agnico Eagle are instrumental in strengthening the socio-economic well-being of the Kivalliq Region, fostering infrastructure development, and generating employment opportunities. This aligns with the

FEIS predictions, noting that 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 ^{ISV}.

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.

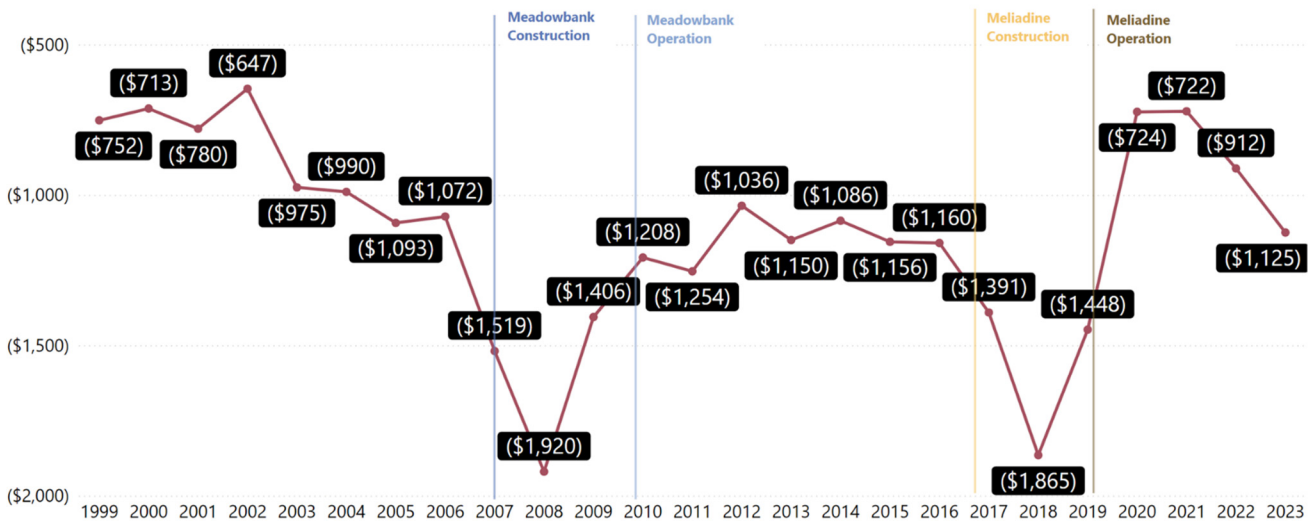
MELIADINE

“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 2023 (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, 2024c)

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. While the trade deficit trended downward from 2018 to 2021, attributed mostly to increasing exports, it increased in 2022 to \$912M and again in 2023 to \$1,125M. As such, the trade deficit has been both increasing and decreasing in recent years, and Meliadine’s FEIS prediction that the Project would increase Nunavut’s trade deficit cannot be confirmed or disproved.

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).

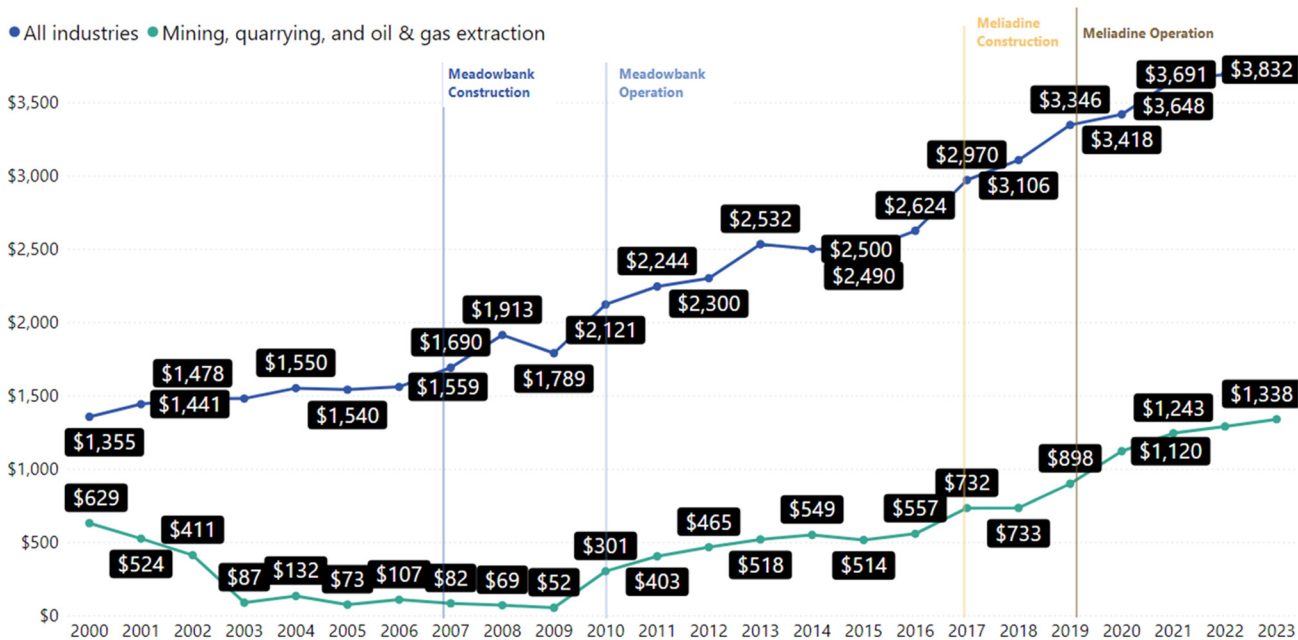
MELIADINE

“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 2023. 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, 2024d)

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 growth in mining GDP leading up to 2011 coincides with Meadowbank construction—construction expenditures, and thus the impact on GDP, tend to be greater than mine operations—and the construction of other important projects in the years leading up to 2014. Higher GDP in 2017 and the continued upward trend since then also coincide with the construction (2017) and operation (2019) of Meliadine.

The average annual GDP growth rate from 2012 to 2022 was 5% for all industries and 12% for mining. In 2023, mining accounted for approximately \$1,338M, or 35% of total GDP (\$3,832M).

In 2023, Agnico Eagle produced 3.4 million ounces in payable gold, 364,141 ounces of that was produced from Meliadine, and 431,666 ounces were produced from Meadowbank complex (Agnico Eagle Mines, 2024). Agnico Eagle estimates that Meadowbank / Whale Tail and Meliadine operations collectively account for over 20% of Nunavut's GDP.

The increase in GDP aligns with FEIS projections.

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 ^{ISV}.

Appendix A: Existing Management and Mitigation

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
RISE Program	Employment	In 2019, the Rapid Inuit Specific Education (RISE) Program was created to prepare Inuit for future employment opportunities with Agnico Eagle and increase Inuit employee retention, satisfaction, and salary. The program was officially launched in 2022 and has been in full operation at Meadowbank / Whale Tail and Meliadine since 2023. Recent updates include: • Branch 1 – Workplace Essential Skills: In 2024, Agnico Eagle held four (4) financial literacy sessions that were one and a half (1.5) hours long, focusing on spending plans and budgeting. For 2025, planning was made for a strategy involving one (1) hour workshops focusing on communication under stress, work-life balance, professionalism, and teamwork. When possible, resources and references to IQ principles will be made to help Inuit understand and apply the information. • Branch 2 – Apprenticeship: In 2024, the apprenticeship program gained momentum at all sites with the support of the Adult Educator. Agnico Eagle successfully onboarded four (4) new apprentices who had positive learning experiences within their respective departments. In 2024, a memorandum of understanding (MoU) was re-signed with Northwestern Polytechnic College (NWP) for a two (2) year period. The goal of this MoU is to provide more individualized support to all apprentices while they are away 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). The MoU also includes communication with the Adult Educator if the apprentice struggles with attendance, grades, and/or mental health. This early warning system has proven very useful in helping provide the support needed for an apprentice to get back on track and focus on school. For 2025, four (4) apprentices will benefit from this offering, and up to three (3) will attend the Nunavut Arctic College (NAC) in Rankin Inlet. • Branch 3 – Leadership: In 2024, the leadership program supported four (4) leaders, two (2) of whom graduated mid-year and the other two (2) at the end of the year. Through this program, the Adult Educator also helped an Inuit Supervisor with project planning skills. Given the ongoing challenge of finding new Inuit candidates who are both willing and able to enroll in the leadership program, the focus for 2025 is to provide continuous support to current Inuit supervisors and leaders. New Inuit candidates are welcome to access this program.
Nunavut Leadership Development Program (LDP)	Employment	The LDP, which launched in 2017, is composed of five (5) modules to develop leadership skills of employees in supervisory roles. In 2024, a total of 67 sessions were delivered across the sites: 14 sessions of Module 1 (Communicating for Performance), 14 sessions of Module 2 (Coaching to Enhance Capabilities), 14 sessions of Module 3 (Mobilization in Action), and 25 sessions of one-on-one coaching with individual Supervisors, Coordinators, or General Supervisors. Across all sites, a total of 320 attendees enrolled in the various programs: 139 attendees for Module 1; 95 for Module 2; 86 for Module 3. Also, 102 individuals undertook Team Building or one-on-one coaching sessions.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Sanajiksanut	Employment	Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. The vision for Sanajiksanut is to have a recruitment process and approach that is inclusive and accessible to Inuit candidates. The new recruitment process is forward-looking to ensure that a new and qualified generation of Inuit employees excels in various positions at Agnico Eagle's mine sites. 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. In 2024, the Sanajiksanut program supported various initiatives to facilitate access to employment for the Inuit workforce. The efforts included community-based and on-site training initiatives designed to develop new training programs and create career opportunities. A job-specific recruitment process was implemented to improve hiring efficiency, streamline recruitment, and increase exposure to career opportunities offered at the mine site. Additionally, Mining Awareness was prioritized, engaging high school and college students to promote careers in the industry. The Sanajiksanut team also conducted community tours in four (4) communities (Chesterfield Inlet, Coral Harbour, Arviat, and Naujaat) and two (2) Career Days in two (2) communities (Arviat and Rankin Inlet). These in-person events provided essential information to community members interested in working at the mine site. In 2024, an additional application channel was implemented to allow potential candidates to apply by scanning a QR code and completing a simple form. This initiative was implemented to reduce barriers to applying and improve employment access for Inuit candidates. The Sanajiksanut Program consists of four (4) steps: Employment Information Sessions, an Online Application Process Facilitated by Employment Information Sessions, a Pre-Employment Training Program, and a Labour Pool List Coordinated by the Labour Pool Coordinator. Additional information on the Sanajiksanut is provided in Section 1.2 of this report.
Sanajiksanut – Step 1: Employment Information Sessions	Employment	As part of the Sanajiksanut (formerly Labour Pool Process), employment information sessions are conducted in Kivalliq communities to provide information about the mines, camp life, career opportunities, and information about applying for jobs through different channels. In 2024, employment information sessions were held in six (6) Kivalliq communities (Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, and Rankin Inlet). Agnico Eagle completed a total of 18 sessions with 471 attendees. Two (2) employment information sessions were also organized outside of Nunavut in Winnipeg and Ottawa, where there is a large group of potential Inuit candidates, and 21 participants attended those sessions. Additional information on Step 1 is provided in Section 1.2 of this report.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Sanajiksanut – Step 2: Online Application Process Facilitated by Employment Information Sessions	Employment	Applying online is the second step in the Sanajiksanut (formerly Labour Pool Process). To facilitate online applications 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 2024, CLOs were present in five (5) communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour, and Chesterfield Inlet. In 2024, a QR code was also created to allow potential applicants to complete a simple online form in the application process. Additional information on Step 2 is provided in Section 1.2 of this report.
Sanajiksanut – Step 3: Pre-employment Training Program	Employment	In 2021, the Work Readiness and the Mandatory Training 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 Pre-employment Training Program is for those individuals who have applied online but do not have work experience relevant to the positions for which Agnico Eagle hires. IQ principles and Adult Educator Principles are integrated into the training approach. In 2024, seven (7) Pre-employment Training Programs were delivered, and 47 participants completed the programs. Additional information on Step 3 is provided in Section 1.2 of this report.
Sanajiksanut – Step 4: Labour Pool List Coordinated by the Labour Pool Coordinator	Employment	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 Labour Pool Coordinator manages the list. In 2024, 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 430 Inuit employees, of which 105 Inuit employees were hired in 2024 (40 specific to Meliadine). Additional information on Step 4 is provided in Section 1.2 of this report.
Summer Student Employment Program	Employment	Agnico Eagle offers two (2) Summer Student Employment Programs accessible to students. One is part of Agnico Eagle's company-wide policy, which offers a Summer Employment Program to the children of all Agnico Eagle employees (both Inuit and non-Inuit) 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 2024, Agnico Eagle had one (1) Summer Student in Meliadine with the Human Resources department, one (1) Summer Student based in Baker Lake working with the Community Relations department, one (1) Summer Student based in Rankin Inlet with presence in Meliadine supporting the Permitting department, and two (2) Summer Students working to monitor wildlife through the Marine Mammal & Seabird Observer (MMSO) program for the Meadowbank Environmental department. As per Agnico Eagle policies, students must be 18 years or older to work at the operation and over 16 years old to work in Baker Lake or Rankin Inlet offices.
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 has been on hold since 2021 and has continued to be on hold as of 2024.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
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 contributed \$25,000 towards the 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. In 2024, Agnico Eagle contributed \$25,000 towards the delivery of virtual science-related initiatives with Kivalliq schools. This contribution was the last of the 5-year agreement. Additionally, KSEC held its annual camp in Baker Lake, hosting approximately 30 students from Kivalliq communities and providing an opportunity to learn about science, mining, rocks, minerals, etc.
Kivalliq Mine Training Society (KMTS)	Employment Education & Training	The KMTS was an Inuit-private sector partnership created to strengthen the Kivalliq region's labour force. It received financial support from the Nunavut Department of Economic Development and Transportation, as well as Agnico Eagle Mines. A major focus of the KMTS program was supporting Agnico Eagle's Mine Training Initiatives. Since 2017, KMTS has no longer been able to receive funding to support program delivery to Agnico Eagle and communities. KMTS does not exist anymore.
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. However, as of 2024, this program continues to be suspended.
MoU with GN	Employment Education & Training	A Memorandum of Understanding (MoU) 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. In 2024, no official MoU meeting was held between Agnico Eagle and the Government (GN) of the Nunavut Department of Economic Development and Transportation. To date, more than 15 meetings have been held between Agnico Eagle and GN representatives from the Departments of Economic Development and Transportation, Environment, Education, and NAC.
Adult Educators	Employment Education & Training	For 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 provide one-on-one support to build leadership skills such as communication, resilience, managerial courage, organization, leading your peers, and professionalism. In 2024, a full-time Adult Educator was present at the Meadowbank Complex and Meliadine. At the Meadowbank Complex, the Adult Educator worked with three (3) Inuit employees in the apprenticeship program and two (2) Inuit who were in relief supervisor or leader roles. The Adult Educator also gave study guides and pre-trades math packages to five (5) Inuit employees who did not pass their HDET pre-

