

2025 KIVALLIQ PROJECTS SOCIO-ECONOMIC AND ENVIRONMENT HIGHLIGHTS



OUR APPROACH AND COMMITMENT

We are committed to not only meeting, but going beyond, regulatory requirements for health, safety, environmental, social and governance matters. With the expertise of the Agnico Eagle team, and our strong regional focus in some of the most politically stable jurisdictions in the world, we firmly believe we will continue to demonstrate clear leadership not only in sustainability, but in all aspects of our business.



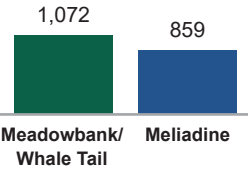
EMPLOYMENT

Total employment by Agnico Eagle and contractors at both projects:

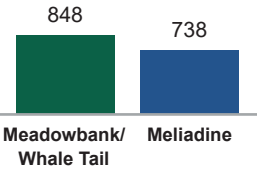
Increased by 2.3% from 3,464 in 2024, to 3,544 in 2025.



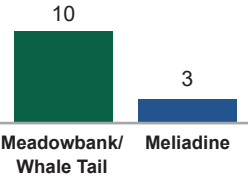
Permanent & Temporary



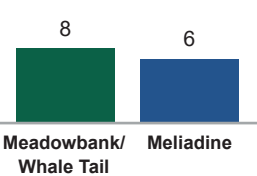
Contractor*



On-call

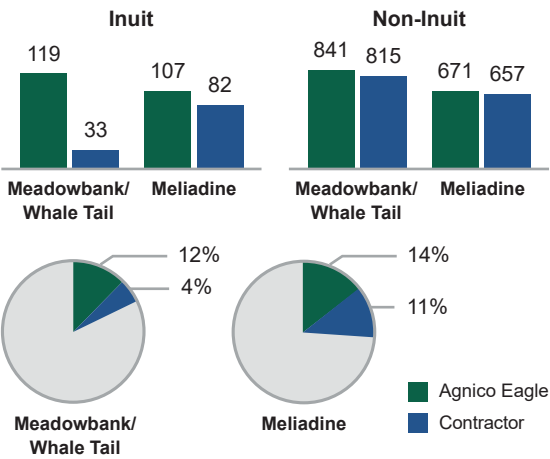


Students & Co-op



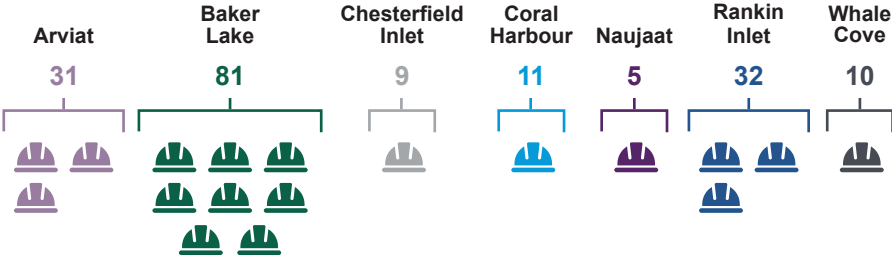
Inuit employment reached 152 FTEs (8%) for Meadowbank/Whale Tail and 189 FTEs (12%) for Meliadine.

In 2025:

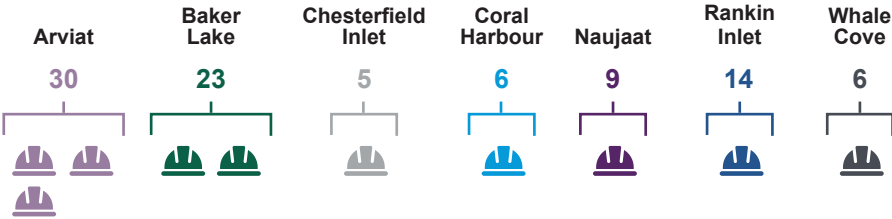


*Full-time equivalent (FTE): a measure of employment where one FTE represents 2,184 person-hours of work – the approximate number of hours worked by one employee on a full-time basis for a year.

Agnico Eagle’s Kivalliq-based employment reached 179 employees in 2025, representing 9% of Agnico Eagle employment that year.



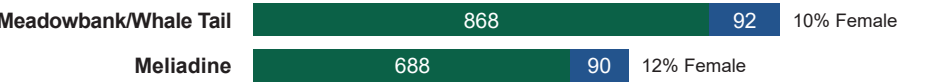
Contractors’ Kivalliq-based employment reached 93 employees in 2025, representing 6% of contractor employment that year.



