Agnico Eagle Kivalliq Projects

2025 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

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SUBMITTED TO:
Gabriel-Antoine Cote, Manager – Public Affairs Nunavut
Agnico Eagle Mines Ltd.

PREPARED BY:

Aglu Consulting and Training Inc.
Box 127
217 Uqquaq Street
Rankin Inlet, Nunavut
X0C 0G0

In partnership with:
ERM Consultants Canada
#1000 - 1100 Melville Street
Vancouver, British Columbia
V6E 4A6
www.erm.com

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 2025 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.

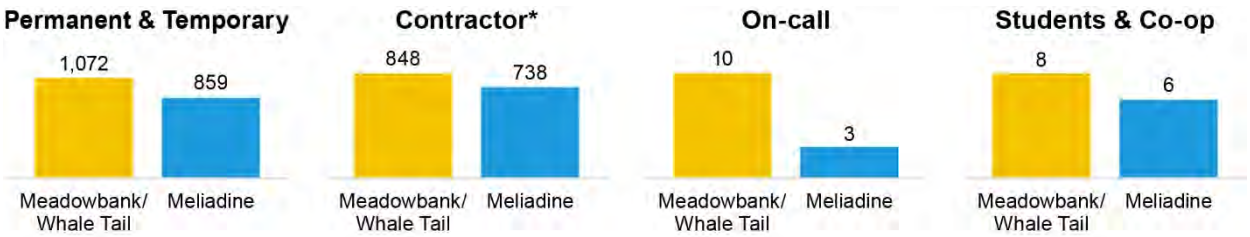
Report Highlights

The 2025 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 2025 Inuit and Nunavummiut Employment Survey and continues integrating Inuit Qaujimajatuqangit (IQ) and Inuit Societal Values (ISV).

Employment

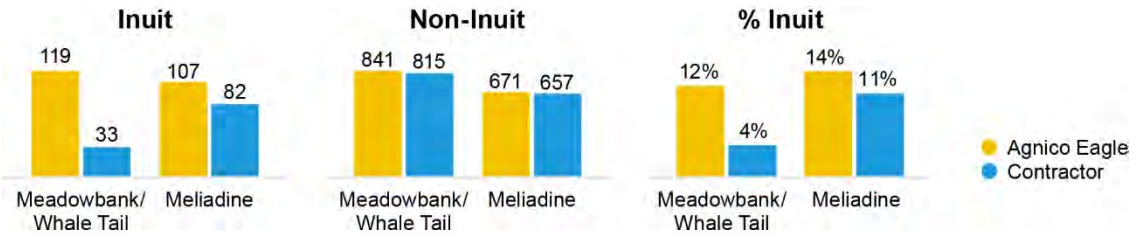
Total employment by Agnico Eagle and contractors at both projects

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



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

Inuit employment in 2025 totalled **341 FTEs** (Agnico Eagle 226 FTEs and contractors 115 FTEs), representing 10% of the total 3,325 FTEs.



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

Agnico Eagle employees in 2025 by the Kivalliq community (headcount):

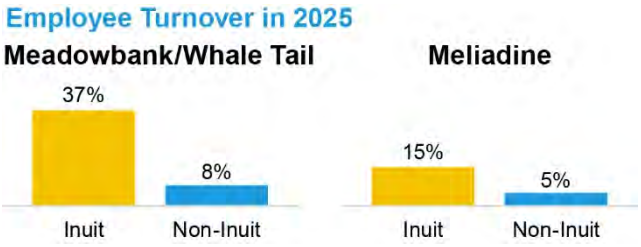
Contractors' Kivalliq-based employment reached **93 employees in 2025**, representing 6% of contractor employment that year.

Agnico Eagle contractors* in 2025 by the Kivalliq community (FTE):

**Contractor is based on FTE (full time equivalent).*

Inuit employee turnover remains higher than non-Inuit employee turnover.

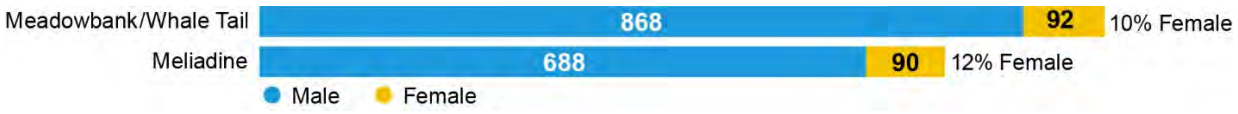
In 2025, 75 Inuit employees left work at Kivalliq Projects, with resignations accounting for 64% of all departures.



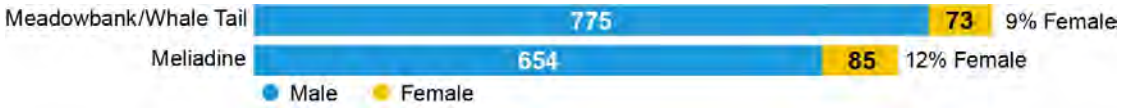
Gender

In 2025, the total number of **female employees** working directly for Agnico Eagle and contractors was 340 FTEs, and the female FTE rate across all sites was 10%.

Agnico Employees

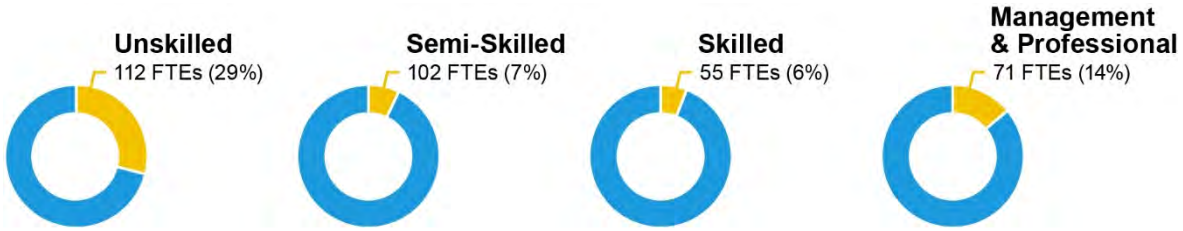


Contractors



Agnico Eagle also continues to have **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.

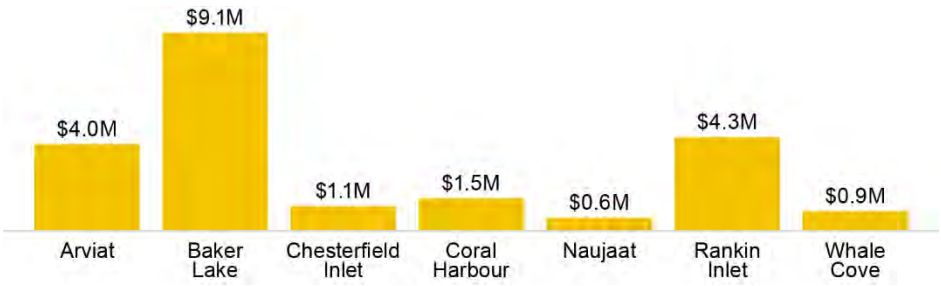
Across all projects, female employees worked mostly in unskilled and semi-skilled roles:



Income

The total income paid to direct Agnico Eagle employees was **$32.0M in 2025**.

Income paid to Agnico Eagle project Inuit employees by the community (excluding contractors) was as follows:



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

Education and Training

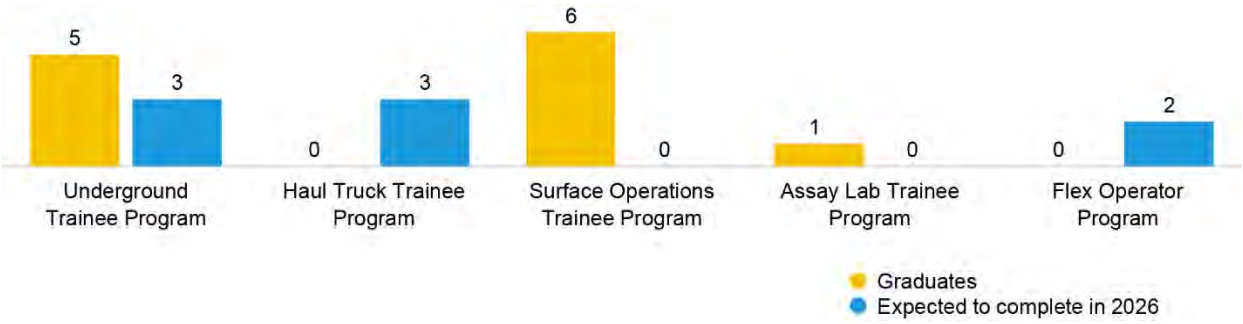
In 2025, Agnico Eagle increased its workforce development efforts across Meadowbank/Whale Tail and Meliadine, delivering multiple trainee programs and supporting six active pre-apprentices and apprentices across both sites.

