



AGNICO EAGLE

HOPE BAY MINE

Operational Update - Summary of Engagement Activities

1. Introduction

In October and November 2025 Agnico Eagle Mines Limited (Agnico Eagle) hosted public meetings in the Kitikmeot region, including Cambridge Bay, Kugluktuk, Gjoa Haven, Taloyoak, and Kugaaruk to present, listen, and address comments and questions related to the Hope Bay Operational Update.

2. Implementation of Engagement

Members of Agnico Eagle’s Community Relations and Permitting departments hosted public meetings with the purpose of providing communities with an overall update of Agnico Eagle (e.g., operations and community initiatives), as well as providing details and information on the Hope Bay Operational Update. At each session, comments and questions were encouraged by participants; Agnico Eagle addressed comments and questions during each session.

To further support the public meetings, a member of the Kitikmeot Inuit Association (KitIA) also travelled with Agnico Eagle between communities to listen to comments; however, they were not present at the Cambridge Bay session due to it being rescheduled.

Table 2-1 includes a summary of each meeting, number of participants, where and when the meeting took place, as well as general notes on the meeting. Photos 1 to 6 are images from the public meetings.

Table 2-1: Engagement Meetings Held for Operational Update

Community	Date (2025) / Time	Location	Participants	Notes
Kugluktuk	October 16 7:00-9:00pm	Ulu Centre Board Room	30	Interpretation services were not available Hard copy translated presentation handouts (Inuinnaqtun and Inuktitut) were available and provided to those who needed them
Taloyoak	October 20 1:00-3:00pm	Ernie Lyall Community Hall	20	Interpretation services were provided Hard copy translated presentation handouts (Inuktitut and Inuinnaqtun) were available
Gjoa Haven	October 21 1:00-3:00pm	Gideon Qitsualik Memorial Centre	16	Interpretation services were not available Hard copy translated presentation handouts (Inuktitut and Inuinnaqtun) were available
Kugaaruk	October 22 1:00-3:00pm	Kugaaruk Community Hall	21	Interpretation services were not available Hard copy translated presentation handouts (Inuktitut and Inuinnaqtun) were available
Cambridge Bay	November 10 7:00-9:30pm	Agnico Eagle office	4	Original meeting was scheduled to take place on October 17. Due to the Agnico Eagle team being weathered in Kugluktuk, meeting was cancelled and rescheduled Interpretation services were not required Hard copy translated presentation handouts (Inuktitut and Inuinnaqtun) were available