GENDER

The total number of female employees working directly for Agnico Eagle and contractors decreased from **414** in 2024 to **340** in 2025. The female FTE rate across all sites was **10%**.

Agnico Eagle Employees



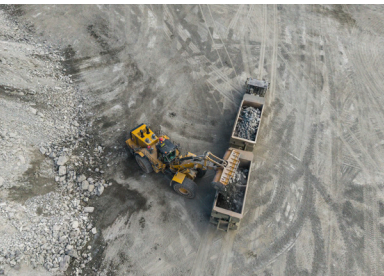
Contractors



Male
Female

Agnico Eagle has **11 active gender-oriented programs** to support greater gender equality and strengthen the hiring, retention, and advancement of women at Agnico Eagle’s Kivalliq Projects.

INCOME



Total income paid to Inuit employees in 2025 was **\$32.0M**, with **\$15.7M** paid at **Meadowbank/Whale Tail** and **\$16.2M** at **Meliadine**. Income paid to Inuit workers accounted for **10%** of the total income paid to Agnico Eagle employees across both sites in 2025.

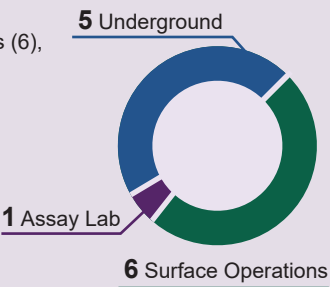
A cumulative total of **\$370.2M** of employment income has been paid to Inuit employees since 2010.

EDUCATION & TRAINING

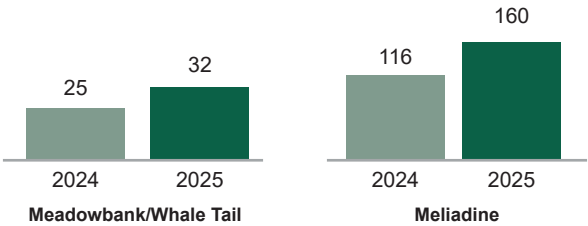
In 2025, Agnico Eagle increased its workforce development efforts across Meadowbank/Whale Tail and Meliadine, delivering multiple trainee programs.

Agnico Eagle’s training programs produced **12 graduates** from the Underground (5), Surface Operations (6), and Assay Lab (1) Trainee Programs, with **an additional 8 trainees** continuing toward expected completion in early 2026 across the Underground (3), Haul Truck (3), and Flex Operator (2) programs in 2025.

One of these apprentices also achieved his HDET Level 3 journey person certification and returned to work in his home community, bringing the total active pre-apprentices and apprentices to six across both sites.

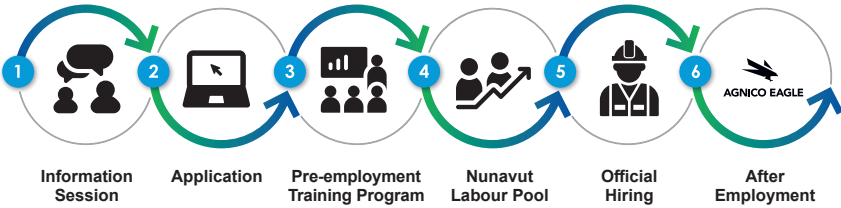


At Meadowbank / Whale Tail and Meliadine, the average number of hours of specific training increased for Inuit employees in 2025. Specific training helps employees develop competencies related to a specific position.



Sanajiksanut Program, formerly known as the Labour Pool Process, is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees.

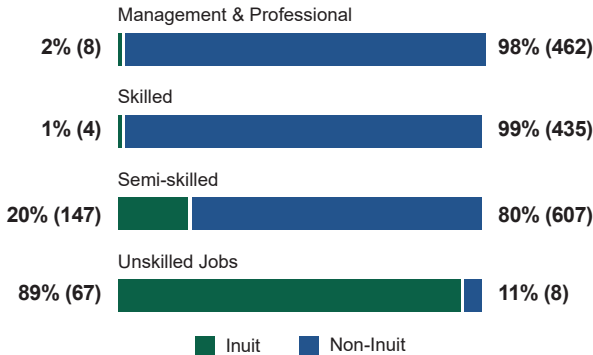
In 2025, the Sanajiksanut Program supported and implemented various community-based and on-site initiatives to facilitate access to employment for the Inuit workforce.



In 2025, Inuit employees held **most of the unskilled roles (89%)** at Agnico Eagle's Kivalliq Projects and **20% of the semi-skilled roles**.



Management & professional and skilled positions were mostly staffed by **non-Inuit employees**.