The Sanajiksanut Program, through which Agnico Eagle recruits and hires new Inuit employees, supported the following initiatives in 2025:

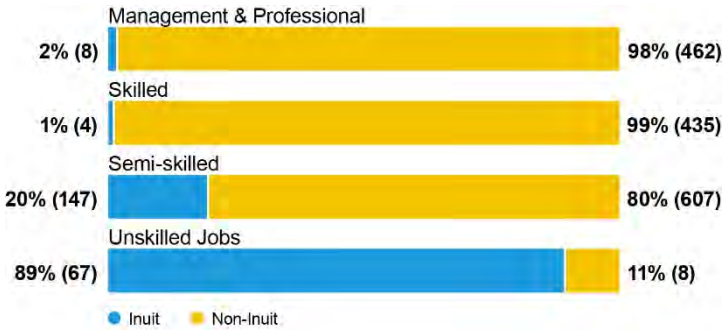
- 21 information sessions across all seven (7) Kivalliq communities, with 1,335 Inuit participants.
- Two (2) Career Days (Coral Harbour and Meadowbank Complex), attended by 270 participants.
- Seven (7) Pre-Employment Training programs delivered by Ilitaqsiniq, with 47 Inuit participants.
- 142 Inuit hired from the Labour Pool List in 2025 (compared to 105 Inuit in 2024).

In 2025, more than 30 Inuit-targeted job opportunities were advertised through reduced-barrier channels, including the Agnico Eagle website, Sanajiksanut email, in-person submissions, and a new QR-code application option using a short online form.

In 2025, there were **12 graduates** from various Agnico Eagle programs, with an additional 8 trainees continuing toward expected completion in 2026:



In 2025, Inuit employees held 89% of the unskilled roles at Agnico Eagle's Kivalliq Projects. Management & professional, and skilled positions were mostly staffed by non-Inuit employees.

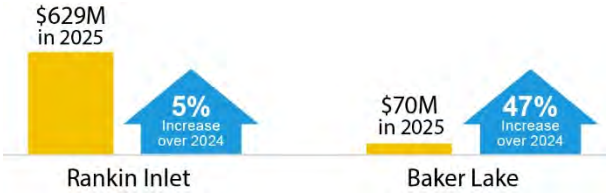


In 2025, Agnico Eagle made **$911,400** in contributions to **school-based initiatives**, bringing total investments since the beginning of operations to $5.5 million.

Contracting and Business Opportunities

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

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

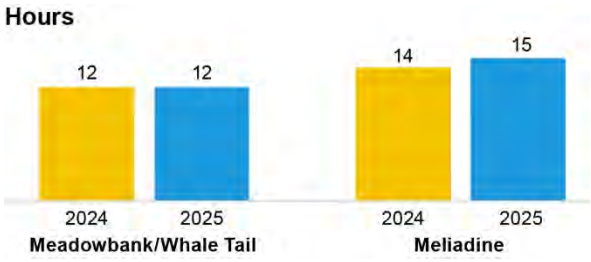


Total contract expenditures in Nunavut in 2025 reached **$1,086M**

$649M at Meadowbank / Whale Tail

Health and Safety

Agnico Eagle continues to deliver mandatory health and safety training to Inuit employees, averaging 12 hours per employee at Meadowbank/Whale Tail and 15 hours at Meliadine.

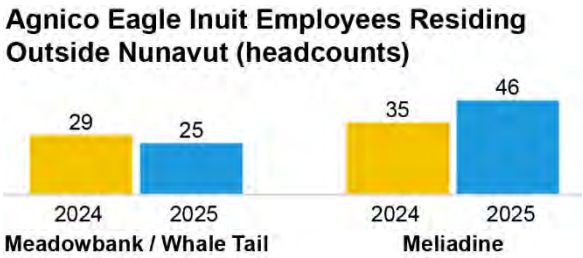


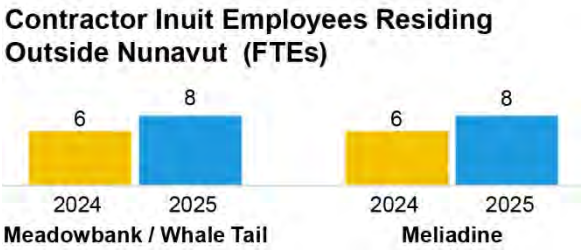
The projects' combined lost-time and light-duty accident frequency remains low.

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.

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

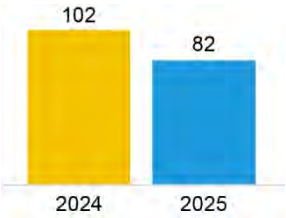




The change in population in Kivalliq communities between 2024 and 2025 was as follows:

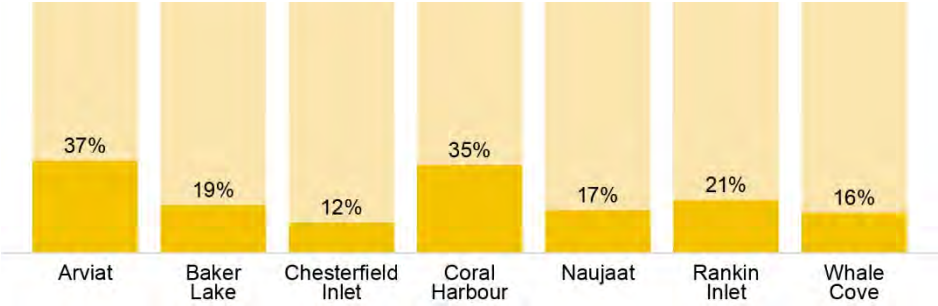
Community Infrastructure and Services

In 2025, **82 employees were referred to community healthcare centres** (102 in 2024). Since 2018, 71% of referrals to community health care centres have been for non-work-related conditions. Referrals include mental-health cases.



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

The number of **social assistance recipients** is trending downward in Kivalliq communities, with 2025 figures ranging from 37% of the total population in Arviat to 16% in Whale Cove.



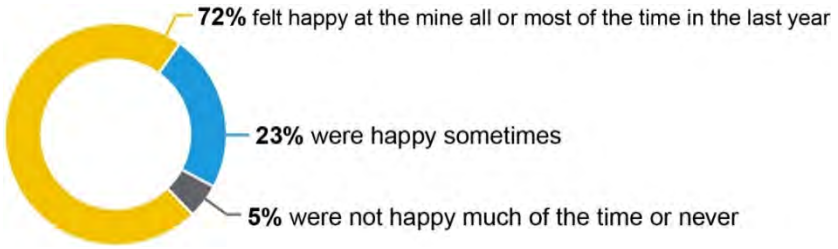
Individual and Community Wellness

Agnico Eagle continues to provide mental health programming on-site and in communities.

Through its 2025 **Inuit and Nunavummiut Employment Survey**, named **"Tukisigiaqniq"**, which translates to **"Better understanding"**, Agnico Eagle collects information on the well-being of its employees.

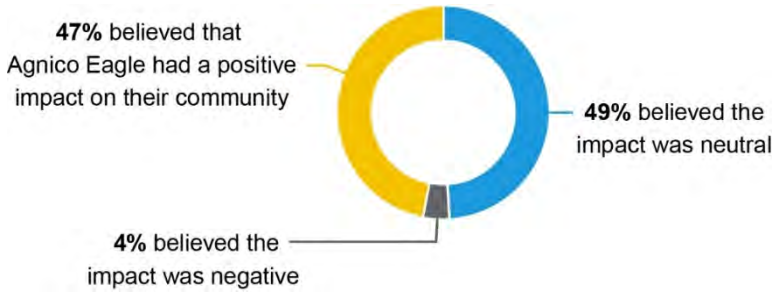
The 2025 results indicate that while most employees report being happy on site, fewer perceive Agnico Eagle's overall impact as positive, with more describing it as neutral.

Inuit and Nunavummiut Employment Survey results regarding feeling happy:



64% of survey respondents worried about their family, **26%** felt lonely while at work and **24%** worried about their financial situation.

Perceptions of Agnico Eagle's impact:

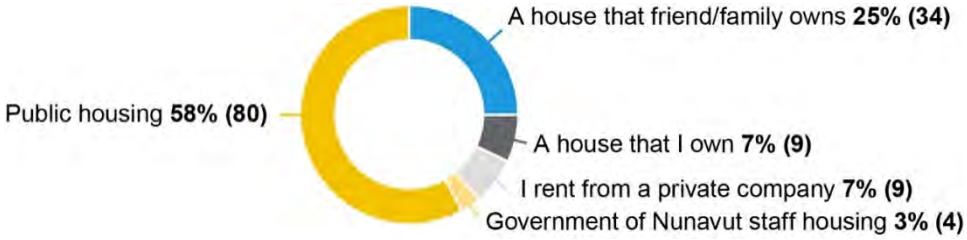


Crime rates in the Kivalliq communities appear to trend upward, with year-to-year variation, driven by complex and interacting socio-economic factors.