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		trades test but were still interested in becoming apprentices. At Meliadine, the Adult Educator worked with five (5) Inuit employees in the apprenticeship program and three (3) Inuit who were in relief supervisor or leader roles. The total funding for Adult Educators in 2024 was \$95,694.
Take Our Kids to Work (TOKTW)	Employment Education & Training	From 2020 to 2022, Take Our Kids to Work (TOKTW) activities were cancelled due to bad weather and COVID-19 restrictions. There have been no TOKTW activities since then.
Mining Matters	Employment Education & Training	Mining Matters programs educate young people on earth sciences, the minerals industry, and career opportunities. In 2024, with the support of Mining Matters, Agnico Eagle conducted two Career Days, one in each community: Arviat and Rankin Inlet. For the Career Day in Arviat, the event was opened to the public in the evening, and the following day, high school students participated. A total of 120 students participated, and approximately 250 members of the community attended. For the Career Day in Rankin Inlet, high school students participated during the day, and the event was open to the public in the evening. A total of 200 students participated, and approximately 50 community members attended. 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 youth interest in mining industry careers. For 2024, 370 participants from Arviat and 250 from Rankin Inlet attended in April and November, respectively, for a total of 620 participants. The total sponsorship for this event was \$64,647 in 2024 ¹⁹ . Agnico Eagle also invested \$26,330 in 2024 in the Mining Matters Science Program.
Spokesperson Program (previously known as the Role Model Program)	Employment Education & Training	The Spokesperson Program (previously known as the Role Model program) began in 2015 to recognize exemplary Inuit employees. At the end of 2023, the Role Model Program underwent a complete overhaul to better support participants. A committee comprising members from HR, Community Relations, and Learning & Development was formed to determine the best way to recognize and give exposure to successful employees. The goal remained to showcase their accomplishments at community and internal events and to have them serve as "Spokespersons" (previously known as "role models") without the pressure and expectations previously placed on individuals. In 2024, after consulting with current and former role models, it became clear they were uncomfortable with the title of a "Role Model," using formal pictures and posters, and the lack of experience in public speaking. Consequently, the decision was made to replace the term "Role Model" with a larger group of "Spokespersons" interested in representing the company. Spokespersons can be from any department, including contractors and temporary or permanent staff. Agnico Eagle established new guidelines, with each Spokesperson to be trained and prepared for events by Agnico Eagle's Communication Team, Community Relations, and HR. In the past, Role Models were often apprentices who graduated to become Red Seals. Successful apprentices who finish as Journeypersons or Red Seals are recognized within their department and division through gifts, celebrations, etc.

¹⁹ 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)
		In 2024, Women Inuit Spokespersons participated in Career Awareness activities and events, such as the Kivalliq Trade Show, to share their experiences and career paths at the mine site.
Career Path Program	Employment Education & Training	The Career Path Program was designed in 2012 to support upward mobility of Inuit employees, with the intention of only having internal promotions for Inuit and for no external candidates (southerners) to be hired to fill a position that is part of the program. In 2024, the Training Department, in collaboration with other Departments, started restructuring the E&I, the Warehouse, and the Process Plant Career Paths at Meliadine. The Meadowbank Complex enhanced its Career Path Program by introducing a Flex Driver program to expand its Inuit workforce skills. The Flex Driver program cross-trains Agnico Eagle's experienced surface mining equipment operators, providing the operators with essential skills and training to work underground.
Kivalliq Career Fairs	Employment Education & Training	Agnico Eagle participates in various career fairs held in the Kivalliq region, including other trade show events. These include the Kivalliq Trade Show, the Nunavut Mining Symposium, and various community-level Career Fair days. In 2024, with the support of Mining Matters, Agnico Eagle conducted two Career Days, one for each community: Arviat and Rankin Inlet. Overall, there was a total of 620 participants from both Arviat and Rankin Inlet, with total sponsorship of \$64,647²⁰: - For the Career Day in Arviat, the event was opened to the public in the evening, and high school students participated the following day. A total of 120 students participated, and approximately 250 members of the community attended, totalling 370 participants. - For the Career Day in Rankin Inlet, high school students participated during the day and the event was opened to the public in the evening. A total of 200 students participated, and approximately 50 members of the community attended, totalling 250 participants. The events aimed to increase youth interest in mining industry careers. The Sanajiksanut Team was there to meet potential candidates at both events and have them apply for potential job opportunities. Also, Inuit employee Spokespersons (previously called 'Role Models') participated in the events to speak about their career path and experience working at the Agnico Eagle mine site. Lastly, contractors joined Agnico Eagle to participate in the Career Days, which allowed them to present more career opportunities to potential candidates.
Training and Learning Management System	Employment Education & Training	The Training Management System (TMS) and 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. In 2023, a few administrative tools have been developed in TMS in order to improve the user experience and the tracking of training compliance, with some modifications to the structure of the system.