In 2025, Agnico Eagle made **\$911,400** in contributions to school-based initiatives, bringing total investments since the beginning of operations to **\$5.5 million**.

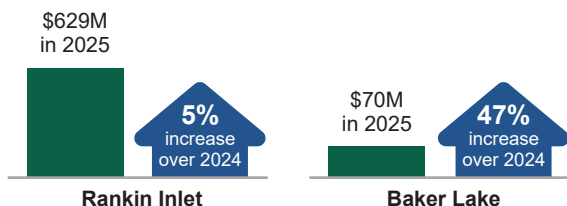


CONTRACTING & BUSINESS OPPORTUNITIES

Agnico Eagle's spending with Inuit businesses in 2025 increased by 14% in 2025 to \$942M.



Agnico Eagle spending with Inuit businesses from Rankin Inlet and Baker Lake also increased in 2025:



Total contract expenditures in Nunavut in 2025 reached **\$1,086M**.

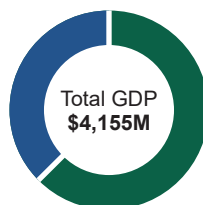
- **\$649M**
at Meadowbank / Whale Tail
- **\$437M**
at Meliadine

NUNAVUT ECONOMY

In 2025, 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 60.3%** to **\$311.2M** for a total to-date impact of **\$1.44B** from all sources.

Mining continues to contribute substantially to territorial gross domestic product (GDP), accounting for approximately 37%.

37%
\$1,520M
of total GDP
in 2024.

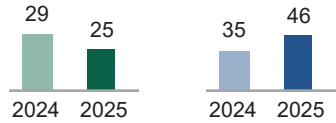


POPULATION DEMOGRAPHICS

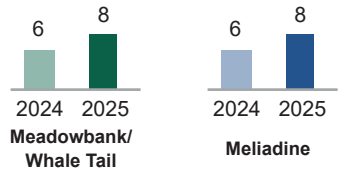
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

Overall movement of employees into, out of, and within Nunavut remains minimal, with only ten Inuit employees relocating outside the territory in 2025. To date, there is no evidence that mining operations are driving population migration into Kivalliq communities.

Agnico Eagle Inuit Employees Residing Outside of Nunavut



Contractor Inuit Employees Residing Outside of Nunavut



The change in population in Kivalliq communities between 2024 and 2025 has varied by community:



Arviat



Baker Lake



Chesterfield Inlet



Coral Harbour



Nauyasat



Rankin Inlet



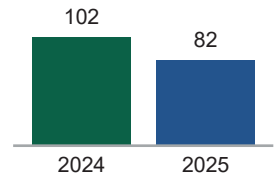
Whale Cove

COMMUNITY INFRASTRUCTURE

In 2025, 82 employees were referred to community healthcare centres. Since 2018, **71%** of referrals to community health care centres have been for non-work-related conditions.



3 incidents at Meadowbank / Whale Tail required the use of GN health services in 2025.



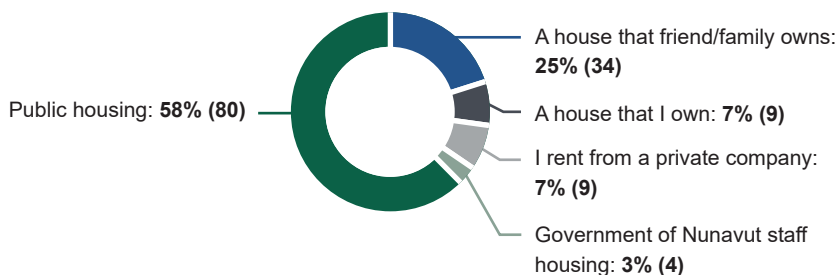
INDIVIDUAL & COMMUNITY WELLNESS



Agnico Eagle works to improve the housing situation in the region and, in 2025, Agnico Eagle and the Nunavut Housing Corporation collaborated to deliver **20 modular homes** to the region - **10 in Rankin Inlet and 10 in Baker Lake**.