Housing demand remains severe across the Kivalliq region. Based on the latest available data (2024), most Kivalliq communities are rated as having **critical housing needs**, while Chesterfield Inlet is assessed as having a comparatively lower level of need. More than 1,000 people in Kivalliq communities are on a waitlist for public housing.

Through **Tukisigiaqniq,** Agnico Eagle works to understand the living conditions of its employees and the Kivalliq communities.

In 2025, Inuit employees working at the Kivalliq Projects lived in:

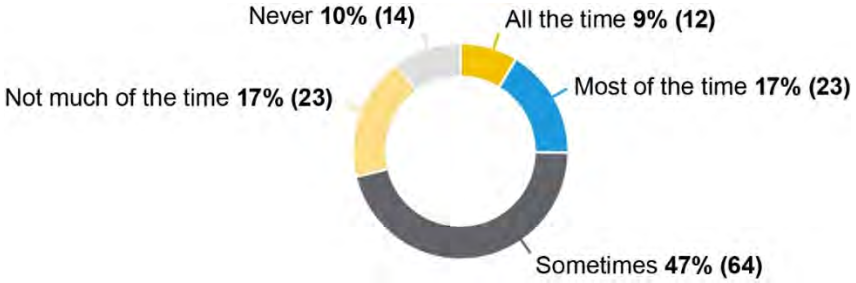


However, only 40% were able to put money aside, and 73% reported financial challenges.

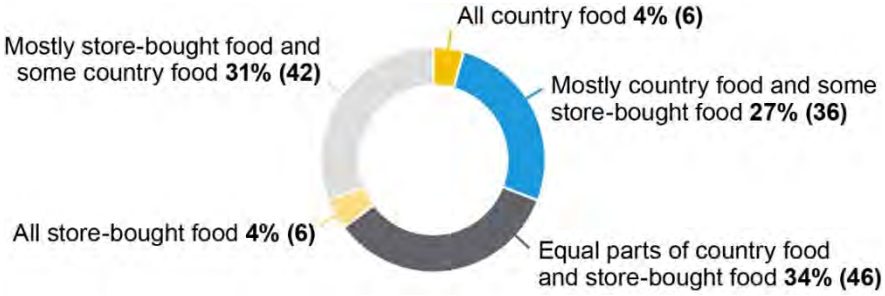
Agnico Eagle works to improve the housing situation in the region and, in 2025, Agnico Eagle and the Nunavut Housing Corporation collaborated to deliver **20 modular homes** to the region - **10 in Rankin Inlet and 10 in Baker Lake**.

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 2025, all respondents to **Tukisigiaqniq** participated in some form of traditional and cultural activities such as family gatherings, travelling on the land, hunting, trapping, and fishing.

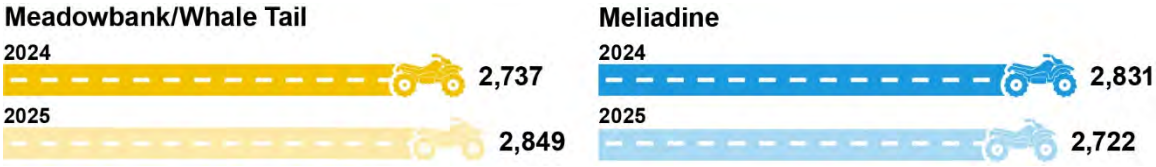
Participation in traditional activities is, however, impacted by working at the mine, with 47% of employees participating less:

Despite Agnico Eagle's efforts to provide more materials and internal communications in Inuktitut to its employees, the use of Inuktitut on-site continues to decline.

Tukisigiaqniq results highlight 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, some (16%) speak it less at home due to working at the mine.

The **All-Weather Access Road (AWAR)** remains accessible to Kivalliq residents for traditional activities; however, its use varies from year to year. Participants at the Socio-Economic Monitoring Committee meetings in Rankin Inlet in 2025 expressed their appreciation for being able to use AWAR and noted that it greatly reduces the time needed to travel to cultural sites.

AWAR use in 2024 and 2025:



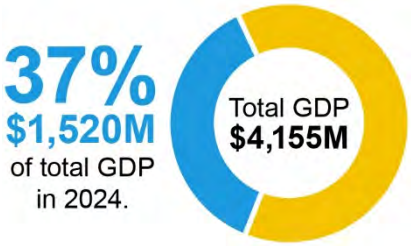
In 2025, the **Kivalliq Inuit Elders' Advisory Committee (KEAC)** played an active role in shaping community and environmental initiatives, participating in 16 meetings, seven (7) initiatives, and eight (8) on-site counselling sessions, for a total of 31 engagements.

Agnico Eagle hosts cultural celebrations at both sites and made monetary contributions of **$84,000 in 2025** to support traditional activities

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 94.8% to **$436.2M**, for a total to-date impact of **$1.66B** from all sources.

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



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Acronyms and Abbreviations

$M	Millions of Canadian dollars (current, unless otherwise stated)
AEM	Agnico Eagle Mines
ALTS	Adult Learning and Training Supports
ATV	All-terrain vehicle
AWAR	All-Weather Access Road
BQCMB	Beverly and Qamanirjuaq Caribou Management Board
BLPNP	Baker Lake Prenatal Nutrition Project
BOC	Business Opportunities Committee
CALM	Community Artist Liaison and Mentor
CCM	Collaboration Committee Members
CIF	Community Initiatives Fund
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CLC	Community Liaison Committee
CLOs	Community Liaison Officers
CMAC	CMAC-Thyssen Mining Group (Claude Macdonald)
CMHC	Canada Mortgage and Housing Corporation
COQ	Certificate of Qualification
COVID-19	Coronavirus disease of 2019
DCPP	Defined Contribution Pension Plan
DEI	Diversity, Equity, and Inclusion
DNR	Department of National Resources
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
KTS	Kivalliq Trade Show
LDP	Leadership Development Program
LMS	Learning Management System
LSA	Local Study Area
MHFA	Mental Health First Aid
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
PDAC	Prospectors & Developers Association of Canada
PHAC	Public Health Agency of Canada
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
TSF	Tailings Storage Facility
TOKTW	Take Our Kids to Work

UG	Underground
VSECs	Valued Socio-Economic Components
WHMIS	Workplace Hazardous Materials Information System
WSCC	Workers' Safety and Compensation Commission

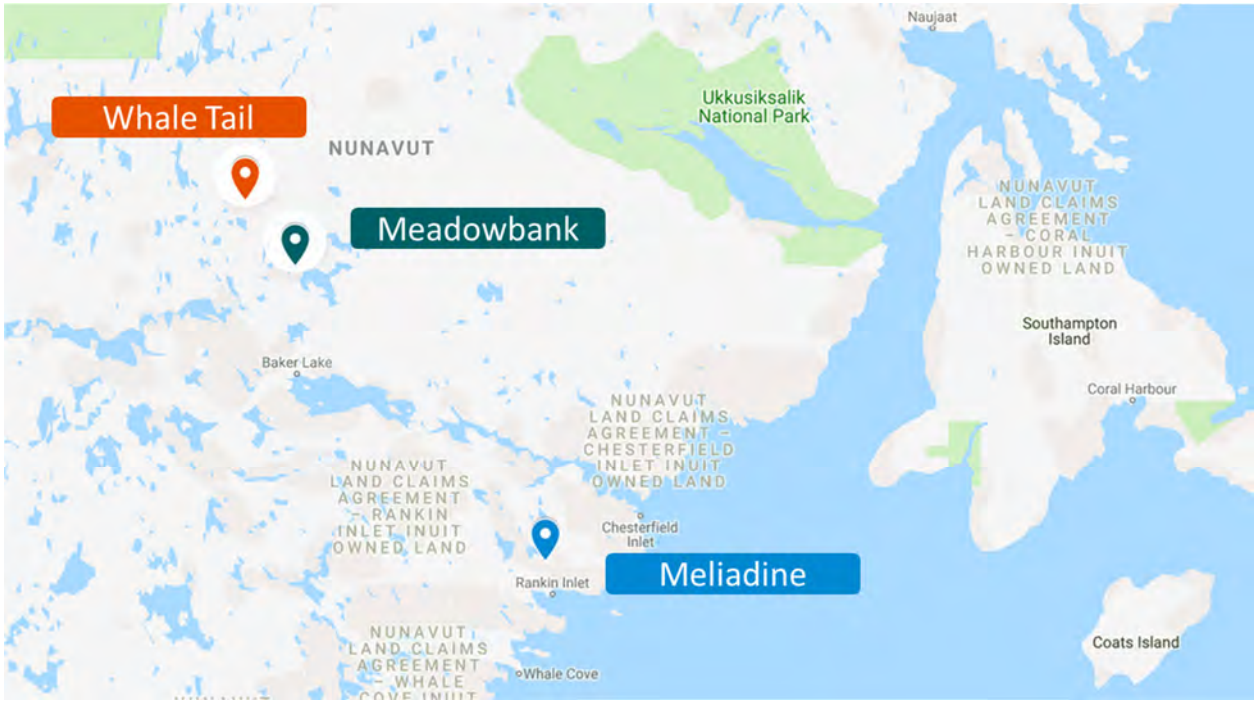
Introduction

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 of 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 mine is located 110 km north of Baker Lake. In 2025, the Meadowbank complex produced 493,314 ounces of gold, following 504,719 ounces in 2024. 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, 2025, gold mineral reserves at the Amaruq underground deposit and Meadowbank complex were 1.4 million ounces (proven and probable).