²⁰ 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)
		In 2024, more administrative tools were developed for the TMS to improve user experience and track training compliance. Additionally, the Training team delivered many training sessions to improve knowledge and skills on the Training Chart, an important tool for supervisors and management.
Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program')	Employment Education & Training	The Pre-Apprenticeships and Apprenticeships Program combines on-the-job learning and in-school technical instruction to allow Inuit employees to be educated and trained in their preferred trade. Currently, Agnico Eagle focuses on the following (6) trades: millwright, electrician, heavy-duty equipment technician, welder, housing maintainer, and plumber. In 2024, one (1) apprentice at Meadowbank attended technical training in Alberta and was successful. Two (2) new apprentices at Meadowbank joined the apprenticeship program, one in plumbing and the other in electrical. At Meliadine, three (3) apprentices attended technical training in Alberta; two (2) were successful, and one (1) needed to re-write the exam. Two (2) new apprentices in Meliadine joined the apprenticeship program, one in plumbing and one in oil heating systems technician. One (1) apprentice in Meliadine left Agnico Eagle on good terms to work in town, closer to family. Throughout 2024, the Adult Educator provided studying and learning resources to five (5) Inuit employees who did not pass the Heavy Duty Equipment Technician (HDET) pre-trades entrance exam but were still eager to re-test.
Education Initiatives Portfolio promotion	Employment Education & Training	Agnico Eagle developed a portfolio summarizing all the education initiatives available for the Kivalliq schools. These include Trades Awareness Skills and Knowledge Week (TASK week), Spokesperson visits, career fairs, life skills workshops, Take Our Kids to Work (TOKTW), regional and local summer camps, financial workshops, and Mining Matters programs. In 2024, with the support of Mining Matters, Agnico Eagle conducted two (2) Career Days, one (1) for each community: Arviat and 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. For 2024, 370 participants from Arviat and 250 from Rankin Inlet attended in April and November, respectively, totaling 620 participants.
E-Learning Training	Employment Education & Training Health and Safety	Before coming to the 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. In 2023, four (4) new e-learning lessons were developed and added. Meliadine developed the "Driver Awareness" and "Nuclear Awareness" training programs, to be launched in 2024. Meadowbank developed and launched the "Hot Work Awareness" training program. Both sites partnered on the "SOP UG" course, scheduled to be launched in 2024. An update for 2024 for this initiative was not available.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
TASK Week	Employment Education & Training	The Trades Awareness Skills and Knowledge Week (TASK Week) was initiated in 2012. The full-week program 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 2024, Agnico Eagle partnered with Jonah Amitnaaq Secondary School (JASS) to support the annual TASK week in Baker Lake. Agnico Eagle actively participated in organizing the event and banquet/gala and provided five (5) of the seven (7) instructors to train the 93 students who participated in this one-week event.
Community Liaison Officers Program (formerly "Community Coordinators Program")	Employment Education & Training Individual and community Wellness	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. They also organize and hold community information sessions on Agnico Eagle projects and initiatives, provide Agnico Eagle updates to the Hamlet Council, and distribute Agnico Eagle information and promotional materials. In 2024, CLOs were present in five (5) communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour, and Chesterfield Inlet.
Financial Literacy Training	Income Education & Training Individual and Community Wellness	In 2024, Financial Literacy Training took place at Meadowbank and the Amaruq site, involving three (3) classes with 23 participants each, totalling 69 participants. The Meliadine site also offered three (3) classes, but they were cancelled due to a lack of interest. Information was shared regarding financial programs and resources such as the Registered Retirement Savings Plan (RRSP) and Defined Contribution Pension Plan (DCPP).
Contractor Training Programs	Employment Contracting & Business Opportunities Education & Training	As per the IIBAs, Agnico Eagle requires contractors with a consistent Inuit workforce to deliver career development and training to their Inuit employees. In 2024, Agnico Eagle invited contractors to provide an update to Business and Opportunities Committee (BOC). Agnico Eagle and KIA (both member parties) at the BOC invited Tangmaarvik to provide an update and presentation on Inuit employment, training initiatives, and the new hire of an Inuk HR Counselor. In 2024, Agnico Eagle also invited LJJ Mécanique, who leads the LJJ Mécanique/Nagjuk program, to present its training initiatives to develop the local Inuit workforce. The goal of the program was to connect with the Sanajiksanut team to identify Inuit job opportunities, given that LJJ Mécanique posts job ads in Arviat through its local business partner. This collaboration has helped to share training and job opportunities and consider candidates already in the Inuit labour pool. At the end of Q2 of 2025, Agnico Eagle plans to invite LJJ Mécanique to follow up and receive an update on the new initiatives. Agnico Eagle plans to continue revisiting this IIBA requirement and assess with BOC when required or needed.
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 pre-qualification procurement process, which requires all suppliers to pre-qualify in categories to submit a tender. Additionally, NTI-registered companies are eligible for preference points in the bid assessment process. The results of the analysis are shared with all IIBA Business and Opportunities committee representatives. 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 have followed the updated procurement process.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
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 training and financial support for Kivalliq businesses and see where Agnico Eagle has added value when supporting Inuit firms. With implemented processes and activities, Agnico Eagle delivered training that other regional organizations offered. Agnico Eagle wants to support those organizations to build local capacity instead of duplicating efforts and creating unnecessary competition. Through 2022, Agnico Eagle was able to develop the Kivalliq Business Support ecosystem and also launch the Kivalliq Business Capacity building program that allows interested Inuit firms to receive mentorship on specific business challenges or needs. In 2023, emails were sent to all businesses/participants from the pre-qualified information sessions and to other local partners with information on the above programs. In 2024, the BOC held both in-person and virtual pre-qualification information sessions with Inuit firms, and the procurement team also held in-person and online sessions throughout the year. 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 2024, three (3) successfully completed the program at Meadowbank. At Meliadine, a similar program has not yet been rolled out.
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. It includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mine department. In 2024, two (2) trainees completed the program at Meadowbank. A similar program has not been rolled out at Meliadine yet.
Process Plant Trainee Program	Employment Education & Training	The 28-day program teaches employees about the mining and milling process and trains them to be competent and certified to fill positions as process plant helpers or utility people. In 2024, two (2) successfully completed the program at Meliadine, and no trainees were enrolled at Meadowbank.
Underground Trainee Program	Employment Education & Training	At Meliadine, this is a 42-day (462-hour) program managed by Nunavut Arctic College (NAC) 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 2024, six (6) 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). In 2024, one (1) out of four (4) trainees graduated from the program, with two (2) of the trainees continuing and expected to complete by early 2025.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Education Department Summary	Education & Training	In 2020, many Education initiatives were cancelled due to the 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 2024, Agnico Eagle organized a one-day mining awareness activity, known as Career Days, in Arviat and Rankin Inlet. A total of 370 and 250 members from Arviat and Rankin Inlet attended, respectively, totalling 620 participants.
Site Visits	Education & Training Individual and community Wellness	In 2024, Agnico Eagle organized a site visit to Meadowbank for approximately 30 students and instructors from the Kivalliq Science Educator's Community Program (KSEC). The camp allowed students to learn about science, mining, rocks, and minerals.
Mental Health	Individual and Community Wellness	In Q2 of 2024, a trained nurse provided an in-house Mental Health First Aid training at Meadowbank. The plan is to have a calendar of Mental Health First Aid offerings for 2025. Meadowbank continued to provide communications on monthly topics related to mental health. Finally, Agnico Eagle continued to collect statistics on mental health-related visits to the clinic at the site clinics. In 2024, there were 226 clinic visits related to mental health. In 2024, Meliadine offered mental health talks and presentations to various departments. Additionally, Agnico Eagle assisted workers in setting up telepsych and counseling sessions, provided on-site space for telehealth visits, and conducted acute mental health assessments.
Emergency Response Team (ERT) Training	Education & Training Health and Safety	At the end of 2024, Meadowbank Complex ERT had 115 active Emergency Responders for Surface and Underground operations. Six (6) Inuit members were part of the active responders. Meliadine ERT had 71 active ERT members, including one (1) Inuit team member. Their capabilities encompassed a wide range of scenarios, including fires, medical emergencies, search and rescue operations, underground emergencies, hazardous materials incidents, and spill responses. Notably, 20 members were certified in ice and water rescue. The response fleet also has a Sherp (all-terrain vehicle) for search and rescue operations and a Mine Rescue Vehicle (MRV) 9000 to support prolonged underground emergencies. In 2024, 49 new ERT members received seven (7) Basic courses on Surface and Underground operations. Additionally, 114 regular practices were provided, including aircraft emergency and Hazmat responses. In 2024, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) Mine Rescue Competition in Yellowknife. Agnico Eagle also joined Colombia's International Mine Rescue competition, winning first place.
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 provides additional information on the use of Inuktitut.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Inuit Arts and Crafts	Culture and Traditional Lifestyle	At Meliadine, arts and crafts fairs were organized to allow Inuit employees on-site and local artists from Rankin Inlet to present and sell articles to mine site employees. More than 15 local artists participated in this fair. No initiative of this kind was done at the Meadowbank Complex.
Cultural Events	Culture and Traditional Lifestyle	Agnico Eagle sites support cross-cultural understanding and celebration. This includes Nunavut Day celebration, arts and crafts events, storytelling by Elders, square dances, and other activities. In 2024, 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. Local elders and a local band were present. Additionally, arts and crafts were incorporated in this annual event.
Cross Cultural Training Program	Culture and Traditional Lifestyle	Agnico Eagle provides a cross-cultural training program, an in-class training course for employees from different cultures and backgrounds, to help them understand cultural differences and improve workplace communication. In 2024, 20 and 17 Cultural Awareness courses were delivered at Meadowbank Complex and Meliadine, for a total of 37 courses. The Adult Educator delivered these courses and, when possible, with the support of Inuit employees who delivered the IQ portion of the training. The Adult Educator onboarded seven (7) Inuit employees to help deliver these courses. While the courses were very well received, Agnico Eagle is looking for alternative solutions as none of the seven (7) employees indicated having enough experience and, therefore, comfortable supporting this program on a full-time basis. On June 12, 2024, two (2) members of the KIA reviewed the cultural awareness course content and provided mostly positive feedback.
Access to Country Food	Culture and Traditional Lifestyle Individual and community Wellness	In 2024, Meadowbank Complex hosted five (5) country food nights, and Meliadine organized several country food nights. The events were very popular, and at Meliadine, 30 to 40 employees attended each event. However, accessing country food from the supplier has become very hard. Discussions are underway with community members to find solutions to increase Agnico Eagle's offer of country foods to local employees. The Country Kitchen is always open, and employees can safely store their traditional foods there. It has been renovated to include Inuit art and is now better equipped with kitchen appliances and tools, as well as a freezer. Everyone can access the Country Kitchen and enjoy country food at their convenience. Even when there is no organized country food night, workers gather in the Country Kitchen to share their own country food.
Site Tours for Baker Lake Residents and Others	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 2024, site visits involving the residents of Baker Lake (approximately 100 residents) and others included: • In March 2024, KIA visited Meadowbank as well as Amaruq underground. • On September 7th, 2024, a public site visit and Environmental Closure Consultation was held at Meadowbank.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		- On September 8th, 2024, Meadowbank hosted a site visit for the Hunter and Trappers Organizations (HTO) and Elders, a presentation on spawning pads, and an Environmental Closure Consultation. - On September 9th, 2024, Meadowbank hosted a site visit for the Kivalliq hamlets and a Member of the Legislative Assembly (MLA) and an Environmental Closure Consultation. - On September 13th, 2024, Meadowbank hosted a site visit for students and an Environmental Closure Consultation.
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 2024, the following visits to Meliadine were organized: - On March 6th, 2024, approximately 30 community members visited the Meliadine open pit and complex. Lunch was served, and booths from departments were set up to provide information to the community members. - On September 26th, 2024, 14 students from Maani Ulujuk School participated in a special tour at Meliadine as part of the Nunavut Mining Week. - On November 26th, members of Kivalliq Elders Advisory Committee (KEAC) visited Meliadine. Activities included a meeting with the HR department and a welcoming word from the General Manager.
Summer Camp	Individual and community Wellness	Agnico Eagle sponsors summer camps hosted by the 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 who coordinate them. Youth aged 5 to 12 participate in various activities on topics such as health, fitness, wellness, and science. In 2024, the total sponsorship for these camps was \$30,000.
Baker Lake Wellness Report & Implementation Plan	Individual and community Wellness	In the 2011 Meadowbank IIBA, Agnico Eagle committed to preparing 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 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 2023, Agnico established or renewed 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 Agnico Eagle's Charitable Donations & Sponsorships Policy. In 2024, all seven (7) communities in Kivalliq signed an agreement, being responsible for providing a yearly expenses report.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Baker Lake Community Liaison Committee (CLC)	Individual and community Wellness	Agnico Eagle hosts meetings with the Meadowbank Community Liaison Committee (CLC) to discuss issues of concern or interest. The CLC of various representatives, including the Elders Society, youth, the business community, the adult education committee, the Hamlet, Nunavut Arctic College (NAC), and the Hunters and Trappers Organization (HTO) 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 CLC in Baker Lake was implemented to encourage a dialogue exchange between Agnico Eagle and the local sub-groups (e.g., 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 CLC. Engagement with specific community sub-groups has allowed a better understanding of CLC perspectives and provided a space for stakeholder sub-groups to advise Agnico Eagle on solutions. In November 2023, a newsletter was sent to all CLC members. In November 2024, a newsletter was sent to all CLC members as well as to an extended audience. On October 28th, 2024, the first meeting with the Beyond Meadowbank Committee, including the mayor, senior administrative officer (SAO), and two (2) members of the Hamlet Council, was held. The purpose of the Beyond Meadowbank Committee meeting was to discuss topics in relation with the upcoming closure of the Meadowbank Complex.
Rankin Inlet Community Liaison Committee (CLC)	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 sought to establish a separate CLC in Rankin Inlet, but this was not done due to COVID-19. There was no activity in 2024.
Sexual Health	Individual and community Wellness	In 2024, Meadowbank Complex and Meliadine clinics continued promoting safe sexual health practices by providing condoms upon request, providing education on safe sex practices, and making referrals to community health centers or home communities for testing and treatment as needed. The Meadowbank and Amaruq sites continued to discuss 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 2024, no Baker Lake employees applied for spouse visits. Based on the Kivalliq charter, it was not possible to have spouse visits for the Kivalliq region. Discussions are underway regarding the 2025 spouse visits. At Meliadine, 15 spouses visited for Christmas, and 16 visited for New Year.
Elder Counselling	Individual and community Wellness Health and Safety	Agnico Eagle Community Relations team hired an Inuit Qaujimajatuqangit (IQ) (life by experience) and a wildlife coordinator to assist in gathering Elder knowledge on matters relating to caribou protection measures, and Agnico Eagle's operations on the All-Weather Access Road (AWAR).
Preventative Health	Individual and community Wellness Health and Safety	In 2024, Meadowbank Complex clinics offered workers the Hepatitis A and B vaccination and flu vaccination. 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 a pre-employment medical assessment of Nunavummiut and an annual ERT and Mine Rescue medical examination. Finally, the Medical Surveillance Program is ongoing.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		In 2024, Agnico Eagle administered flu shots during annual flu campaigns, as well as Twinrix vaccinations (Hepatitis A and B) and Tetanus vaccines. Agnico Eagle collaborated closely with public health in the Kivalliq region to screen and treat communicable diseases. Additionally, Agnico Eagle screened for chronic diseases such as hypertension and diabetes, and provided education and presentations on various health topics to different departments.
Health clinic and presentations	Individual and community Wellness Health and Safety Community Infrastructure and Services	In 2024, Meadowbank Complex Health & Safety Department continued the Daily Communicator, a two-pager sent site-wide daily covering various safety topics, incidents from the day before, mitigation measures, and other related health and safety preventative information for workers. Supervisors use the information from the Daily Communicator during their morning line-ups. In 2022, the Meliadine Health & Safety Department rolled out a new investigation program that includes training all supervisors on how to conduct effective investigations. The end goal of the new program is to better understand the root cause of incidents and take appropriate, sustainable corrective actions. An update for 2023 and 2024 for this initiative was not available.
JOHSC and OHSC Training	Education & Training Health and Safety	In 2023, at Meadowbank, 6 employees received the induction training (1 hour) 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. At Meliadine, the Occupational Health & Safety Committee (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 Nunavut Leadership Development Program (LDP) 1-2. The OHSC team also participated in the Boots-in-the-field monthly management tour. An update for 2024 for this initiative was not available.
Use of Infrastructure	Community Infrastructure and Services	Meadowbank / Whale Tail has dedicated energy, water, transportation (airstrip and road), health, and communications infrastructure and is, therefore, largely non-reliant on Baker Lake's public physical infrastructure. 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 healthcare facilities in certain cases, and Meliadine also uses community meeting spaces for public engagement.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Kivalliq Inuit Elders' Advisory Committee (KEAC)	Culture and Traditional Lifestyle	In 2021, Agnico Eagle developed a Kivalliq Elders' Advisory Committee (KEAC), which provides invaluable guidance to Nunavummiut and our Nunavut operations teams. Comprised of Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat, KEAC not only keeps local communities informed about Agnico Eagle's mining activities and future plans, but it also integrates Inuit Qaujimajatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. Agnico Eagle's IQ Coordinator led the selection of the committee members through consultations with wildlife organizations and local leaders. In 2024, nine (9) meetings, two (2) site visits, and twelve (12) initiatives took place with the KEAC.
Food Security Program/Initiative	Individual and community Wellness	In 2024, Agnico Eagle supported several community-based organizations working to improve food security. In total, Agnico Eagle provided \$357,100 in monetary support for food security initiatives.
Inuit Employment Growth Initiative (Inuit 2.0)	Education & Training	In 2023, the Inuit Employment Growth Initiative (Inuit 2.0) and its three pillars (development, retention, and recruitment) were returned to operations to improve Inuit employment. Recruitment and employment are guided by the Sanajiksanut program. The development and retention pillars are now covered by the HR teams, and Learning & Development leads the RISE program. As of 2024, Inuit Employment Growth has been integrated into other initiatives and will not require an update for future years.
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 the Meliadine site were planned to participate in the annual community clean-up organized by the Hamlet of Rankin Inlet. Unfortunately, only a few Agnico Eagle employees located in Rankin Inlet could participate, as the all-weather access road was closed because of caribou migration. In October 2023, about 15 employees from Meadowbank complex were planned to support the food bank's monthly food distribution, but the activity was canceled due to the food bank's responsible resignation. No updates are available for 2024.