Homeownership status and aspirations of Inuit and Nunavummiut employees who responded to the employment survey :



Wished to own a home in the last 12 months

75%

Want to buy a house/condo in the future

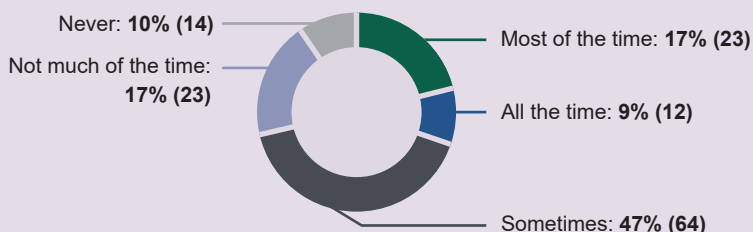
84%

Were not aware of the Nunavut Down Payment Assistance Program

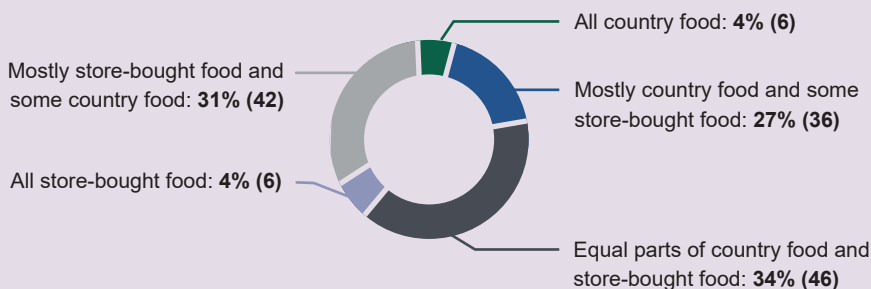
73%

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:



CULTURE & TRADITIONAL LIFESTYLE

In total, in 2025, Agnico Eagle made monetary contributions of **\$84,000** to support community traditional activities. Some of the cultural and traditional activities supported by Agnico Eagle included:



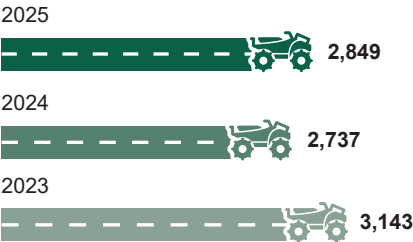
- Family Day
- Nunavut Day
- Fishing Derby
- Rankin Inlet Snow Mobile Mission

In 2025, Meadowbank Complex and Meliadine continued to host important events, such as Nunavut Day, and to provide various cultural activities, including arts and crafts, country food nights and elders counseling.

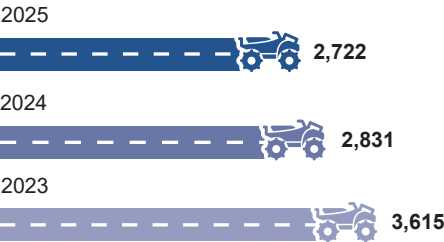


The **All-Weather Access Road (AWAR)** remains accessible to Kivalliq residents for traditional activities. Its use varies from year to year.

Meadowbank/Whale Tail



Meliadine





CARIBOU MIGRATION

Meadowbank Complex

In 2025, surveys were conducted throughout the entire year to monitor migration near the Meadowbank Complex. Road surveys, carried out in collaboration with HTO and KivIA, helped facilitate mitigation decisions along the AWAR and WTHR.

Caribou Migration Management at Meadowbank Complex

To continuously improve caribou protection protocols around the Meadowbank Complex, Agnico Eagle and TAG members implemented the **Spring Migration Caribou Protection Protocols**. Based on Indigenous knowledge highlighting the importance of allowing lead migrating caribou to guide the remaining herd, the pilot involved **10 consecutive days of road closure** once lead caribou were identified.

1 Collared Caribou

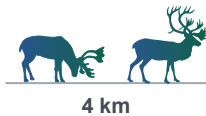


50 km

LEVEL 1

- On-going monitoring and road surveys every 2 days
- Site Notifications that caribou are approaching

Group Size Threshold



4 km

LEVEL 2

- On-going monitoring and road surveys every day
- Agnico Eagle notifies KivIA, BLHTO, GN

Group Size Threshold



1.5 km

LEVEL 3

- Road closed to non-essential traffic.
- Agnico Eagle notifies daily KivIA, BLHTO, GN



PROJECT ROADS

- Caribou have right-of-way



AWAR and WTHR road mitigations due to caribou migration and wildlife observations (including caribou and muskox at the Meadowbank Complex):

All-Weather Access Road (AWAR)



Closed for 24 hours
39 days



Closed for less than 24 hours
24 days



Speed Restrictions
41 days



Traffic Restriction
5 days

Whale Tail Haul Road (WTHR)



Closed for 24 hours
37 days



Closed for less than 24 hours
25 days



Speed Restrictions
20 days



Traffic Restriction
14 days





Meliadine Mine

In 2025, surveys to monitor migration of the Qamanirjuaq herd near the Meliadine mine were performed from June 13 to July 12. Road surveys, in collaboration with HTO and KivIA, helped facilitate mitigation decisions along the AWAR. Caribou were detected during surveys from June 15 to July 10, 2025. Closure of both the mine sites and AWAR was triggered between June 19 and June 29, 2025.