About 25 km north of Rankin Inlet, the Meliadine mine began commercial production in 2019. The Meliadine mill produced 376,346 ounces of gold in 2025, compared to 378,886 ounces of gold in 2024. 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, 2025, gold mineral reserves at Meliadine were 3.6 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, including Agnico Eagle, 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) is 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 the Government of Nunavut departments. Project-specific data for the Meadowbank Complex (Meadowbank and Whale Tail) and Meliadine span the mines' pre-development, construction, and operations. Most Agnico Eagle data is presented collectively for Meadowbank and Whale Tail. All data is provided on an annual basis, except Government of Canada (GoC) census data, which is released every five (5) years and is currently available for 2006, 2011, 2016, and 2021.

For certain metrics that rely on non-project sources, data for the reporting year (2025) was unavailable at the time of publication. In some cases, there is a regular time lag in data release due to verification and approval requirements, and only data up to the most recent year available are reported. In other cases, data for the reporting year were expected but had not been made available at the time of finalizing the report. These cases are flagged for the reader wherever possible.

Tukisigiaqniq: 2025 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*, as it improves the inclusivity of the survey for Inuit.

In 2025, Agnico Eagle administered its annual Inuit and Nunavummiut Employment Survey, capturing employee perspectives on the projects' impacts across key areas including culture and traditional lifestyle, health and well-being, and housing and migration. First launched in 2019, the survey has built a consistent and growing body of evidence over the years—with subsequent surveys conducted in 2022, 2023, and 2024, and earlier efforts in 2020 and 2021 having been postponed due to the impacts of COVID-19.In 2025, the Inuit and Nunavummiut Employment Survey had 138 Inuit respondents; non-Inuit respondents from Nunavut did not participate. Of the 138 Inuit respondents, 9 lived outside Nunavut. While 138 employees participated in the 2025 survey, not all participants answered all questions, 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 2025 survey include:

- 33% were female and 65% male; 2% preferred not to disclose.
- 54% worked at Meadowbank Complex and 46% at Meliadine.
- 67% were directly employed by Agnico Eagle, and contractors hired 33%.
- 28% worked at the mine for one year or less, 24% worked at the mine 1-3 years, 12% worked at the mine 3-5 years, and 36% worked at the mine 5+ years.

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

2025 Community Perception Survey

In 2025, Agnico Eagle conducted the Local Voices community survey in the Kivalliq Region for the first time. The survey ran from September to October and provided residents with a safe, confidential way to share their views on the Kivalliq operations. In total, 571 people completed the survey. Most respondents identified as Inuit (93%). The majority were women (73%), followed by men (25%) and non-binary or other respondents (2%).

The survey results show a moderately positive level of trust and acceptance toward Agnico Eagle. Respondents rated their trust in the company at 3.31 out of 5, and their acceptance of the company's presence at 3.47 out of 5. Both scores are higher than the global mining industry benchmark of 3.2. These results suggest that community perceptions of Agnico Eagle are generally more positive than those of other mining companies.

Many respondents also recognized benefits from the company's activities. Nearly half (46%) said Agnico Eagle has had a positive impact on cultural and recreational facilities in their communities. Similar numbers said the company provides local employment opportunities (46%) and allows community members to participate in decisions about community issues (47%). Others noted that the company manages environmental impacts responsibly (44%) and contributes to local infrastructure (42%). Overall, the survey provides a useful starting point for understanding community views and tracking changes over time.

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. **Piliriqatigiinniq / Ikajuqtigiinniq**: Working together for a common cause.
5. **Tunnganarniq**: Fostering good spirits by being open, welcoming, and inclusive.
6. **Aajiiqatigiinniq**: 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 relate 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.

Report Structure

Executive Summary

The executive summary provides an overview of this report.

Introduction and Methodology

The 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 2025 updates and initiatives descriptions, is provided at the end of the report in Appendix A. Descriptions of existing Agnico Eagle programs and practices relevant to performance against VSEC indicators are provided 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, where possible, explaining them. 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 at the two sites and programs implemented for their success and well-being. 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).

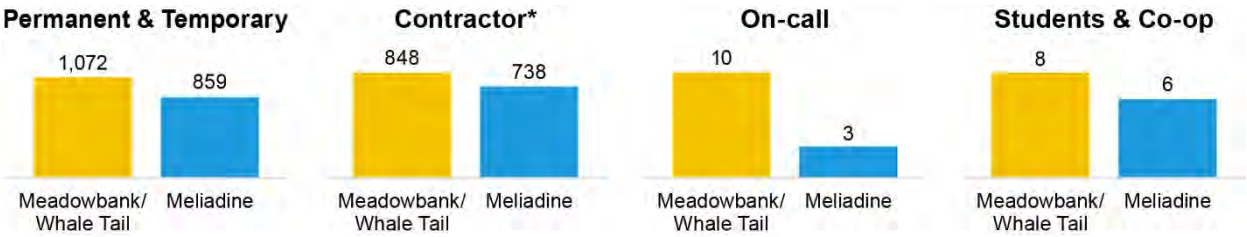
Whale Tail: *"The Expansion Project will create direct, indirect and induced employment opportunities."* (Golder Associates, 2018, p. 9).

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

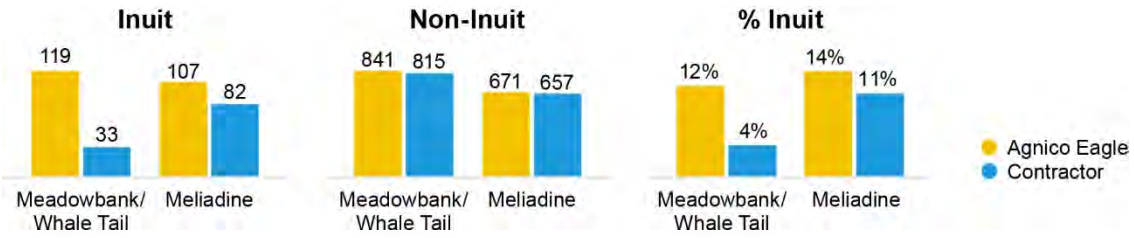
Total employment by Agnico Eagle and contractors at both projects

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



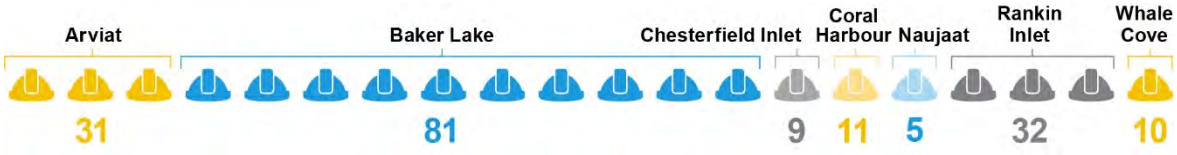
**Contractor is based on FTE (full time equivalent); everything else is headcount.*

Inuit employment in 2025 totalled **341 FTEs** (Agnico Eagle 226 FTEs and contractors 115 FTEs), representing 10% of the total 3,325 FTEs.



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

Agnico Eagle employees in 2025 by the Kivalliq community (headcount):



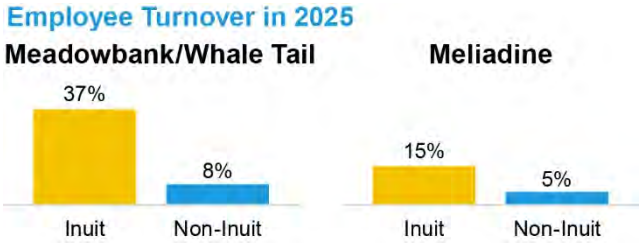
Contractors' Kivalliq-based employment reached **93 employees in 2025**, representing 6% of contractor employment that year.