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 2024.

Employee Location	Meadowbank + Whale Tail			Meliadine		
	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total
<i>Kivalliq Community</i>						
Arviat	24	0	24	9	0	9
Baker Lake	91	0	91	8	0	8
Chesterfield Inlet	3	0	3	7	0	7
Coral Harbour	1	0	1	9	0	9
Naujaat	3	0	3	1	0	1
Rankin Inlet	4	0	4	35	0	35
Whale Cove	2	0	2	6	0	6
<i>Other Nunavut</i>						
Kitikmeot	2	0	2	0	0	0
Qikiqtani	1	0	1	0	0	0
<i>Other Canada</i>						
Alberta	1	20	21	3	27	30
British Columbia	0	11	11	1	14	15
Manitoba	5	4	9	4	5	9
New Brunswick	0	34	34	1	44	45
Northwest Territory	0	1	1	0	0	0
Nova Scotia	2	16	18	0	11	11
Newfoundland & Labrador	0	21	21	1	12	13
Ontario	17	184	201	21	101	122
Prince Edward Island	0	3	3	0	0	0
Quebec	4	657	661	4	524	528
Saskatchewan	0	5	5	0	3	3
<i>Other</i>						
International	0	2	2	0	0	0
Grand Total	160	958	1118	110	741	851

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Appendix D: Other Key Sources of Information

Inuit Workforce Barriers & Strategies Study

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

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 is committed to identifying gender-specific barriers to women's employment, retainment, and career advancement. The study incorporated a 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 the 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 preemployment 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, 2023 and 2024 and the results are included in this SEMR.

Appendix E: 2024 Inuit and Nunavummiut Employment Survey

In 2024, 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. Similar surveys were administered in 2022 and 2023, allowing for year-over-year comparisons. A total of 219 employees participated in the 2024 survey, including 218 Inuit and 1 non-Inuit respondent. Among the Inuit participants, 202 resided in Nunavut, while 16 lived outside the territory; the sole non-Inuit respondent also lived in Nunavut. Survey participation in 2024 represented a 37.7% increase from 159 respondents in 2022 but a 9.1% decrease from 241 respondents in 2023.

It is important to note that not all participants answered all questions, a trend consistent with the 2022 and 2023 surveys. As a result, the number of respondents varied by question. The 2023 and 2024 surveys included a new question identifying the specific worksite (Meadowbank Complex or Meliadine) and did not include questions related to COVID-19 measures present in the 2022 survey. The results of the 2024 survey, along with comparative analyses from the previous two years, are summarized below.

Demographics

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

	2023		2024	
	Respondents	% of total	Respondents	% of total
Meadowbank Complex	165	68%	148	68%
Meliadine	76	32%	71	32%
Total	241	100%	219	100%

In 2024, 68% of survey respondents worked at Meadowbank Complex and 32% at Meliadine, reflecting the same distribution as in 2023 and indicating stable workforce proportions across the two sites. A similar question was not asked as part of the 2022 survey. Data in Section 1.2 (Chart 2) informs that of the total Inuit project employment in 2024 at Agnico Eagle’s Kivalliq projects, 175 FTEs (47%) were worked by Inuit employees at Meadowbank / Whale Tail, and Inuit employees worked 195 FTEs (53%) at Meliadine.

Question 2: Who do you work for?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Agnico Eagle	128	82%	198	84%	183	84%
Contractor	23	15%	39	16%	35	16%
I don’t know	5	3%	0	0%	1	0%
Total	156	100%	237	100%	219	100%

In 2024, survey respondents included 84% Agnico Eagle employees and 16% contractor employees, which is consistent with the 2023 results and shows a slight increase in Agnico Eagle representation compared to 2022.

To compare, data in Section 1.2 (Charts 2 and 3) informs that of the total Inuit employment in 2024 at Agnico Eagle’s Kivalliq Projects, 243 FTEs (66%) were Inuit employees directly hired by Agnico Eagle while 127 (34%) were hired by contractors.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
1 year or less	20	13%	62	26%	59	27%
1-3 years	32	20%	27	11%	49	22%
3-5 years	50	32%	64	27%	35	16%
5+ years	55	35%	86	36%	75	35%
Total	157	100%	239	100%	218	100%

In 2024, 27% of respondents had worked at the mine for 1 year or less, 22% for 1-3 years, 16% for 3-5 years, and 35% for more than 5 years. Compared to 2023, there was a slight increase in the proportion of respondents with shorter tenures (1 year or less and 1-3 years) and a notable decline in those with 3-5 years of experience, while the share of those with 5+ years remained relatively stable.