AWAR closures due to caribou migration at Meliadine:

All-Weather Acces Road (AWAR)



Closed for 24 hours
0 days



Closed for less than 24 hours
11 days

Caribou Migration Management at Meliadine



LEVEL 1

- **Trigger:** ≥ 50 caribou within 10 km of the site
- **Applicability:** Remains in effect while ≥ 50 caribou are within 10 km, unless Level 2 is triggered
- **Deactivation:** Upon activation of Level 2 or 3, or After 5 consecutive days with < 50 caribou within 10 km
- **Monitoring Requirements:** Daily surveys of the road and site, daily site-wide communication

LEVEL 2

- **Trigger:** < 50 caribou within 5 km of the site
- **Applicability:** Remains in effect while < 50 caribou are within 5 km, unless Level 3 is triggered
- **Transition:** May return to Level 1 after 10 consecutive days with no caribou within 5 km
- **Monitoring Requirements:** Daily surveys of the road and site, daily site-wide communication

LEVEL 3

- **Trigger:** ≥ 50 caribou within 5 km of the site (may be applied by zone)
- **Transition:** May revert to Level 2 when < 50 caribou are within 5 km
- **Monitoring Requirements:** Road and site surveys three times daily (06:00, 12:00, 18:00)
- Site-wide communication following each survey

LEVEL 4

- **Trigger:** ≥ 50 caribou within 5 km of the site between June 1 to June 15 (may be applied by zone)
- **Transition:** May revert to Level 2 when < 50 caribou are within 5 km
- **Monitoring Requirements:** Road and site surveys four times daily (06:00, 10:00, 14:00, 18:00). Daily transportation plan discussed at the morning meeting to minimize vehicle circulating outside by combining essential activities. The plan must be included in the first site-wide email of the day. Site-wide communication following each survey.

AWAR (All-Weather Access Road)

Trigger: ≥ 50 caribou within 300 m of the road

Response: Full closure of the AWAR, regardless of caribou location elsewhere



MARINE MAMMAL AND SEABIRD OBSERVATION (MMSO)

Monitoring surveys were conducted along the shipping route between Helicopter Island and Baker Lake in 2025 by a local area marine wildlife monitor and the shipping companies.



Vessels are required to transit south of Coats Island whenever the weather is safe to do so. The majority (75%) of vessels servicing the Meadowbank Complex and Meliadine projects in 2025 travelled south of Coats Island, with the exception of six occasions. They occurred in July (3x), September (1x), October (1x) and November (1x), due to unsafe conditions along the shipping route in Hudson Bay.



No incidents with marine mammals or seabird were reported for the 2025 shipping season for Meadowbank Complex and Meliadine.