Agnico Eagle contractors* in 2025 by the Kivalliq community (FTE):

**Contractor is based on FTE (full time equivalent).*

Inuit employee turnover remains higher than non-Inuit employee turnover.

In 2025, 75 Inuit employees left work at Kivalliq Projects, with resignations accounting for 64% 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, Surface Operations, and Assay Lab, to advance the 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 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).

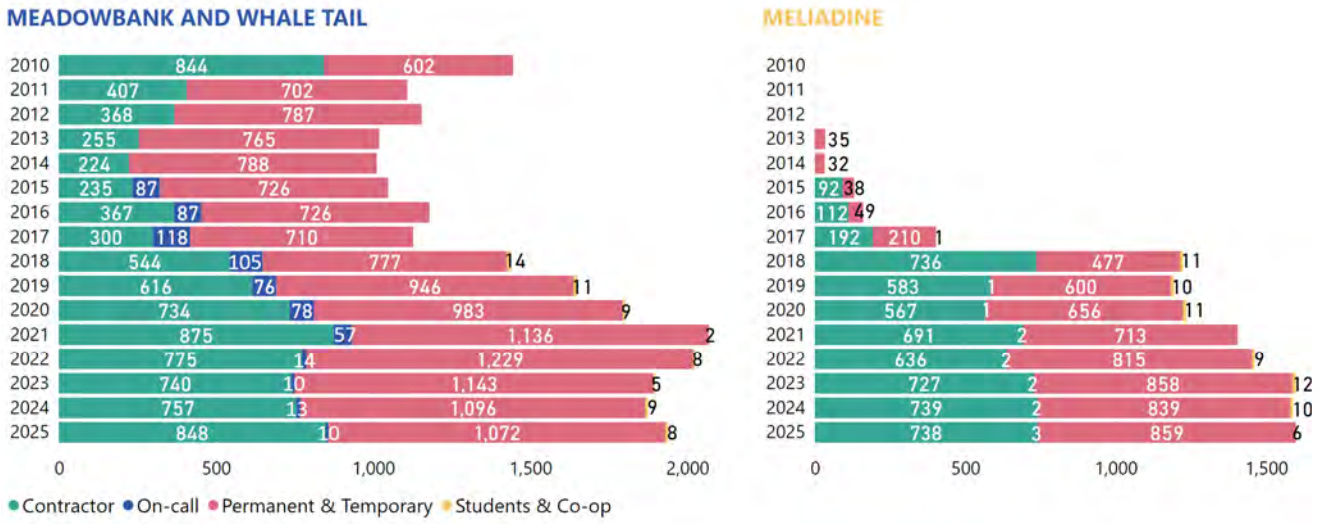
MELIADINE

"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.

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



(Agnico Eagle Mines, 2025) | *Note that from 2018 onwards, contractor data represent FTEs (rather than headcount) due to changes in data collection requirements. All other data represent headcount.

[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 presents employment at the three (3) mines by headcount, a count of employees in December of each year that represents an estimate of the total number of individuals with either part-time or full-time employment. However, contractor employment after 2018 is measured using full-time equivalents (FTEs), which normalize employment to an average full-time worker. Accordingly, employment, measured in 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 3,544 in 2025, representing a 2.3% (80 FTEs) increase from 2024. This total included 1,938 employees[2] at Meadowbank / Whale Tail and 1,606 employees[3] at Meliadine, and represents:

- an increase of 3.4% in employment at Meadowbank / Whale Tail from 1,875 employees in 2024 to 1,938 in 2025, and
- an increase of 1.1% in employment at Meliadine from 1,590 employees in 2024 to 1,606 in 2025.

Agnico Eagle and contractor employment at Meadowbank/Whale Tail grew year over year 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, resulting in an overall decrease in employment that year. While this appears to be a downward trend in employment at Meadowbank / Whale Tail since 2020, employment estimates for 2020, 2021, and 2022 were influenced by the COVID-19 related 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 for Meadowbank/Whale Tail with those from 2019, which indicated overall growth in permanent, temporary, and contractor employment. The overall workforce in 2024 declined due to reduced permanent and temporary employment. In 2025, employment increased, driven by higher contractor employment, while permanent and temporary jobs decreased slightly. Despite annual fluctuations, the 1,938 positions at Meadowbank/Whale Tail in 2025 (both Agnico Eagle employees and contractors) exceeded the FEIS prediction of 370 positions at Meadowbank and 1,166 positions at Whale Tail (total of 1,536 positions) by 402 positions.

Agnico Eagle and contractor employment at Meliadine have fluctuated but generally increased since 2019, driven by the transition to operations in 2020 and temporary workforce increases during the pandemic years. After a slight decrease in 2024, employment increased again in 2025, driven by higher permanent and temporary employment, while contractor employment remained relatively stable. The 1,606 positions at Meliadine in 2025 (both Agnico Eagle employees and contractors) exceeded the FEIS prediction of 1,400 positions by 206 jobs.

[2] This includes 1,072 Agnico Eagle employees, 848 contractors, eight (8) students and co-op and 10 on-call employees.

[3] This includes 859 Agnico Eagle employees, 738 contractors, six (6) students and co-op and three (3) on-call employees.

1.2 Project Inuit employment (Agnico Eagle and contractors)

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Inuit or Nunavummiut employment rates at Meadowbank.

WHALE TAIL[2]

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

MELIADINE[4]

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]

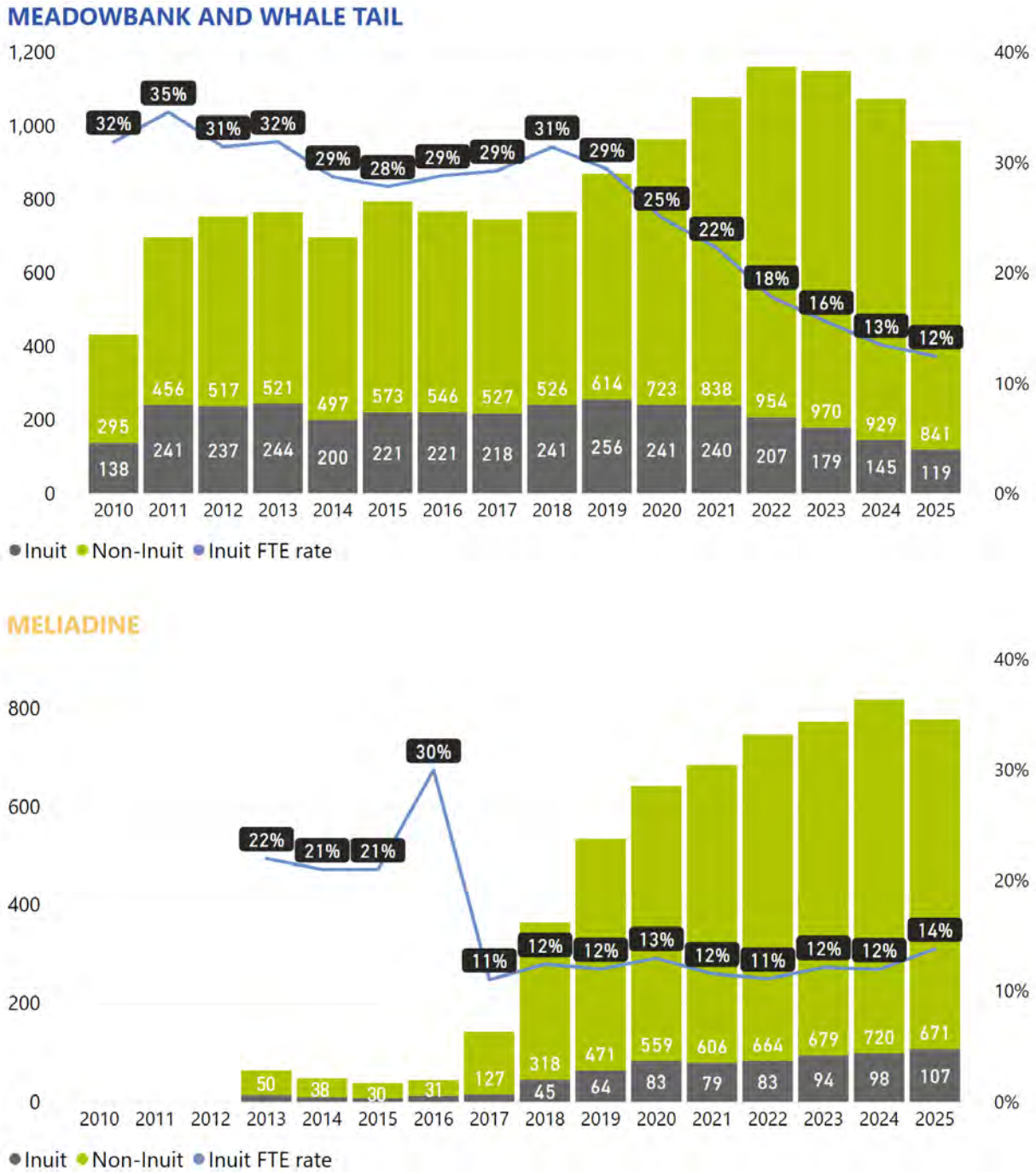
Data & Trends

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.