Employment tenure 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, which in 2024, included family situation (29%), moving to another job (13%), not liking camp life and/or missing family (16%), not liking the job (8%), conflict with an employee/supervisor (13%), lack of access to child support (8%), and other reasons (14%). 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 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Female	58	36%	79	33%	65	30%
Male	101	64%	158	66%	150	69%
Prefer not to say	0	0%	3	1%	3	1%
Total	159	100%	240	100%	218	100%

In 2024, 30% of respondents were female, 69% were male, and 1% preferred not to say. This marks a slight decline in female representation compared to 2022 and 2023. Data in Section 2.3 informs that of the total employment in 2024 at Agnico Eagle’s Kivalliq Projects, 414 FTEs (or 12%) were worked by female employees, while male employees worked 2,973 (or 88%). However, of the total Inuit employment in 2024 at Agnico Eagle’s Kivalliq Projects, 117 FTEs (or 32%) were worked by Inuit female employees, while Inuit male employees worked 253 (or 68%).

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, 2024e). However, women’s representation within the mining industry varies notably based on occupational category; women are predominantly employed in human resources and financial occupations and support worker roles as opposed to technical occupations and operational roles (e.g., supervisors, coordinators, and foremen), which are mostly employed by men (Peltier-Huntley, 2022). 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, which is intended to improve awareness and address hiring efforts toward Inuit women. Also, in 2024, Women Inuit Spokespersons participated in Career Awareness activities and events, such as the Kivalliq Trade Show, to share their experience and career paths 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes, I am Inuk	157	99%	241	100%	218	100%
No, I am not Inuk	2	1%	0	0%	1	<1%
Total	159	100%	241	100%	219	100%

In 2024, 218 respondents identified as Inuit, with 1 respondent identifying as non-Inuit. This is consistent with 2023, where all 241 respondents were Inuit, similar to 2022, which included 157 Inuit and 2 non-Inuit respondents. The 1 non-Inuit respondent to the survey was a Nunavummiut.

Question 6. Do you live in Nunavut?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes, I live in Nunavut	138	87%	221	92%	203	93%
No, I live outside of Nunavut	21	13%	20	8%	16	7%
Total	159	100%	241	100%	219	100%

In 2024, 93% of respondents lived in Nunavut, and 7% lived outside, reflecting a slight increase in Nunavut residents compared to 2023 (92%) and a continued rise from 2022 (87%). This trend indicates a growing representation of Nunavut residents among survey respondents over the three years. Further, of the 16

respondents not living in Nunavut, 15 were Inuit. To compare, Appendix B (Detailed Employment Data) and Section 7.1 show that of the 270 Agnico Eagle Inuit employees, 64 (24%) resided outside of Nunavut. 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	40	25%	66	28%	53	25%
Most of the time	79	50%	127	53%	112	52%
Sometimes	23	15%	38	16%	40	19%
Not much of the time	9	6%	7	3%	8	4%
Never	1	1%	1	<1%	1	0%
I don't know	5	3%	0	0%	0	0%
Total	157	100%	239	100%	214	100%

In 2024, 77% of respondents reported feeling happy all or most of the time, similar to previous years (75% in 2022 and 81% in 2023). Compared to previous years, there was a small increase in 2024 in those who felt happy sometimes (19%), and the percentage of respondents feeling unhappy remained low.

These results show consistent satisfaction at Agnico Eagle Kivalliq Projects, with no significant shifts in overall happiness from the past two years. 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	38	24%	67	28%	57	26%
Most of the time	39	25%	89	37%	85	39%
Sometimes	46	29%	48	20%	52	24%
Not much of the time	20	13%	30	13%	14	7%
Never	4	3%	5	2%	9	4%
I don't know	9	6%	0	0%	0	0%
Total	156	100%	239	100%	217	100%

In the 2024 survey, 89% of respondents reported spending time with someone they liked at the mine, with 26% saying all the time, 39% most of the time, and 24% sometimes, being comparable to the 2023 results. The percentage of those who spent little or no time with someone they liked (not much of the time or never) dropped to 11% in 2024, compared to 15% in 2023. Overall, the trend shows sustained positive social interactions at the mine, with a steady improvement from 2022 to 2024 in spending time with liked colleagues.

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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	22	14%	54	23%	54	25%
Most of the time	33	21%	59	25%	48	22%
Sometimes	40	26%	60	25%	54	25%
Not much of the time	23	15%	36	15%	32	15%
Never	26	16%	29	12%	27	13%
I don't know	12	8%	0	0%	0	0%
Total	156	100%	238	100%	215	100%

In 2024, 72% of respondents had someone to talk to for emotional support at the mine all the time, most of the time, and sometimes (compared to 73% in 2023). The share of respondents who reported not having someone to talk to (either not much of the time or never) was comparable in 2023 and 2024 at 27% and 28%, respectively.

Due to the remote and rotational nature of employment at Agnico Eagle Kivalliq Projects, employees can feel isolated and lonely. To improve access to emotional support, Agnico Eagle provides EAP and mental health support that is accessible to employees and supports special events and spousal visits.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	27	17%	45	19%	45	21%
Most of the time	19	12%	44	19%	29	13%
Sometimes	34	22%	69	29%	65	30%
Not much of the time	40	26%	51	21%	51	23%
Never	25	16%	29	12%	28	13%
I don't know	11	7%	0	0%	0	0%
Total	156	100%	238	100%	218	100%

The 2024 survey results suggest that job security concerns remain elevated in 2024 and 2023 compared to 2022. In 2024, 64% of respondents reported worrying about keeping their job some, most, or all the time; a slight decrease from 67% in 2023 but still higher than 51% in 2022. The proportion of respondents who worried not

much or never remained relatively stable at 36% in 2024, compared to 33% in 2023. 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). For example, Agnico Eagle has made efforts to address challenges faced when navigating the recruitment process through the Sanajiksanut Program, formerly known as the Labour Pool Process, which aims to support new and qualified generations of Inuit employees in excelling in various positions at Agnico Eagle’s mine sites.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	60	38%	119	50%	102	47%
Most of the time	76	49%	88	37%	96	44%
Sometimes	17	11%	24	10%	17	8%
Not much of the time	2	1%	7	3%	2	1%
Never	0	0%	0	0%	0	0%
I don't know	2	1%	0	0%	0	0%
Total	157	100%	238	100%	217	100%

In 2024, 91% of respondents felt confident they had the skills to do their job all or most of the time, compared to 87% in both 2022 and 2023. The percentage of respondents having this feeling sometimes or not much of the time remained low at 9% in 2024, compared to 13% in 2023 and 12% in 2022. The results highlight consistently strong confidence in job-related skills.

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 aim to increase the skill levels, job confidence, and career advancement for Inuit employees. Some measures, such as the Spokesperson Program, which showcases skilled employees’ achievements, are also presented in Appendix A (Existing Management and Mitigation). 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	130	83%	198	84%	165	77%
No	26	17%	37	16%	50	23%
Total	156	100%	235	100%	215	100%

The 2024 survey shows that 77% of respondents discussed important work values (working hard, being on time, being safe) with children and youth, while 23% did not. This marks a decline from 84% in 2023 and 83% in 2022. While most respondents continue to share these values, the decrease in 2024 highlights a potential area for renewed focus. Encouraging discussions on work values remains important for workforce development in the Kivalliq region and aligns with Agnico Eagle's efforts to foster a culture of safety, reliability, and hard work.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Overall, my personal relationships are better since working at the mine	39	25%	6	2%	64	29%
Overall, my personal relationships are about the same	81	51%	210	90%	138	64%
Overall, my personal relationships are worse since working at the mine	12	8%	18	8%	15	7%
I don't know	25	16%	0	0%	0	0%
Total	157	100%	234	100%	217	100%

Personal relationships for most respondents have mostly remained the same since obtaining employment with Agnico Eagle Kivalliq Projects. In 2024, 64% of respondents reported no change in personal relationships since working at the mine, 29% indicated improvement, and 7% reported a decline. This marks a notable increase in positive responses, noting an improvement in personal relationships from 2% in 2023 (and 25% in 2022), while those reporting worsened relationships remained low and consistent. The trend suggests a growing positive impact of mine employment on personal relationships, potentially reflecting successful initiatives by Agnico Eagle to support employees in balancing work and personal life. Section 9.1 and Appendix A (Existing Management and Mitigation) describe some measures, such as wellness programs for on-site employees, mental health & first aid training (e.g., EAP), 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
We pay all of our bills with no problem	39	25%	67	28%	61	28%
We pay most of our bills with no problem	1	1%	0	0%	0	0%
We pay most of our bills and debt on time but sometimes can't	68	44%	139	59%	137	63%
We can't pay most of our bills on times, and we are falling behind on payments	35	22%	30	13%	20	9%
I don't know	13	8%	0	0%	0	0%
Total	156	100%	236	100%	218	100%

Regarding financial health, in 2024, 28% of respondents reported being able to pay all bills with no problem, being consistent with the 2023 results. Meanwhile, 63% indicated they could pay most bills on time but sometimes struggled, up from 59% in 2023. Only 9% reported falling behind on most payments, continuing a downward trend for this category from 13% in 2023 and 22% in 2022. These results suggest ongoing improvements in financial stability among respondents, likely supported by Agnico Eagle programs.

In 2024, Agnico Eagle provided six (6) financial literacy classes. Three (3) classes were offered at Meadowbank / Whale Tail, involving 23 participants each, totalling 69 participants. The Meliadine site also offered three (3) but they were canceled due to a lack of interest. The classes focussed on understanding the basics of finance and on saving money. 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 included 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.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	71	46%	105	45%	103	49%
No	85	54%	130	55%	107	51%
Total	156	100%	235	100%	210	100%

When asked about their ability to save money over the past 12 months for goals such as purchasing a house, vacationing, buying a truck, retirement, or other reasons, 49% of respondents reported being able to set money aside in 2024. This marks a modest improvement compared to 45% in 2023 and 46% in 2022, indicating a gradual upward trend in savings capacity. However, with more than 50% of respondents still struggling to save over the past three years, these results highlight ongoing financial challenges and limited disposable income for at least half of the survey respondents.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	116	74%	158	72%	140	70%
No	40	26%	62	28%	61	30%
Total	156	100%	220	100%	201	100%

The 2024 survey reveals that 70% of respondents wanted to own a home in the past 12 months, a slight decline from 72% in 2023 and 74% in 2022. This consistent, high demand highlights persistent challenges, including limited housing supply and constrained financial resources due to the high cost of living. Agnico Eagle's initiatives to increase Inuit employment opportunities, provide competitive incomes, and support financial literacy help address housing challenges in these communities. Agnico Eagle recognizes that reducing unemployment rates and increasing household incomes is crucial for improving living standards and enabling families to transition from public housing to home ownership.