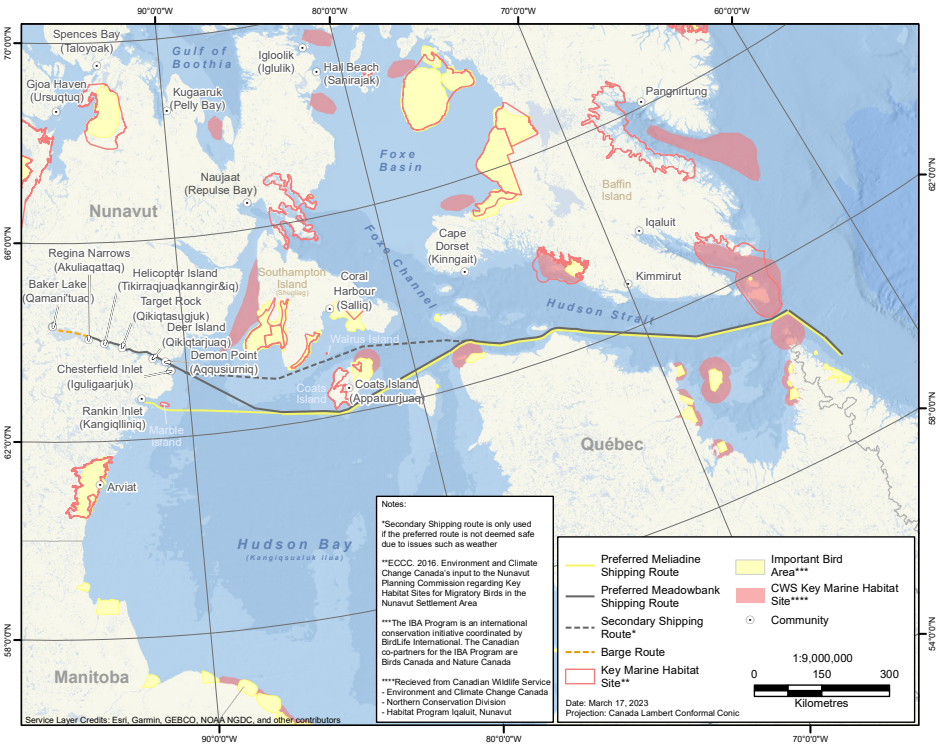
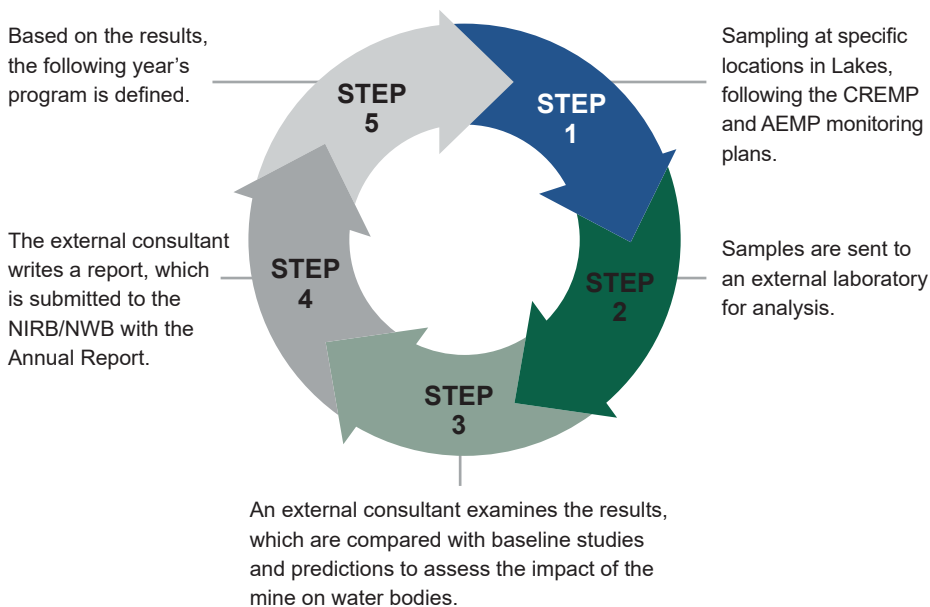
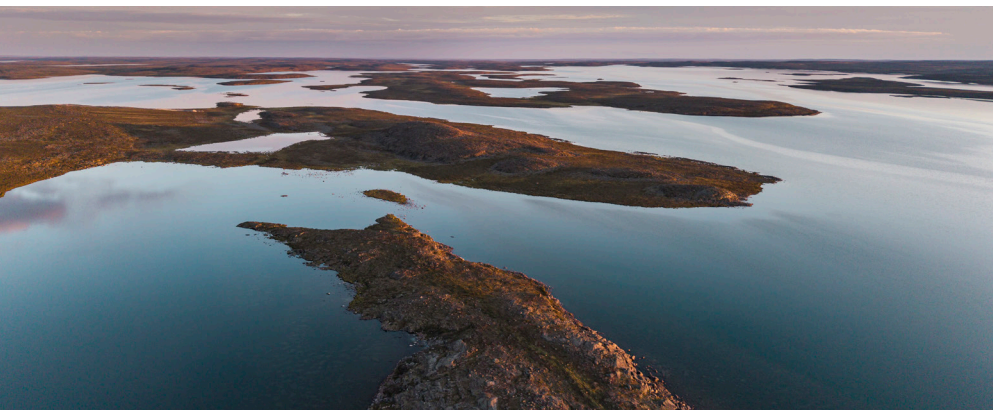


Figure 1.1-2: Marine Mammal and Seabird Observer Program Study Area along Shipping Route to Meliadine and Meadowbank Complex mines

AQUATIC EFFECTS MONITORING PROGRAM (AEMP) / CORE RECEIVING ENVIRONMENT MONITORING PROGRAM (CREMP)

The Core Receiving Environment Monitoring Program (CREMP) at Meadowbank Complex and Aquatic Effects Monitoring Program (AEMP) at Meliadine Mine are the monitoring programs used to detect potential short term and long-term impacts to the receiving water environment related to mining activities. It is used to detect changes in water quality, sediment chemistry, or biological communities.