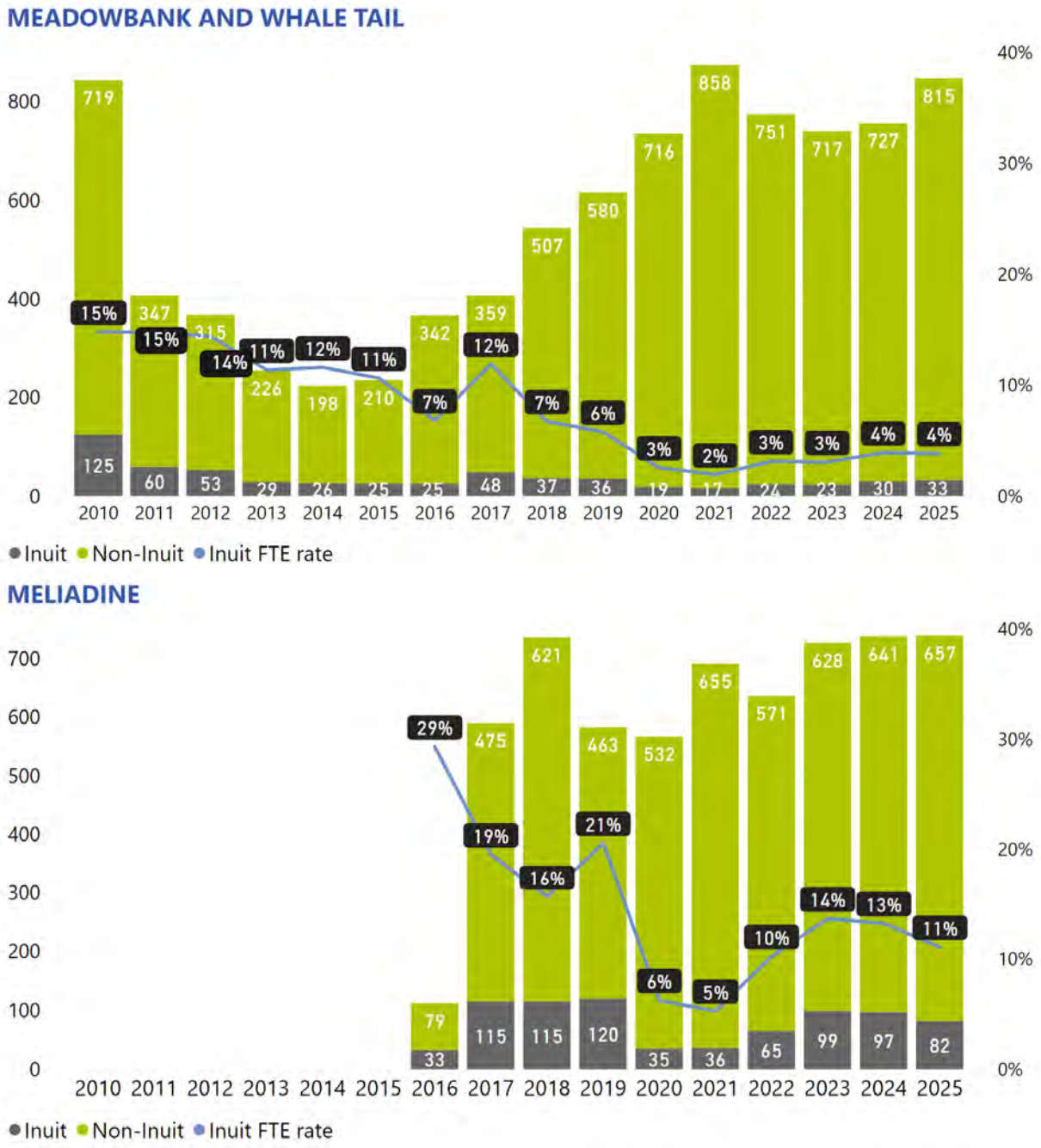
Chart 2. Project Agnico Eagle FTE employment (Inuit & non-Inuit)



(Agnico Eagle Mines, 2025)

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]



(Agnico Eagle Mines, 2025)

[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 2025, Agnico Eagle's Inuit employees worked the equivalent of 226 FTEs, while another 115 FTEs were filled by contractors' Inuit employees, for a total of 341 FTEs (of 3,325 total FTEs). Considering year-over-year change, in 2025, Agnico Eagle's Inuit employment decreased at Meadowbank / Whale Tail by 26 FTEs and increased by nine (9) FTEs at Meliadine. Contractors' Inuit employment increased by three (3) FTEs at Meadowbank / Whale Tail and decreased by 15 FTEs at Meliadine.

At Meadowbank / Whale Tail, Agnico Eagle's Inuit FTEs comprised 12% (119 FTEs) of the total employee base in 2025, down from 13% (145 FTEs) in 2024. For contractors, Inuit FTEs were at 4% (33 FTEs) of total FTEs in 2025, slightly up from 4% (30 FTEs) in 2024. The combined (Agnico Eagle and contractors) Inuit effort for Meadowbank/Whale Tail was 152 FTEs, representing an 8% Inuit FTE rate in 2025, and continued to fall below the FEIS prediction of 491 positions, or a 42% Inuit workforce for Whale Tail.

At Meliadine, Agnico Eagle's Inuit FTEs comprised 14% (107 FTEs) of the total employee base in 2025, an increase from 12% (98 FTEs) in 2024. For contractors, Inuit FTEs decreased from 13% (97 FTEs) in 2024 to 11% (82 FTEs) in 2025. The combined (Agnico Eagle and contractors) Inuit effort for Meliadine was 189 FTEs, or a 12% Inuit FTE rate in 2025, remaining below the Meliadine FEIS prediction of 140 positions or 20% to 30% for the operational workforce being Inuit.

In 2022, Agnico Eagle began tracking 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* [ISV]. In 2025, Meadowbank / Whale Tail recorded 27.3 Inuit FTEs in missed hours compared to 33.7 in 2024, and Meliadine recorded 19.7 Inuit FTEs compared to 18.4 in 2024. Generally, Inuit missed hours represent a disproportionately larger share than their representation in the workforce (Agnico Eagle and contractor employees). Common reasons for missed hours include calling in sick, not showing up for work and family reasons, all of which continue to impact overall Inuit FTE totals annually.

Barriers to Inuit Employment

The level of Inuit employment at Agnico Eagle is explored in detail in the Kivalliq Labour Market Analysis (KLMA), alongside the Inuit Workforce Barriers Study (IWBS) and previous Socio-Economic Monitoring Reports (SEMRs). Together, these studies inform Inuit employment goals, human resources planning, communications, and other actions to improve Inuit participation at the Kivalliq Projects

The 2024 KLMA, building on its 2021 iteration, found that Inuit remain underrepresented in the overall workforce at the Kivalliq Projects and that many qualified Inuit are already employed elsewhere in the region, limiting net gains from simply competing for the same talent. Accordingly, the KLMA concludes recruitment should focus on younger Inuit (particularly recent and near-term graduates from high school, college, or university) and those who are unemployed, underemployed, or not actively participating in the labour force. The 2024 KLMA also underscores that barriers beyond formal qualifications, such as willingness and ability to work rotational schedules, family and community responsibilities, language, and perceptions of the workplace, continue to influence Inuit participation, which is why coordinated actions in recruitment, pre-employment, training, and retention are still required (Aglu and ERM, 2025).

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).

Sanajiksanut Program

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]. At its core, the program is built around reducing cultural barriers and ensuring that every stage of the recruitment journey is welcoming, respectful, and accessible to Inuit candidates. The Sanajiksanut Program was redesigned and officially launched in 2022. The new recruitment process is forward-looking, ensuring a new generation of qualified 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 it 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, using a job-specific approach rather than grouping all candidates into a single pool. To increase accessibility, Agnico Eagle has adapted its communication channels to better reach Inuit candidates, ensuring they receive timely updates on job opportunities. 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 2025, Agnico Eagle prioritized Mining Awareness to engage high school and college students and promote careers in the industry.