Section 9.5 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
House	99	79%	144	78%	143	83%
House-Vehicle	1	<1%	0	0%	0	0%
House-Cabin	1	<1%	0	0%	0	0%
Condo	1	<1%	13	7%	3	2%
Truck	1	<1%	0	0%	0	0%
I don't know	23	18%	28	15%	26	15%
Total	126	100%	185	100%	172	100%

In 2024, 83% of respondents wished to buy a house, an increase from 78% in 2023 and 79% in 2022. Interest in purchasing a condo decreased to 2% in 2024 from 7% in 2023. Consistently low percentages for other options reflect a growing preference for traditional home ownership.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	78	62%	124	67%	101	60%
No	8	6%	9	5%	23	14%
I don't know	40	32%	53	28%	44	26%
Total	126	100%	186	100%	168	100%

The 2024 survey shows that 60% of respondents believe Agnico Eagle should help them save for a down payment, down from 67% in 2023 and 62% in 2022. The share of respondents unsure decreased to 26% in 2024, while those who do not think Agnico Eagle should help employees save for a down payment increased to 14% in 2024 from 5% in 2023 and 6% in 2022.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	33	26%	43	23%	39	24%
No	92	74%	142	77%	125	76%
Total	125	100%	185	100%	164	100%

In 2024, 76% of respondents were not aware of the Nunavut Down Payment Assistance Program (NDAP), which is consistent with 77% in 2023 and 74% in 2022. These results highlight the continued need for increased promotion and awareness of NDAP and similar home ownership programs to support Inuit employees in achieving home ownership.

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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	52	34%	70	32%	60	29%
No	101	66%	152	68%	144	71%
Total	153	100%	222	100%	204	100%

When asked about seeking financial advice from friends, family, professionals, or the internet, 71% of respondents reported not seeking financial advice in 2024, an increase from 68% in 2023 and 66% in 2022. While there was a slight decrease in the percentage of those seeking advice, dropping from 34% in 2022 to 29% in 2024, this trend emphasizes the continued importance of information campaigns on available resources within Agnico Eagle and in Kivalliq communities, as well as financial literacy programs for Inuit employees.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
I don't know where to start	41	36%	57	35%	57	36%
There is no financial advice available in my community	12	10%	11	7%	15	10%
I don't have the time	12	10%	16	10%	5	3%
I am not interested in receiving financial advice	11	10%	19	12%	15	10%
I don't feel comfortable talking about money	7	6%	8	5%	17	11%
There is no financial advice in my workplace	2	2%	1	<1%	0	0%
Other	14	12%	17	10%	12	8%
Multiple responses:	16	14%	35	21%	35	22%
• I don't know where to start	13	11%	23	14%	23	15%
• There is no financial advice available in my community	7	6%	15	9%	20	13%
• There is no financial advice in my workplace	5	4%	12	7%	12	8%
• I don't have the time	6	5%	10	6%	15	10%
• I don't feel comfortable talking about money	10	9%	10	6%	13	8%
• I am not interested in receiving financial advice	2	2%	6	4%	5	3%
• Other	1	1%	3	2%	0	0%
Total	115	100%	164	100%	156	100%

In a follow-up question about reasons for not seeking financial advice (including multiple-choice responses), the most common reason respondents gave for not seeking financial advice in 2024 was "I don't know where to start" (51%), a steady increase from 49% in 2023 and 47% in 2022. "There is no financial advice available in my community" also increased to 22% in 2024, compared to 16% in 2023 and 17% in 2022. Other reasons, including "I don't feel comfortable talking about money" (19%) and "I don't have the time" (13%), highlight persistent barriers to accessing financial advice. Information about specific financial resources in Kivalliq communities, accessing these services, and their availability remain an ongoing need for Inuit employees in their financial planning.

Food Security and Country Foods

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All country food	6	4%	10	4%	5	3%
Mostly country food and some store-bought food	57	37%	53	23%	40	19%
Equal parts of country food and store-bought food	60	38%	97	41%	87	41%
All store-bought food	12	8%	16	7%	22	10%
Mostly store-bought food and some country food	21	13%	60	25%	58	27%
Total	156	100%	236	100%	212	100%

Regarding diet, most respondents (87%) to the 2024 survey consumed a mix of country food and store-bought food, with 41% eating equal parts of both and 27% eating mostly store-bought food with some country food. Compared to 2023, there was a slight decrease in the proportion of those eating mostly country food and some store-bought food (19% in 2024, down from 23% in 2023), while the share of those consuming mostly store-bought food increased slightly (27% in 2024, up from 25% in 2023). This trend highlights a gradual shift toward greater reliance on store-bought food, with a steady preference for balanced diets. Section 10.3 describes Agnico Eagle's commitment to making country foods and a country food kitchen accessible to Nunavummiut employees while on-site. In 2024, both the Meadowbank Complex and Meliadine offered country food nights.

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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	22	14%	29	12%	41	19%
Most of the time	30	19%	51	22%	34	16%
Sometimes	52	33%	79	33%	85	40%
Not much of the time	21	14%	51	20%	32	15%
Never	27	17%	30	13%	22	10%
I don't know	5	3%	0	0%	0	0%
Total	157	100%	236	100%	214	100%

In 2024, 75% of respondents reported worrying about food running out before they got money to buy more, either all, most, or some of the time, compared to 67% in 2023 and 66% in 2022. The percentage of respondents who never worried about food running out decreased to 10% in 2024, down from 13% in 2023 and 17% in 2022.

The continued concern reflects the high cost of food in Kivalliq communities, driven by factors like remote locations, high shipping costs, and inflation, which have persisted in recent years. Further, many Inuit employees live with a large number of family members in a single home. Agnico Eagle continues to make efforts to reduce food insecurity in the Kivalliq Region. For example, in 2024, Agnico Eagle contributed \$357,100 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Loneliness	18	14%	22	11%	17	9%
Management of emergency situation	6	5%	7	4%	8	4%
Management of the household (e.g., grocery, maintenance, errands)	27	20%	10	5%	12	7%
Taking care of kids	27	20%	40	20%	24	13%
All of the above	1	1%	3	2%	17	9%
Other	42	32%	50	25%	45	24%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Multiple responses:	10	8%	66	33%	64	34%
• Taking care of kids	6	5%	53	27%	57	30%
• Management of the household (ex.: grocery, maintenance, errands)	9	7%	45	23%	49	26%
• Loneliness	8	6%	45	23%	62	33%
• Management of emergency situation	4	3%	39	20%	38	20%
• Other	0	0%	19	10%	9	5%
Not available	1	1%	0	0%	0	0%
Total	132	100%	198	100%	187	100%

While away for work, the most difficult tasks for a spouse to manage in 2024 (including multiple-choice responses) were taking care of children (43%, compared to 47% in 2023), loneliness (42%, compared to 34% in 2023), and household management (33%, compared to 28% in 2023). Managing emergencies also continued to be a challenge, indicated by 24% of respondents in 2024.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Camp-life (e.g., toilet, food, camp activities, gym, etc.)	4	3%	4	2%	12	6%
Loneliness	20	13%	12	5%	11	5%
Relationships with supervisors and colleagues	13	9%	10	5%	4	2%
Worries about my family situations	49	33%	72	32%	52	25%
Worries about my financial situation	10	7%	14	6%	17	8%
Type of work	7	5%	7	3%	1	0%
All of the above	1	<1%	0	0%	0	0%
Its hard in the evenings (homesick)	1	<1%	0	0%	0	0%
Nothing	2	1%	0	0%	0	0%
Other	30	20%	26	12%	20	10%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Multiple responses:	13	9%	79	35%	93	44%
• Worries about my family situations	12	8%	60	27%	68	32%
• Worries about my financial situation	6	4%	41	18%	49	23%
• Loneliness	7	5%	35	16%	58	28%
• Relationships with supervisors and colleagues	2	1%	22	10%	23	11%
• Camp-life (e.g., toilet, food, camp activities, gym, etc.)	1	1%	21	9%	33	16%
• Other	1	1%	19	8%	9	4%
• Type of work	0	0%	4	2%	22	10%
Total	150	100%	224	100%	210	100%

In 2024, the most common difficulties for employees while at work (mine site) were worrying about their family situations (57%), loneliness (33%), and financial concerns (31%). This reflects comparable results regarding family-related worries to those from 2023 (59%), while loneliness and financial concerns increased in 2024. Camp-life challenges, such as food and facilities, reached 22% in 2024 (compared to 11% in 2023). These trends show that family and personal concerns remain important stressors despite addressing various workplace conditions, likely contributing to turnover and employee well-being challenges. Section 1.4 provides information on programs such as RISE and LDP, which 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Family get togethers	16	11%	62	26%	25	12%
Hunting, trapping and fishing	17	11%	69	29%	22	10%
Travelling on the land (E.g., hiking, long walks, dog sledding, ATV and snowmobiling)	7	5%	0	0%	5	2%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Sewing and crafts	1	1%	0	0%	1	1%
Community events (E.g., square dancing, visiting elders)	0	0%	5	2%	8	4%
Other	21	14%	0	0%	25	12%
Multiple responses:	88	58%	105	43%	125	59%
• Hunting, trapping and fishing	77	51%	79	33%	97	46%
• Family get togethers	60	40%	74	31%	92	44%
• Travelling on the land (E.g., hiking, long walks, dog sledding, ATV and snowmobiling)	65	43%	58	24%	80	38%
• Community events (E.g., square dancing, visiting elders)	38	25%	45	19%	47	22%
• Gathering plants and berries	17	11%	32	13%	27	13%
• Building cabins and igloos	20	13%	23	10%	18	9%
• Other	15	10%	22	9%	15	7%
• Sewing and crafts	24	16%	18	7%	29	14%
Total	150	100%	241	100%	211	100%

All survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months. In 2024, traditional and cultural activities most participated in during time off were hunting, trapping, and fishing (56%) and family get-togethers (56%). While these activities remained popular, there was a slight decrease in hunting, trapping, and fishing participation from 2023 (62%). Travelling on the land notably increased from 24% in 2023 to 40% in 2024. Community events maintained steady participation. Overall, cultural engagement remains high, reflecting the importance of traditional and cultural activities.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
I participate more now	4	3%	26	11%	24	12%
I participate the same amount	59	39%	105	45%	112	53%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
I participate less now	39	25%	81	34%	74	35%
I don't know	51	33%	24	10%	0	0%
Total	153	100%	236	100%	210	100%

In 2024, 53% of respondents reported participating in cultural activities at the same level as before working at the mine, continuing an upward trend from 39% in 2022 to 45% in 2023. Respondents who indicated they participate more in cultural activities also continued an upward trend, increasing to 12% in 2024 (from 11% in 2023 to 3% in 2022). A decrease in participation was also reported at 35% in 2025 (compared to 34% in 2023 and 25% in 2022). These results suggest that, for most employees, the mine does not impact their ability to participate in cultural and traditional activities.