2025 Results:

Meadowbank and Whale Tail

Results of the 2025 monitoring indicated that there is no evidence to suggest concentrations are continuing to increase, or that they would result in adverse ecological effects.

Baker Lake

There was no evidence of any barge related impacts at impacted areas in Baker Lake.

Meliadine

Results of the 2025 monitoring in Meliadine Lake indicate that changes observed in 2025 are not expected to result in adverse effects to aquatic life as concentration for all parameters of interest remain below guidelines for protection of aquatic life.

The long-term water quality monitoring program in Meliadine Lake indicates some parameters have increased in the East Basin compared to baseline/reference conditions. However, the concentrations for all parameters of interest remain below guidelines for protection of aquatic life and the guidelines for drinking water quality.

In addition to Meliadine Lake, 3 Peninsula Lakes are monitored for water quality (D7, B7 and E3). Changes in water quality occurred in Lake B7 and coincide with the construction and operations of the Mine.

Agnico Eagle will continue to implement best practices as per the Dust Management Plan to mitigate the potential effects of the off-site migration of dust on the small lakes adjacent to the Mine.

Refer to the Meadowbank Complex and Meliadine Mine Annual Reports for more detailed information on the 2025 CREMP and AEMP monitoring program and results.



aemnunavut.ca/meadowbank-documents
aemnunavut.ca/meliadine-documents

Monitoring will continue in 2026.



DUSTFALL - ALL-WEATHER ACCESS ROAD (AWAR) / WHALE TAIL HAUL ROAD (WTHR)



The Meadowbank Complex has set up dustfall monitoring stations (transects) at different points along the AWAR and WTHR. There are a total of five (5) dustfall monitoring stations (2 on AWAR / 3 on WTHR).

These locations are set 25m, 100m, 300m and 1000m from the road on both sides. Dustfall samples were collected three times during the summer season over a 30-day average period (throughout June to August) at each of the 5 transects (2 on AWAR / 3 on WTHR).

For Meadowbank and Whale Tail, 2025 average dustfall rates along the AWAR and WTHR road remained below the established dust management threshold. Dust management thresholds are established in the Meadowbank Complex Air Quality and Dustfall Management Plan, approved by the NIRB.

Dust Mitigation Measures (as per Air Quality and Dustfall Management Plan):

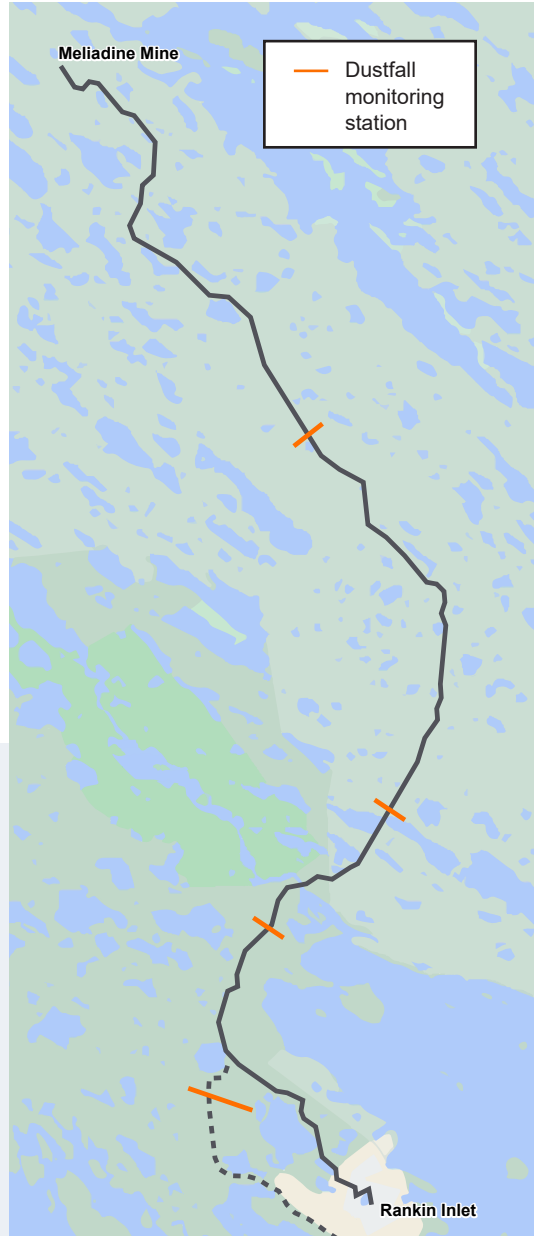
- Dust suppression (water or calcium chloride applied)
- Enforcing speed limits
- Grading of road surfaces
- Placement of new coarser material onto road surface
- Regular inspections of the road and undertaking of timely repairs

The Meliadine mine has set up dustfall monitoring stations (transects) at different points along the AWAR. There are a total of four (4) dustfall monitoring stations (3 on AWAR / 1 on Bypass Road).