The Sanajiksanut program supports various initiatives to facilitate Inuit workforce access to employment. These include community-based information sessions, on-site training initiatives designed to develop new training programs and create career opportunities, a job-specific recruitment process that improves hiring efficiency and streamlines the recruitment process to increase exposure to career opportunities offered at the mine site, and support for contractors and their Inuit recruitment process.

Central to reducing cultural barriers in hiring, the Sanajiksanut team—made up of Inuit hiring Inuit—ensures a more respectful and inclusive hiring experience from first contact through to employment. The process begins by learning from community members during EIS and career days about their work experience and interests, then matching them to job opportunities that align with their goals. As part of this approach, all applicants are contacted to confirm their contact information, review their profiles, and discuss their career interests and goals. An up-to-date list of

candidates is maintained, including communication records and career goals, with follow-up calls every three months to confirm continued interest and update contact details as needed.

The Sanajiksanut program allows potential candidates to become pre-qualified through a 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 2025, as part of the Sanajiksanut Program, Agnico Eagle held 21 employment information sessions in all seven (7) Kivalliq communities (Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet, and Whale Cove) attended by 1,335 Inuit participants. To compare, in 2024, 20 sessions were held in six (6) Kivalliq communities with 492 participants. The sessions provided information about the mines, work lifestyle, career opportunities, and 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 as many community members as possible (in combination with community activities). However, some scheduled information sessions were cancelled due to challenges with weather conditions, accommodation availability, and the presence of a Community Liaison Officer (CLO).

Overall, the 21 information sessions held in 2025 included:

- Four (4) sessions and 264 Inuit participants in Arviat.
- Three (3) sessions and 183 Inuit participants in Baker Lake.
- Three (3) sessions and 129 Inuit participants in Chesterfield Inlet.
- Three (3) sessions and 72 participants in Coral Harbour.
- One (1) session and 50 participants in Naujaat.
- Five (5) sessions and 430 Inuit participants in Rankin Inlet.
- Two (2) sessions and 207 Inuit participants in Whale Cove.

In 2025, Agnico Eagle also hosted two ‘Career Days’, one in Coral Harbour and one (and for the first time) at the Meadowbank Complex (for Baker Lake students). Both Career Days informed community members about mining activities, Agnico Eagle’s operations in Nunavut, various career opportunities, and future projects. The Sanajiksanut Team met with potential candidates and provided information on employment and career opportunities. Contractors (Kivalliq Contractor Groups Ltd., Sakku Investment Corporation, Tangmaarvik) and the GN representative from Career Development were also present to promote the Apprenticeship Program. In Coral Harbour, 204 students and community members attended the Career Day. Career Day held at the Meadowbank Complex Mine Site had 66 students participating.

These in-person events provided essential information to community members interested in working at the mine site.

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 2025, CLOs were present in six (6) communities: Arviat, Baker Lake, Coral Harbour, Naujaat, Rankin Inlet, and Whale Cove. The Sanajiksanut Coordinator and Community Relations team also travelled to Chesterfield Inlet 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 2025, more than 30 job opportunities were advertised for the Inuit workforce through channels that reduce barriers and increase access for Inuit candidates. These included the Agnico Eagle website, the Sanajiksanut email, in-person submissions (through CLOs or during events), and QR-code-based applications via a short online form.

Chart 4. Sanajiksanut Program

Step 3: Pre-Employment Training Program

In 2025, 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 Ilitaqsiniq (Nunavut Literacy Council). The seven (7) sessions included:

- One (1) session in Baker Lake with 12 Inuit participants.
- One (1) session in Chesterfield Inlet with five (5) Inuit participants.
- One (1) session in Coral Harbour with 10 Inuit participants.
- One (1) session in Naujaat with 10 Inuit participants.
- Two (2) sessions in Rankin Inlet for 8 Inuit participants.
- One (1) session in Whale Cove for two (2) Inuit participants.

There was no session in Arviat. 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].

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. Each year, the Labour Pool List is updated, with candidates tracked against each step of the recruitment process. Since implementing the recruitment process, Agnico Eagle has been able to hire 572 Inuit employees, of which 142 were hired in 2025 (84 at Meadowbank Complex/Whale Tail, 49 at Meliadine, and nine (9) for the Nunavut Service Group).

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.

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).

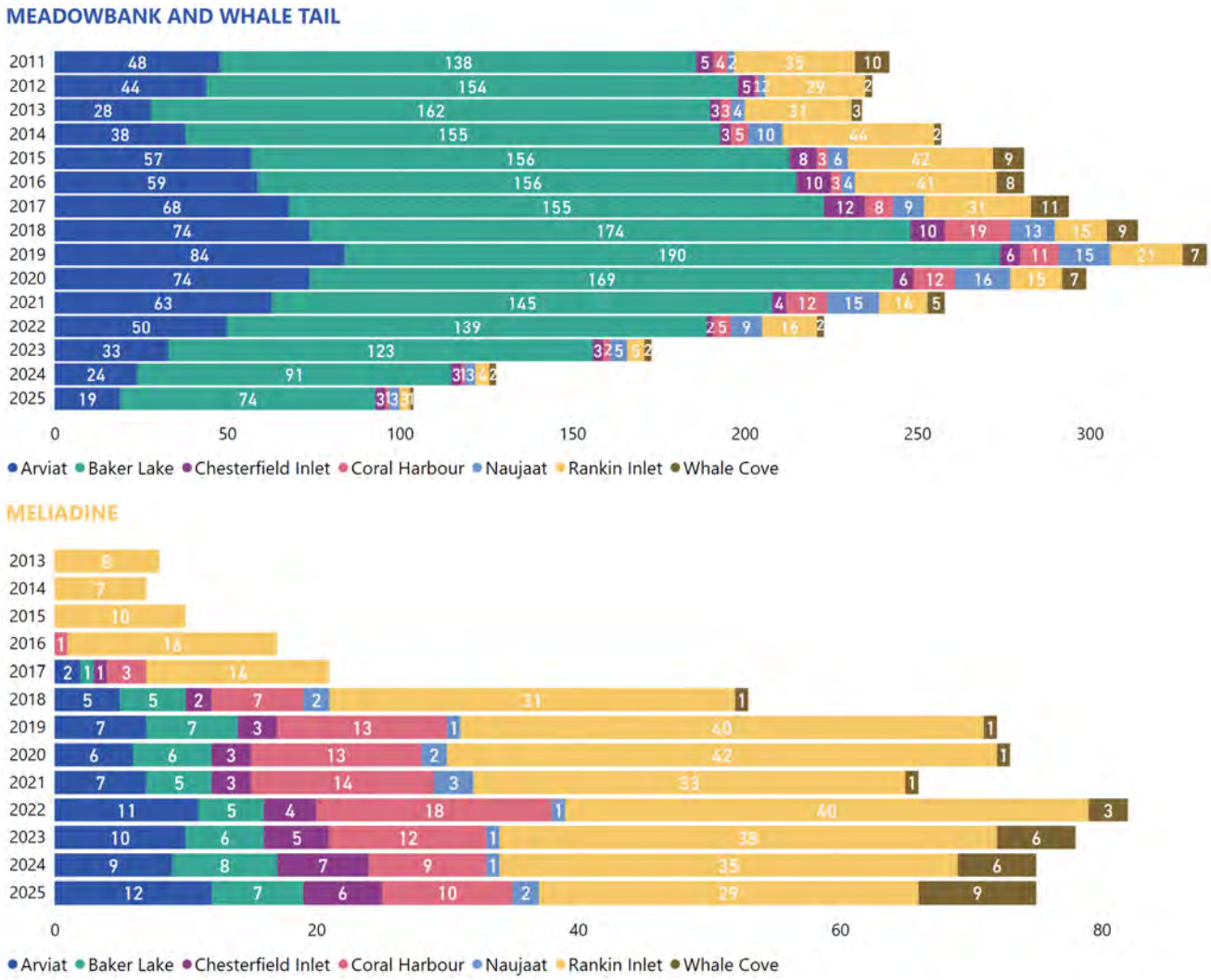
MELIADINE

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.