Photo 1: Kugluktuk Public Meeting October 16, 2025



Photo 2: Taloyoak Public Meeting October 20, 2025



Photo 3: Gjoa Haven Public Meeting October 21, 2025

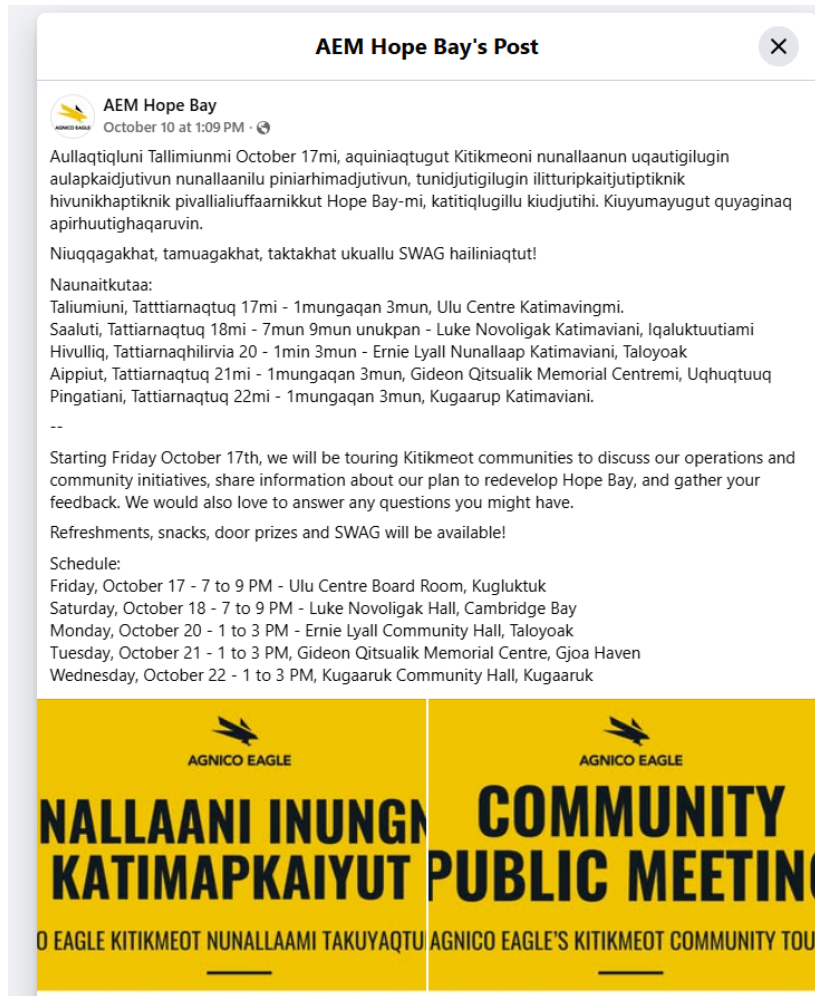


Photo 4: Kugaaruk Public Meeting October 22, 2025



Photo 5: Cambridge Bay Public Meeting November 10, 2025

To communicate the public meetings, Agnico Eagle posted notices (example in Photo 6 and Photo 7) on the Agnico Eagle Hope Bay Facebook page. A Facebook notice with all meetings was posted on the Agnico Eagle Hope Bay Facebook page one week before the first meeting, and individual reminder posts each meetings were published on the Hope Bay Facebook page 2 to 3 days before each event. These posts were then shared on community Facebook groups for each community to ensure maximum visibility, 2-3 days before each event.



Available at : <https://www.facebook.com/AEMHopeBay/posts/pfbid0qpGNPyw3jPnWEUKLQrKXGkUwQChEiAoZWu6kCZCanfX6FDpwCt...>

Photo 6: Copy of Notice on Agnico Eagle’s Hope Bay Facebook Page



Available at :

<https://www.facebook.com/groups/cambay1/posts/25329204806720370/>

Photo 7: Copy of Meeting Notice Shared on Cambridge Bay Facebook Group

During these public meetings, Agnico Eagle provided hard copy handouts of the presentation which were available in Inuinnaqtun, Inuktitut, and English.

A key aspect of the presentation were visuals to depict what currently exists on-site, what is permitted but not yet built, and what are the details of the Operational Update. Visual representation helps to highlight the nuances of overall footprint changes and were developed to support these engagement activities to ensure community members could fully understand and provide accurate feedback. Examples from the presentation are provided in Photos 8 and 9.