These locations are set 25m, 100m, and 300m from the road on both sides. For the Bypass transect, the locations are set 60m, 120m, and 300m.

Dustfall samples are collected twice during the summer season over a 30-day average period (generally throughout July and August) at each of the 4 transects (3 on AWAR / 1 on Bypass Road).

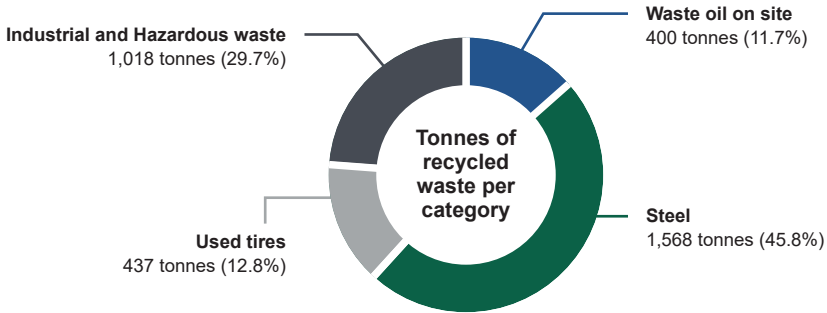
For Meliadine, 2025 average dustfall rates along the AWAR and Bypass Road remained below the established dust management threshold. Dust management thresholds are established in the Meliadine Mine Air Quality Monitoring Plan, approved by the NIRB.





WASTE MANAGEMENT

In 2025, Agnico Eagle recycled **21% of the waste** generated at the Meadowbank Complex.

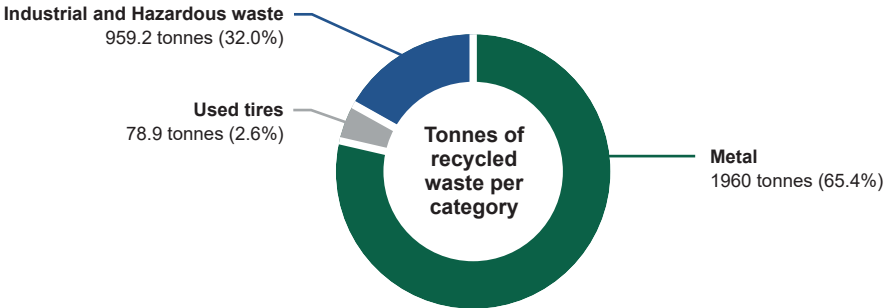


Composter

In 2025, **51 tonnes of cardboard** and **143 tonnes of food waste** was loaded into composters. A total of **221 tonnes** of compost was produced.



In 2025, Agnico Eagle recycled **31.6% of the waste** generated at the Meliadine mine.



Waste Management

Burn Waste (Meliadine)

Cardboard
Clear Wood



Burn Area

Hazardous Waste (Meliadine/ Meadowbank)

Oil Filters
Oily Solids
Oily Water
Waste Oil
Grease
Waste Fuel
Aerosols
Batteries
Glycol Waste
Compressed Foam
Paint Waste
Compressed Gas
Electronic Waste
Fluorescent Lights



Shipped Offsite

Composter Waste (Meadowbank)

Food Waste,
Cardboard



Composter

Incinerator (Meliadine)

Food, Food Containers,
Food Wrappings, Food Waste,
Medical Waste, Styrofoam,
Paper Products



Incinerator

Landfill Waste (Meliadine/ Meadowbank)

Plastic, Wire, Wood, Fiberglass, Insulation, Roofing, Asphalt, Concrete, Carpet, Bricks, Ceramics, Rubber, Hardened Caulk, Glass, Clothing, Small Appliances, Ash meeting guidelines



Landfill

Recycled Waste (Meliadine/ Meadowbank)

Scrap Metal
Beverage Cans
Scrap Tire



Shipped Offsite

GENERAL ENVIRONMENTAL INFORMATION

Other environmental monitoring programs are conducted every year at the Meadowbank Complex and Meliadine Mine. Detailed information can be found in the Annual Reports submitted to the NIRB, also available on the AEM Website:



aemnunavut.ca/meadowbank-documents/
aemnunavut.ca/meliadine-documents/

tusaaju
WE'RE LISTENING



AGNICO EAGLE



MeadowbankComplex | Meliadine