Agnico Eagle continues to support traditional activities on-site and in Kivalliq communities. In 2024, Agnico Eagle celebrated Nunavut Day at both mine sites, organized by Agnico Eagle's Inuk employee from the HR department. At Meliadine, Inuit Arts and Crafts fairs were organized, and more than 15 local artists participated. Agnico Eagle also made monetary contributions of \$47,100 to support 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
All the time	26	17%	51	22%	30	14%
Most of the time	27	17%	58	25%	61	28%
Sometimes	55	35%	81	34%	64	30%
Not much of the time	31	20%	33	14%	40	19%
Never	13	8%	10	4%	20	9%
I don't know	5	3%	3	1%	0	0%
I don't speak or understand Inuktitut	0	0%	1	<1%	0	0%
Total	157	100%	237	100%	215	100%

Inuktitut use at the mine site, outside of working hours, remained prevalent in 2024, with 72% of respondents reporting they used it sometimes, most, or all the time. These results indicate a slight decrease from 81% in 2023 but an increase from 69% in 2022. Also, in 2024, 19% of the respondents reported using Inuktitut not much of the time, and 9% reported never.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes, I speak it more at home now	19	12%	37	15%	31	14%
No, not really	98	64%	168	71%	161	75%
Yes, I speak it less now	24	16%	23	10%	23	11%
I don't know	13	8%	9	4%	0	0%
Total	154	100%	237	100%	215	100%

In 2024, 89% of respondents reported that working at the mine either increased or did not change how much they spoke Inuktitut at home, indicating an increasing trend from 76% in 2022 to 86% in 2023. Also, in 2024, 11% indicated they spoke Inuktitut less at home, a slight increase from 10% in 2023 and a decrease from 16% in 2022. These results show that working at the mine has a negligible impact on most respondents' 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Very important	59	38%	100	42%	95	44%
Somewhat important	59	38%	102	43%	90	42%
Not at all important	16	10%	27	12%	29	14%
I don't know	21	14%	8	3%	0	0%
Total	155	100%	237	100%	214	100%

When asked about the importance of being able to use (speak, read, or write) Inuktitut at the mine site, 86% of respondents indicated that being able to use Inuktitut at the mine site was very or somewhat important, indicating a slightly increasing trend from 85% in 2023 and 76% in 2022. Also, in 2024, 14% of respondents did not consider using Inuktitut at the mine site important, a slight increase from 12% in 2023 and 10% in 2022. These results show that a consistent majority of respondents value the ability to use Inuktitut at the mine site.

Section 10.2 indicates a decreasing trend in both the number of Agnico Eagle employees who report Inuktitut as their first language and the use (speaking, reading, or writing) of Inuktitut compared to previous years. To support the use of Inuktitut on-site and in communities, Agnico Eagle continues to integrate Inuktitut across their operations through Agnico Eagle's Nunavut Language Policy (Nunavumi Uqausilirinik Maligaaq) as well as other Inuktitut-focused initiatives described in Section 10.2. Initiatives include providing documentation and services (e.g., policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, and HR counsellor support) in Inuktitut.

Workplace

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Strongly agree	89	57%	166	69%	135	62%
Somewhat agree	47	30%	45	19%	57	26%
Neither agree nor disagree	15	9%	21	8%	14	6%
Somewhat disagree	3	2%	4	2%	10	5%
Strongly disagree	3	2%	4	2%	3	1%
Total	157	100%	240	100%	219	100%

Regarding workplace culture and values, 88% of respondents in 2024 strongly or somewhat agreed that respect, positive working relationships, and consideration of others were encouraged in the workplace, consistent with 88% in 2023 and 87% in 2022. In addition, 6% of respondents neither agreed nor disagreed, slightly decreasing from 8% in 2023, while 6% of respondents somewhat or strongly disagreed, slightly increasing from 4% in both 2023 and 2022. These results indicate a consistently positive perception of workplace culture and values. 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. In 2024, 20 and 17 Cultural Awareness courses through the Cross Cultural Training Program were delivered at Meadowbank Complex and Meliadine for a total of 37 courses.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Strongly agree	27	18%	63	26%	65	30%
Somewhat agree	43	29%	67	28%	69	32%
Neither agree nor disagree	56	37%	80	34%	60	28%
Somewhat disagree	15	10%	12	5%	11	5%
Strongly disagree	9	6%	16	7%	11	5%
Total	151	100%	238	100%	216	100%

In 2024, 62% of respondents strongly or somewhat agreed that they have the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities, indicating an increase from 54% in 2023 and 47% in 2022. Additionally, 28% of respondents neither agreed nor disagreed, slightly decreasing from 34% in 2023 and 37% in

2022. Finally, 10% of respondents somewhat or strongly disagreed, indicating a decrease from both 2023 and 2022. These results show a steady improvement in perceived flexibility to take time off for cultural and traditional activities.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Strongly agree	84	55%	158	66%	127	58%
Somewhat agree	44	29%	46	19%	51	23%
Neither agree nor disagree	13	8%	20	9%	24	11%
Somewhat disagree	8	5%	13	5%	11	5%
Strongly disagree	5	3%	2	1%	6	3%
Total	154	100%	239	100%	219	100%

In 2024, 81% of respondents strongly or somewhat agreed that knowledge and respect of Nunavut’s environment and land are valued in their workplace, down slightly from 85% in 2023 and 84% in 2022. Additionally, in 2024, 11% of respondents indicated that they neither agreed nor disagreed, and 8% of respondents indicated that they somewhat or strongly disagreed. Based on these results, Agnico Eagle continues to be positively perceived overall 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Strongly agree	68	44%	120	51%	108	50%
Somewhat agree	52	33%	74	32%	63	29%
Neither agree nor disagree	23	15%	22	9%	22	10%
Somewhat disagree	8	5%	12	5%	13	6%
Strongly disagree	4	3%	7	3%	11	5%
Total	155	100%	235	100%	217	100%

In 2024, 79% of respondents strongly or somewhat agreed that they felt supported in developing new job-related skills through observation, mentoring, and practice (a decrease from 83% in 2023). While 10% of respondents neither agreed nor disagreed, 11% of respondents somewhat or strongly disagreed with this statement (up from 8% in 2023 and 2022). These results demonstrate that a strong majority of respondents believe that Agnico Eagle supports them in skill development. However, in 2024, 11% of respondents felt that Agnico Eagle could further enhance its support in this area (up from 8% in 2023), indicating some room for growth in aligning skill development efforts with employee aspirations. Agnico Eagle supports the importance of increased 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Arviat	18	12%	28	12%	20	9%
Baker Lake	71	45%	132	55%	120	55%
Chesterfield Inlet	3	2%	4	2%	8	4%
Coral Harbour	7	4%	11	5%	8	4%
Naujaat	0	0%	3	1%	1	0%
Other Nunavut Region	1	1%	1	<1%	0	0%
Other Southern Region	20	13%	21	9%	19	9%
Rankin Inlet	31	20%	36	15%	35	16%
Whale Cove	4	3%	4	2%	7	3%
Total	155	100%	240	100%	218	100%

In 2024, the majority of survey respondents were from Baker Lake (55%), consistent with 2023, followed by Rankin Inlet (16%) and Arviat (9%). The share of Inuit living outside of Nunavut remained stable at 9% in both 2024 and 2023. Overall, Baker Lake continues to dominate as the primary community of survey participants, while other communities show minor fluctuations in representation. Section 1.3 indicates that in 2024, most Kivalliq-based employees at Meadowbank Complex were from Baker Lake (70%), while most Kivalliq-based employees at Meliadine were from Rankin Inlet (40%).

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	14	9%	28	12%	15	7%
No	140	91%	204	88%	196	93%
Total	154	100%	232	100%	211	100%

In 2024, 7% of respondents moved to a different residence and community in 2024, a slight decrease from 12% in 2023 and 9% in 2022. Most respondents (93%) remained in the same residence and community in 2024.

Question 37. What community did you live in before?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Arviat	3	12%	6	11%	7	19%
Baker Lake	7	28%	15	27%	11	29%
Chesterfield Inlet	1	4%	4	7%	3	8%
Coral Harbour	2	8%	4	7%	3	8%
Naujaat	1	4%	4	7%	1	3%
Other Nunavut Region	1	4%	5	9%	0	0%
Other Southern Region	2	8%	3	5%	4	11%
Rankin Inlet	7	28%	14	25%	7	19%
Whale Cove	1	4%	1	2%	1	3%
Total	25	100%	56	100%	37	100%

When asked about their previous place of residence, 29% of respondents previously lived in Baker Lake, 19% in Rankin Inlet, and 19% in Arviat in 2024, reflecting minor shifts compared to 2023 and 2022; 4 respondents moved from the South, up from 3 in 2023 and 2 in 2022. Most relocations involved moves between northern communities. Comparatively, Section 7.1 indicates that Project Inuit employees living outside Nunavut increased to its all time high of 29 (18%) at Meadowbank Complex in 2024 and stayed relatively steady at 35 (32%) at Meliadine.

Question 38. Why did you move?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Be closer to friends/family	5	22%	20	43%	13	36%
Better housing	2	9%	5	11%	7	19%
Closer to work	1	4%	4	9%	2	5%
To find a job	1	4%	2	4%	2	5%
School	1	4%	0	0%	0	0%
Better access to services	0	0%	3	6%	2	5%
Better education services	0	0%	1	2%	0	0%
Seeing someone	0	0%	1	2%	0	0%
Other	8	35%	10	21%	11	30%
Multiple responses:	5	22%	1	2%	0	0%
• Better housing	3	13%	1	2%	0	0%
• Closer to work	3	13%	1	2%	0	0%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
• Be closer to friends/family	2	9%	0	0%	0	0%
• Better access to services	2	9%	0	0%	0	0%
Total	23	100%	47	100%	37	100%

Of the 37 respondents who answered this question in 2024, the most common reasons for moving included being closer to friends and family (36%), followed by other reasons (30%) and better housing (19%). These trends show a slight decrease in moving to be closer to friends and family compared to 2023 (43%) but an increase in housing-related reasons (13% in 2023). Factors such as proximity to work (5%) and access to services (5%) remained low in 2024, both showing a decrease from 2023. Personal and practical considerations continue to play a significant role in mobility decisions, often unrelated to employment at the mines.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	42	28%	132	59%	57	28%
No	106	71%	92	41%	146	72%
I don't know	1	1%	0	0%	0	0%
Total	149	100%	224	100%	203	100%

When asked whether respondents wanted to move in the next 12 months, 28% of respondents indicated yes, consistent with 2022 (28%) but much lower than in 2023 (59%). The majority in 2024 (72%) indicated no (i.e., prefer to stay in their current community), also consistent with 2022 (71%) but higher compared to 2023 (41%).

Question 40. Where do you want to move?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Arviat	2	<5%	5	3%	4	6%
Baker Lake	0	0%	9	6%	10	15%
Chesterfield Inlet	1	2%	2	1%	3	4%
Coral Harbour	0	0%	1	1%	0	0%
Naujaat	2	<5%	4	3%	0	0%
Other Nunavut Region	3	7%	12	8%	3	4%
Other Southern Region	31	69%	96	67%	39	57%
Rankin Inlet	4	9%	13	9%	9	13%
Whale Cove	1	2%	1	1%	1	1%
Nowhere	1	2%	1	1%	0	0%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Total	45	100%	144	100%	69	100%

Out of the 219 participants in the 2024 survey, 69 responded to the question regarding the desired location of the move in 2024. The majority (57%) of respondents who indicated yes in Question 39 (i.e., expressed the desire to move) indicated a preference to relocate to a Southern region (outside of Nunavut). Compared to 2023 and 2022, this trend has decreased from 67% in 2023 and 69% in 2022. Additionally, 43% of respondents indicated the desire to move within Nunavut. Furthermore, 15% of respondents indicated the desire to move to Baker Lake, while 13% showed interest in moving to Rankin Inlet. Overall, 2024 shows a decline in interest in Southern regions and a higher preference for relocating within Nunavut.