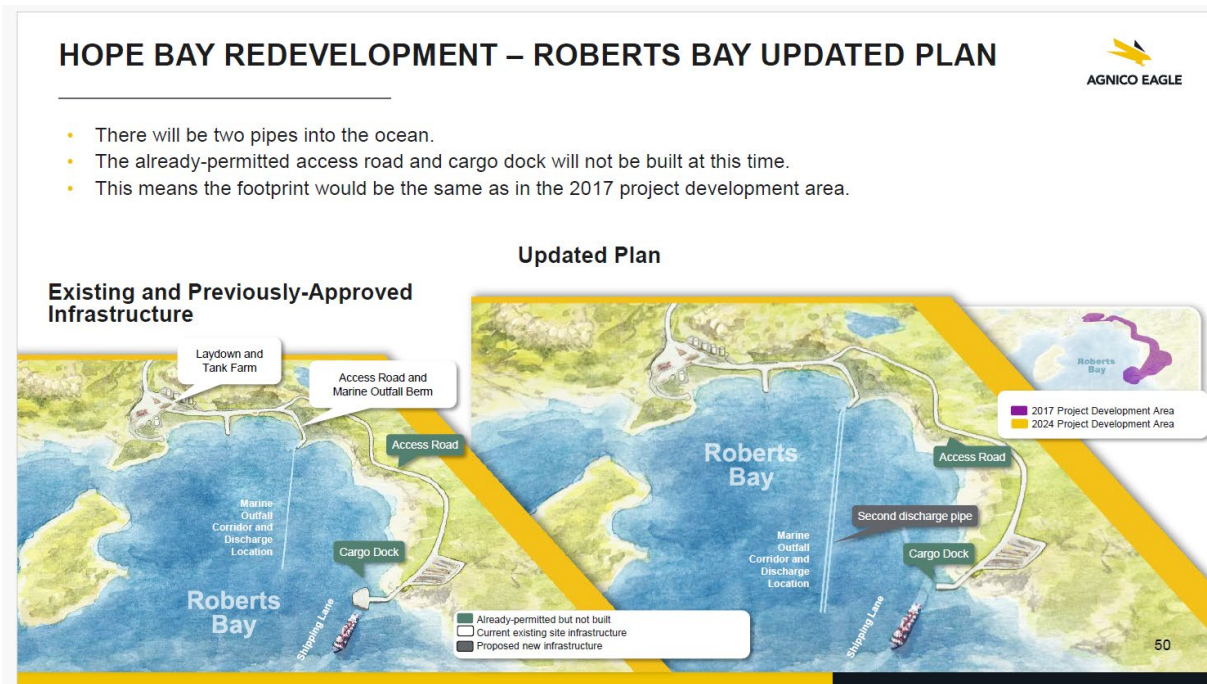
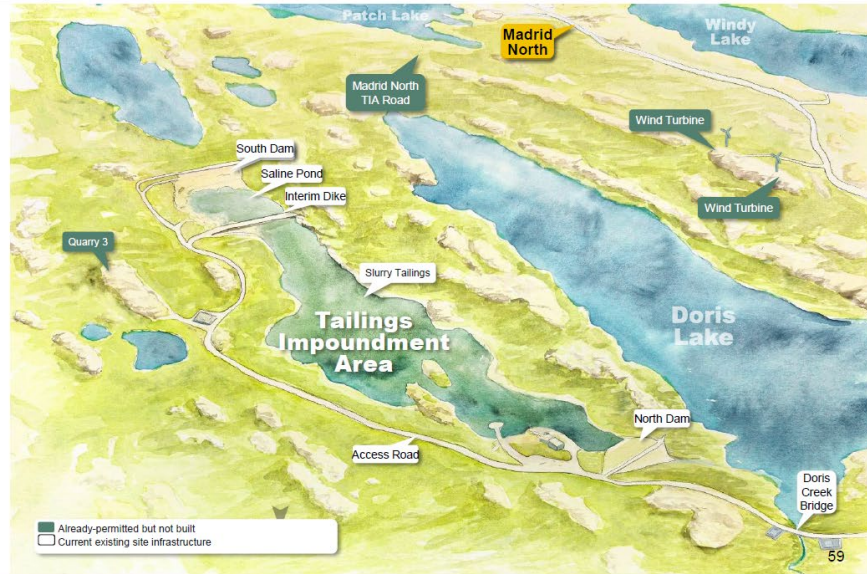


Photo 8: Presentation (slide 50) showing Roberts Bay and the Existing, Permitted but Not Built, and Operational Update Infrastructures

HOPE BAY REDEVELOPMENT – TIA EXISTING & PERMITTED



- In the mine's current Tailings Impoundment Area (TIA), mine waste is currently stored as liquid.
- We are already permitted to build a TIA access road towards Madrid North and have two Wind Turbines. These are not currently built.



HOPE BAY REDEVELOPMENT – TIA UPDATED PLAN

- In the update, mine tailings (waste) will be stored in both liquid and dry forms.
- More freshwater is required and will be sourced from nearby Doris, Patch, and Windy lakes.
- We will build the already-permitted TIA access road towards Madrid North and the two Wind Turbines.



- Agnico Eagle will submit requests to the Nunavut Water Board for new permits.

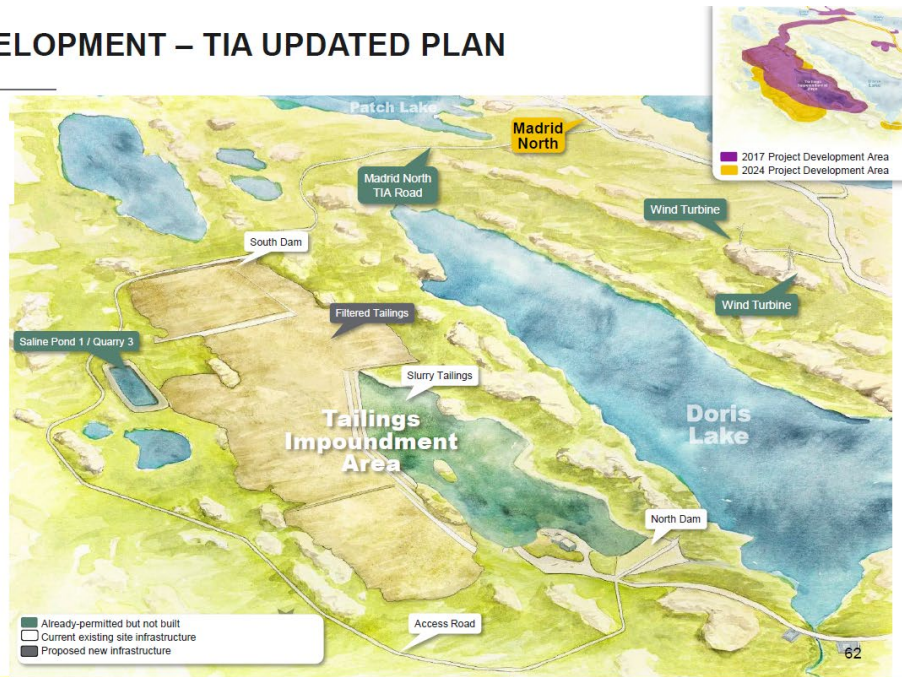


Photo 9: Presentation showing Tailings Impoundment Area Existing and Permitted but Not Built Infrastructure (slide 59 of presentation) and Operational Update (slide 62 of presentation)

3. Outcome of Consultation and Engagement Activities

The list of comments and questions received from the meetings is provided in Appendix A. Table 3-1 is a summary of the questions and comments by category. Overall, community feedback was predominately around training and employment opportunities. As Agnico Eagle is relatively new in the Kitikmeot region, there were also general questions on Agnico Eagle as a company.

Table 3-1: Summary of Comments and Questions by Category (as of November 10, 2025)

Topic of Comment or Question	Kugluktuk	Taloyoak	Gjoa Haven	Kugaaruk	Cambridge Bay	Total Number
Agnico Eagle Operations	2		2		1	5
Permits	1					1
Hope Bay Site Operations	1		1		1	3
Royalties	2				1	3
Training	4	1		2	1	8
Employment	2	1	2		5	10
Shipping	2			2	5	9
Tailings / Waste Rock	1	1			3	5
Closure and Reclamation				1		1
Infrastructure (Roads, Turbines)					2	2
Total	15	3	5	5	19	47

**Appendix A: Summary of Comments and Questions from October-November 2025
Engagement**

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Topic of Question	Question or Comment	Agnico Eagle Response
Kugluktuk: October 17, 2025		
Agnico Eagle Operations	What do they mine in Finland?	Gold; that is our primary focus as a company.
Permits	Do you still have land and water permits when in Care & Maintenance.	Yes, we do. Project Certificates and Water Licence. Agnico Eagle has to follow them and we do annual monitoring for things like water and wildlife. We still submit annual reports.
Site Operations	In 2012 there were lots of wildlife in summer and then camp was pretty clean. Good that Agnico keeps land clean.	There are less people on-site now because of Care & Maintenance but we try our best to keep it clean.
Royalties	Royalties to KitlA. Are people of the north going to get the royalties from the mine? Does Agnico Eagle pay Inuit?	Hope Bay is on Inuit Owned land. We have agreement to mine gold through NTI. Main royalty is paid to NTI (12%). NTI shares money to region, they decide themselves how it is divided out. We also pay the KitlA. The process was explained in detail during the meeting.
Royalties	Do Elders get money from NTI too?	Agnico Eagle doesn't get involved in the distribution of the money. We pay KitlA what is due, but we don't take it any further than that. It is up to them where it goes.
Agnico Eagle Operations	Will the Grays Bay Road be connected to Hope Bay?	We could look at trucking materials and supplies and go by winter road but this wouldn't be any time soon, so maybe in the future. It could take many years (10 years) for approval and the road to be built so Agnico Eagle can't rely on that right now.
Shipping	Would Agnico Eagle get help with moving through the ice? Do you use coast guard?	We don't have our own contractors for that. We use the same shipping companies as Kitikmeot Region and rely on them
Shipping	Don't the shipping vessels have their own guidelines?	We have a Shipping Management Plan that we give to our shipping companies which include guidelines to follow and our procedures
Tailings Impoundment Area	What about chemicals at TIA, is that safe?	We can contain it. The material is inert sand like materials. We have plans to manage material and surface water
Training / Employment	For that training in Fort Smith that Agnico is doing, will you be accepting more people for that?	Right now we are not sure. But we want to talk to KitlA about training in Kitikmeot Region. We may consider trying to follow something similar for training that was done at Meadowbank. KitlA to help; with federal funding. 2026/2027 could introduce something with KitlA
Training / Employment	I have Class 3 training – do they need people?	Yes.
Training / Employment	Does the company have % Inuit targets?	In the Kivalliq Region its about 11%. Performance of Contracting much better, 60%, with Inuit owned businesses. Struggling to rebuild workforce in Kitikmeot currently