Question 41. Why do you want to move?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Be closer to friends/family	10	21%	31	21%	15	21%
Better housing	4	8%	26	17%	11	16%
Closer to work	3	6%	9	6%	5	7%
Better access to services	5	11%	26	17%	8	11%
To find a job	0	0%	0	0%	1	1%
I don't know	2	4%	3	2%	0	0%
Other	8	17%	7	5%	16	23%
Multiple responses:	16	33%	49	32%	15	21%
• Better access to services	13	27%	40	26%	14	20%
• Better housing	13	27%	39	26%	14	20%
• Be closer to friends/family	5	10%	16	11%	3	4%
• Other	6	13%	16	11%	6	8%
• Closer to work	3	6%	7	5%	0	0%
• To find a job	2	4%	4	3%	1	1%
• Change of scenery and college for partner	0	0%	1	1%	0	0%
• I like it there	0	0%	1	1%	0	0%
• I naturally move a lot	0	0%	1	1%	0	0%
• I need space away	0	0%	1	1%	0	0%
• Less expensive	0	0%	1	1%	0	0%

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
• More activities for the kids	0	0%	1	1%	0	0%
• Move out of Kivalliq	0	0%	1	1%	0	0%
Total	48	100%	151	100%	71	100%

When respondents were asked about their reasons for wanting to move, the most common answers in 2024 included better housing (36%), better access to services (31%), other reasons (31%), and being closer to friends and family (25%). In comparison to 2023 and 2022, reasons for wanting to move have fluctuated variably: for example, being closer to friends and family (25% in 2024) decreased from 32% in 2023 and 31% in 2022, while having better housing (36% in 2024) decreased from 43% in 2023 but increased from 35% in 2022. Similarly, having better access to services (31% in 2024) decreased from 43% in 2023 but increased from 38% in 2022. These results overall indicate that various factors may be at play when respondents are asked about their reasons for wanting to move.

Households Characteristics

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Public housing	81	53%	144	62%	126	60%
A house that friend/family owns	24	16%	47	20%	40	19%
A house that I own	20	13%	16	7%	20	9%
I rent from a private company	15	10%	17	7%	18	9%
Government of Nunavut staff housing	8	5%	5	2%	7	3%
I don't know	5	3%	2	1%	0	0%
Looking after an apartment for family	0	0%	1	<1%	0	0%
No home	0	0%	1	<1%	0	0%
Total	153	100%	233	100%	211	100%

In 2024, 60% of respondents indicated living in public housing, and 19% living in a house owned by friends or family, both consistent with 2023 (62% and 20%, respectively), while 9% indicated owning their home. These results show that most respondents live in public housing, reflecting the continued dominance of public housing in Nunavut.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
1	12	8%	21	10%	11	5%
2	18	12%	18	9%	20	10%
3	26	17%	19	9%	22	10%
4	29	19%	43	21%	43	20%
5	19	12%	36	18%	48	23%
More than 5	49	32%	68	33%	67	32%
Total	153	100%	205	100%	211	100%

In 2024, 55% of respondents indicated living in households with 5 or more people, indicating a growing trend from 51% in 2023 and 44% in 2022; 30% reported living in households with 3 or 4 people, consistent with 2023, with 15% living in single or double-occupancy households, a slight decrease from 19% in 2023 and 20% in 2022. These results continue to highlight potential overcrowding, as detailed in Section 9.5. Unsuitable housing conditions are often driven by population growth, limited infrastructure, and housing shortages in Kivalliq communities.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
0	6	5%	1	1%	0	0%
1	46	37%	50	32%	56	33%
2	29	24%	37	24%	57	33%
3	17	14%	34	22%	26	15%
More than 3	23	19%	32	21%	33	19%
More than 5	1	1%	0	0%	0	0%
Total	122	100%	154	100%	172	100%

Out of the 219 respondents in the 2024 survey, 172 respondents completed Question 44 regarding the number of household members that they have under the age of 18. In 2024, all 172 respondents (100%) reported having at least 1 household member under the age of 18, up from 99% in 2023 and 95% in 2022. Also, 66% respondents indicated having 1 or 2 members under 18 in their households, an increase compared to 56% in 2023 and 61% in 2022. Additionally, 15% reported having 3 members, and 19% reported more than 3, both slightly lower than in 2023. None of the respondents (0%) reported having more than 5 household members under the age of 18. These results overall indicate that most of the households of respondents have at least 1 or 2 household members under the age of 18.

Question 45. How many bedrooms does your household have?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
1	14	9%	26	13%	18	9%
2	71	46%	77	38%	75	35%
3	34	22%	58	28%	75	35%
More than 3	35	22%	42	21%	44	21%
More than 3-4 bedroom	1	<1%	1	<1%	0	0%
Total	155	100%	204	100%	212	100%

In terms of the number of bedrooms, 35% of respondents lived in 2-bedroom units, 35% in 3-bedroom units, and 21% in homes with more than 3 bedrooms in 2024. Also, 9% indicated living in single-bedroom units, down from 13% in 2023. From 2022 to 2024, the percentage of respondents who indicated living in 2-bedroom units slightly declined, while the number of those in 3-bedroom units increased. Also, from 2022 to 2024, the proportion of respondents living in homes with more than 3 bedrooms remained stable. Additionally, based on Question 43, in 2024, 55% of respondents reported having 5 or more people living in homes (up from 51% in 2023 and 44% in 2022), highlighting ongoing overcrowding challenges with a notable portion of respondents residing in homes that do not provide adequate bedroom space for their household size. Further details on housing in the Kivalliq can be found 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	143	93%	216	90%	204	94%
No	9	6%	24	10%	12	6%
I don't know	1	1%	0	0%	0	0%
Total	153	100%	240	100%	216	100%

In 2024, 94% of respondents felt that Agnico Eagle should be more present in schools to promote mining opportunities, a slight increase from 90% in 2023 and 93% in 2022. This trend indicates strong and consistent support for Agnico Eagle's presence in educational settings and an opportunity for Agnico Eagle to continually increase its presence and promotion in local communities and schools. Agnico Eagle continues to implement various initiatives and programs to promote educational awareness and achievement, described in Section 4.1, along with Agnico Eagle's investments in education-based initiatives available in the Kivalliq region. Recent initiatives include Trades Awareness Skills and Knowledge Week (TASK week), E&I Training, Iltaqsinig (Nunavut Literacy Council), Career Days, scholarships, and summer and winter camps.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Yes	71	47%	125	55%	85	42%
No	78	52%	104	45%	116	58%
I don't know	1	1%	0	0%	0	0%
Total	150	100%	229	100%	201	100%

In 2024, 42% of respondents felt that Agnico Eagle was present enough in their community, while the majority (58%) felt it was not. These results mark a slight reversal from 2023, where 55% indicated yes (i.e., present enough), and 45% indicated no (i.e., not present enough).

Question 48. Where should Agnico Eagle be more present?

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Community events	17	19%	17	15%	25	17%
High schools, colleges, and trade schools, etc.	14	16%	8	7%	19	13%
Career fairs	4	5%	4	4%	5	4%
Better promote our job opportunities	0	0%	6	6%	0	0%
Others	2	2%	1	1%	12	8%
Multiple responses:	51	58%	74	67%	83	58%
• High schools, colleges, and trade schools, etc.	47	53%	67	61%	75	52%
• Community events	46	52%	63	57%	75	52%
• Career fairs	37	42%	46	42%	68	47%
• Others	7	8%	10	9%	17	12%
• Better promote our job opportunities	0	0%	9	8%	0	0%
Total	88	100%	110	100%	144	100%

When asked about where Agnico Eagle should be more present, 69% of respondents in 2024 indicated community events, slightly lower than in 2023 and 2022. Additionally, 65% of respondents in 2024 indicated educational institutions (i.e., high schools, colleges, trade schools, etc.), representing a slight decline from 2023 and 2022. Furthermore, 51% of respondents in 2024 indicated career fairs, while 20% indicated other (doubling from 10% in 2023). These results highlight community events, education, and career fairs are key focus areas for most respondents²¹.

²¹ These results reflect a combination of individual and multiple responses.

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

	2022		2023		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	21	25%	1	<1%	30	22%
Online job posting	14	16%	56	41%	26	19%
Apprenticeship program	5	6%	16	11%	2	1%
Community Employment Information Session	4	5%	15	11%	8	6%
Leadership Program (RISE)	1	1%	4	3%	1	1%
Career path	0	0%	14	10%	0	0%
Other- work experience trip	1	1%	0	0%	0	0%
Others	23	27%	1	<1%	20	15%
Multiple responses:	16	19%	30	22%	50	36%
• Online job posting	14	16%	20	14%	43	31%
• Community Employment Information Session	5	6%	17	12%	21	15%
• Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	9	11%	9	7%	26	19%
• Leadership Program (RISE)	2	2%	6	4%	8	6%
• Others	4	5%	6	4%	2	1%
• Career path	0	0%	5	4%	0	0%
• Apprenticeship program	5	6%	4	3%	10	7%
• Highschool colleges and trade school etc.	0	0%	4	3%	1	1%
• Career Fairs	0	0%	3	2%	0	0%
Total	85	100%	138	100%	137	100%

Out of 219 respondents in the 2024 survey, 137 (63%) responded to Question 49 pertaining to the recruitment, training and retention tools provided to Inuit employees by Agnico Eagle. In 2024, the most utilized tools were online job postings (50%) and trainee programs (41%). Community employment information sessions also

remained popular at 21%, while apprenticeship programs decreased to 8%. Overall, online job postings and trainee programs were the most utilized tools in 2024, showing some fluctuation compared to 2023 and 2022. 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		2024	
	Respondents	% of total	Respondents	% of total	Respondents	% of total
Overall, I think Agnico has a positive impact	73	48%	137	59%	127	60%
Overall, I think Agnico's impact is neither positive nor negative [neutral]	66	43%	86	37%	75	35%
Overall, I think Agnico has a positive and negative impact	1	1%	0	0%	0	0%
Overall, I think Agnico has a negative impact	13	8%	9	4%	10	5%
Total	153	100%	232	100%	212	100%

When asked about Agnico Eagle’s overall impact on their community, 60% of respondents in 2024 felt that Agnico Eagle had a positive impact on their community, while 35% indicated neutral impact and 5% negative impact. These results are consistent with 2023 and also demonstrate an overall improvement compared to 2022 (where 48% of respondents reported a positive impact and 8% reported a negative impact).