Topic of Question	Question or Comment	Agnico Eagle Response
Training / Employment	Need to hire local. Trucker drivers, trades, might help attract people come to mine	Once we hire, we do a good job to build. An example was given of an Inuit employees progression at Amaruq. Agnico Eagle is looking at opportunities to transition Inuit workers from Meadowbank to train Inuit in the Kitikmeot Region. When Hope Bay went into Care & Maintenance, we moved Inuit Kitikmeot workers to Meadowbank
Employment	What jobs are available for community members?	Nuna logistics and Diamond drilling – Geotech Igutak have opportunities. Food services, housing keeping, operated by Kitikmeot Camp solutions – they want to hire more people. Agnico Eagle has some opportunities
Employment	Does Agnico Eagle have a contact person in Kugluktuk?	In Kivalliq we hire our own CLOs in some of the communities. Would need to have discussion with KitlA about these matters to do the same here. The KitlA representative noted that there are CLO at KitlA office and they can help people apply for jobs.
Taloyoak: October 18, 2025		
Training and Employment	Encourages many young people to train and work and that he will always support anything related to youth education, training and employment.	Acknowledged.
Employment	Will there be AEM Employee or liaison for our community?	Yes, we are considering that for future consideration, and we act upon what KitlA would like to do in terms of Agnico Eagle liaisons.
Tailings	How are tailings treated?	Information was provided on the treatment and the processing of tailings, how they are treated to meet regulatory requirements before it is discharged to the ocean. How the tailings are tested and have to meet Fisheries & Oceans Canada Act which are stringent.
Gjoa Haven: October 21, 2025		
Agnico Eagle Operations	Is Meadowbank, Meliadine and Hope Bay all AEM?	Yes, they are all under one company, Agnico Eagle Mines Limited.
Employment	Does AEM do drug testing?	No, Agnico Eagle does not do drug testing only if there is a major accident or security issue.
Employment	Does AEM do medical test?	No
Agnico Eagle Operations	Is Goose Lake part of B2Gold?	Yes, they are but that is a separate mining company different from Agnico Eagle.
Site Operations	Windy Camp is very clean and Hope Bay too.	Information was provided about the KIA Lands, Sr. Project Officer who provides administration, management, monitoring, and compliance of regional development projects with lands on IOL. There were stem poles from diamond drillings from other companies, we have removed them. We keep the whole mining and surrounding area clean at drill sites, backhauls, waste material.

Topic of Question	Question or Comment	Agnico Eagle Response
Kugaaruk: October 22, 2025		
Closure and Reclamation	Will be Inuit involved to clean during reclamation process. Elders will see pre and post clean-up, see what is dumped, restored and maybe they will understand and support more mining and reclamations in the future.	Reclamation information, also information about base metal waste, collaborating and working with NT/NU on future mining projects further down the road when it comes to mine closures.
Shipping	I'm worried about that in case sea ice freezes earlier or later; and or ship comes aground and contaminates our environment. Is there a plan since your presentation mentioned shipping information.	Having a shipping plan is important for marine mammals, as well as, people and environment. Yes, we have a very good shipping plan based on information gathered throughout, we pay attention to that seriously. Further information provided about shipping plan.
Shipping	Is there an Oil Spill Plan?	Yes, we are part of OSP with Inuvik, NT.
Training	Comments made on information on the economy, IIBA and training.	Agnico Eagle has a big team for Inuit Training Initiatives and growth. The Sanajiksanut Program was explained and how Inuit can progress through that initiative. Further details provided on how Agnico Eagle is in partnership and supports KitlA on community based training needs and deliverance for the Kitikmeot. KitlA Career Development department is experienced and is good at identifying training needs, as well as, delivery of the course/training and we strongly support that. Finally, it was explained that current or future employees of Agnico Eagle are able to recommend their family members for employment with a strong possibility of being hired.
Training	Provided information to attendees that KIA has a FB page where programs and services can be accessed, types of training information, benefits available, etc.	ITK wants a university in Nunavut and Agnico Eagle will support that, also we support a lot of training initiatives or programs leading to many career opportunities whether it's mining or other. For example, Agnico Eagle can provide buildings, equipment, material when it comes to mine closures.
Cambridge Bay: November 10, 2025		
Royalties	How much of an impact will devolution have on royalties and payments to Inuit?	We don't anticipate too much impact. After 2027, we would pay GN and GN would pay to NTI and distribute amongst regions per their agreements
Shipping	Polar bear hunts happen until end of June in area around Cambridge Bay to east	The area referenced was confirmed on a map and acknowledged the information shared.
Shipping	A general comment was made that ice freeze is happening later and later every year. Perhaps not as early as shown in the graph of presentation	Acknowledged.

Topic of Question	Question or Comment	Agnico Eagle Response
Shipping	For something to consider in future, maybe Agnico Eagle could have monitors in the area when getting closer to the dates of when vessels arriving to validate state of ice	Acknowledged.
Shipping	Why can't Agnico Eagle build a bridge from just south of Cambridge Bay into the inlets?	The area referenced was confirmed on a map. This is not something Agnico Eagle has looked into. There would be too much environmental impact and does not fit into our plans
Shipping	Families are still travelling to Stewart Point until June 15th for egg harvesting	The area referenced was confirmed on a map and acknowledged the information shared.
Training	How does Agnico Eagle do training programs and training support.	There is no decision on how we will approach training. Agnico Eagle would like to develop a program in partnership with KitlA. Examples were provided, such as Inuit apprentice through school in Grande Prairie. It was also noted that KitlA does a lot of community-based training.
Turbines	What happens with the wind turbines?	The KitlA will own them.
Waste Rock	How long does it take to get rid of waste rock piles?	Our objective is to put as much waste rock as we can underground at closure
Road	It is good to hear the road [Windy road] would be widen with all the long-haul trucks. I have been on the road and there isn't a lot of room	Acknowledged.
Tailings	Caribou are in the area, are they consuming vegetation and going on the tails? Does Agnico Eagle monitor of soil?	Provided context of how the tailings impoundment area works and how we can control the flow at the north dam. Frozen material is stopping the flow. Information was also provided for monitoring in area: dust canisters around the area of the TIA and water quality sampling. We have studies to show us not enough contaminates at mine to hurt caribou
Tailings	I have heard that at mines Ecobay [?] caribou drink tails and have died	Mining is different now then back in the day, also, Agnico Eagle operates under better practices
Agnico Eagle Operations	Do we look for nickel around Hope Bay as well?	No, Agnico Eagle's main focus is gold; however, it appears in the greenstone belt
Employment	Does Agnico Eagle work with other companies for jobs (e.g., Nuna)?	We work with many companies. Nuna is one of our contractors. Additional information was provided on various contractors Agnico Eagle works with.
Employment	Is the 3x3 rotation still what Agnico Eagle is implementing? As I would hope to see at some point in the rest and relaxation period (e.g., time off) that	Yes. Our current rotations are still a 3x3 rotation but we continually evaluate. We take polls of our workers and go with majority, which has

Topic of Question	Question or Comment	Agnico Eagle Response
	between Agnico Eagle, KitlA, and colleges, that life skills are being offered off-site (e.g., investments). Want to make sure people are responsible when getting paid bigger dollars.	continued to be 3x3. Employees are given opportunities to make investments.
Employment	Comment was made about how it would support employees to have a spouse from home join spouse on site for a day or two.	Encouraged people to review Agnico Eagle Facebook pages to see what is happening for the operating mines (Meliadine and Meadowbank Complex). We do have family events at our other operations and would hope to try to implement activities at Hope Bay as well
Employment	Are there programs for the family when the spouse is gone? It's hard on the family when they are away and would be helpful for programs to provide support.	Agnico Eagle has tried to implement financial literacy training.
Employment	Is it possible to go through term positions?	Its possible but isn't something that we have offered that frequently.
Hope Bay Operations	You mentioned Boston area on your maps. We go there for caribou hunting. Can we get fuel?	Yes, we can give fuel. We also have emergency shelters at Roberts Bay and Boston. The individual was happy to hear this and glad to know this is possible