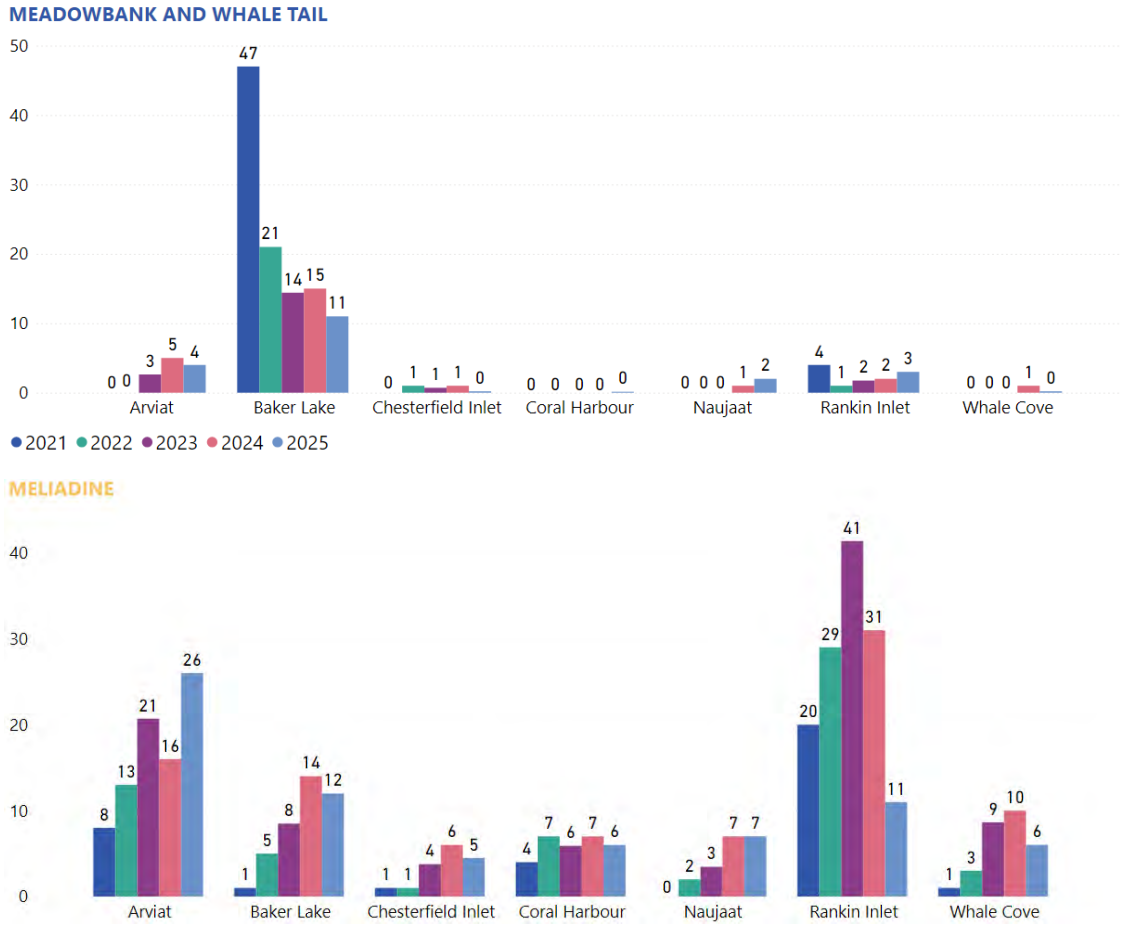
Chart 5. Project (Agnico Eagle) employment by Kivalliq community



(Agnico Eagle Mines, 2025)

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, 2025)

Interpretation

In 2025, the number of Agnico Eagle's Kivalliq-based employees at Meadowbank/Whale Tail reached 104, representing a decrease of 19% (24 employees) from 128 in 2024. Contractors' employment of Kivalliq-based employees also decreased, from 23 employees in 2024 to 20 in 2025.

At Meliadine, the number of Agnico Eagle's Kivalliq-based employees remained at 75 in 2025, the same as in 2024. Contractors' Kivalliq-based employment decreased from 90 in 2024 to 73 in 2025.

In total, 124 Kivalliq-based employees were employed at Meadowbank/Whale Tail in 2025 and 148 at Meliadine, for a combined total of 272. 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].

As in previous years, Baker Lake and Rankin Inlet remained the primary sources of Kivalliq-based employees at Meadowbank / Whale Tail and Meliadine, respectively. Several factors contribute to this trend, including the size of those communities, proximity to the mine, hiring provisions in the IIBAs that give preference to Inuit from nearby communities, and training and recruitment efforts by Agnico Eagle focused on Rankin Inlet and Baker Lake. In 2025, 69% (85) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake, and 27% (40) of Meliadine's Kivalliq-based employees were from Rankin Inlet. Across all operations, Baker Lake contributed 38% (104) of employees, and Rankin Inlet contributed 17% (46).

The 2025 Inuit and Nunavummiut Employment Survey further revealed that of those who responded to each question, 49% were from Baker Lake, 21% from Rankin Inlet, and 23% from other Kivalliq communities (Question 35 in Appendix E). Eleven percent of respondents moved in the past 12 months (Question 36 in Appendix E), but 33% indicated that they want to move in the next 12 months (Question 39 in Appendix E), with most preferring to relocate to southern regions (67%) (Question 40 in Appendix E). When asked about the reasons for wanting to move, the most common responses included better housing (66%), better access to services (42%), and being closer to friends and family (26%) (Question 41 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

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

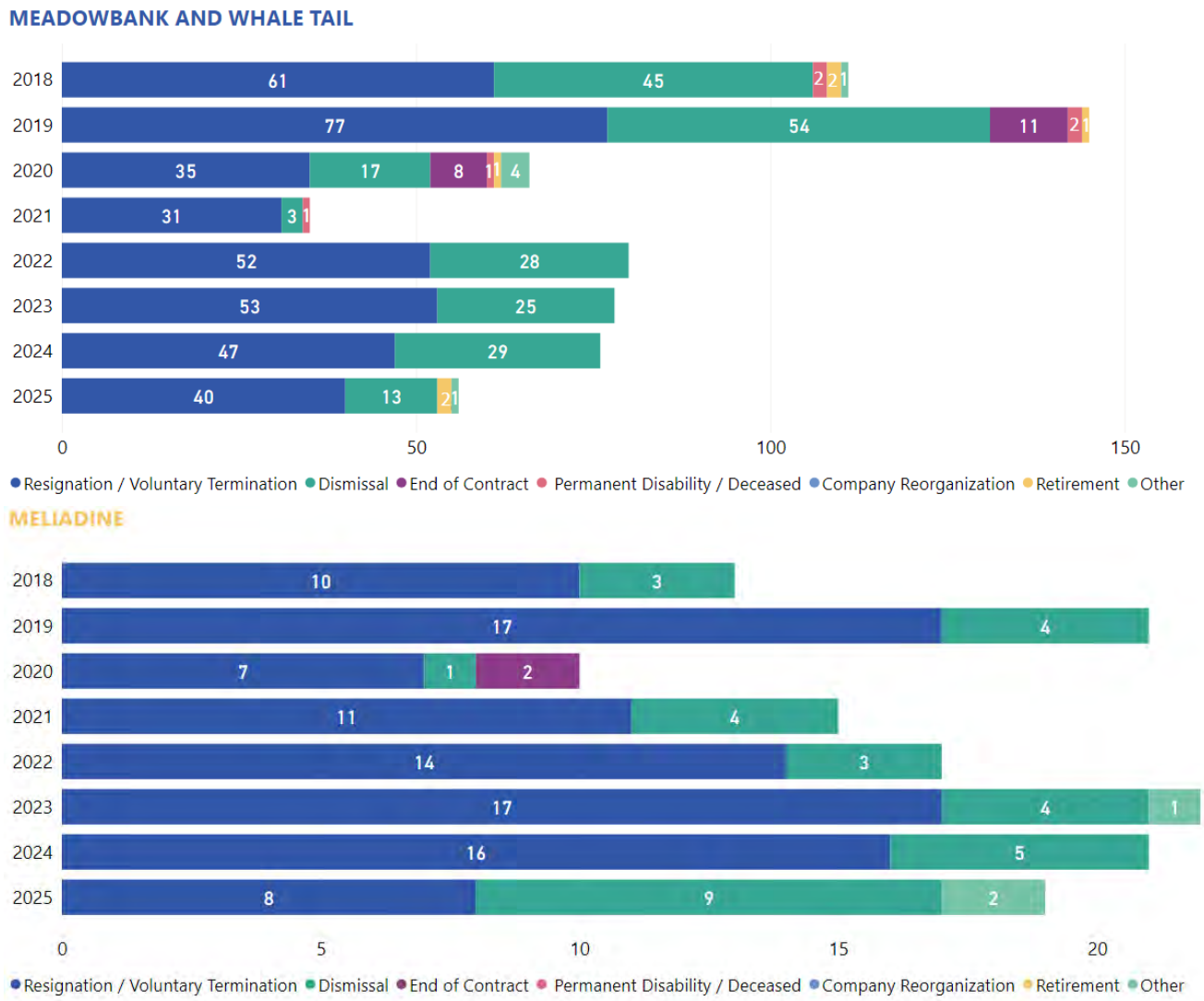
Chart 7 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle's employment each year) by reason for leaving for Meadowbank / Whale Tail and Meliadine.

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 the turnover rate by employees from each community and includes information in relation to all of Agnico Eagle's Kivalliq Projects.

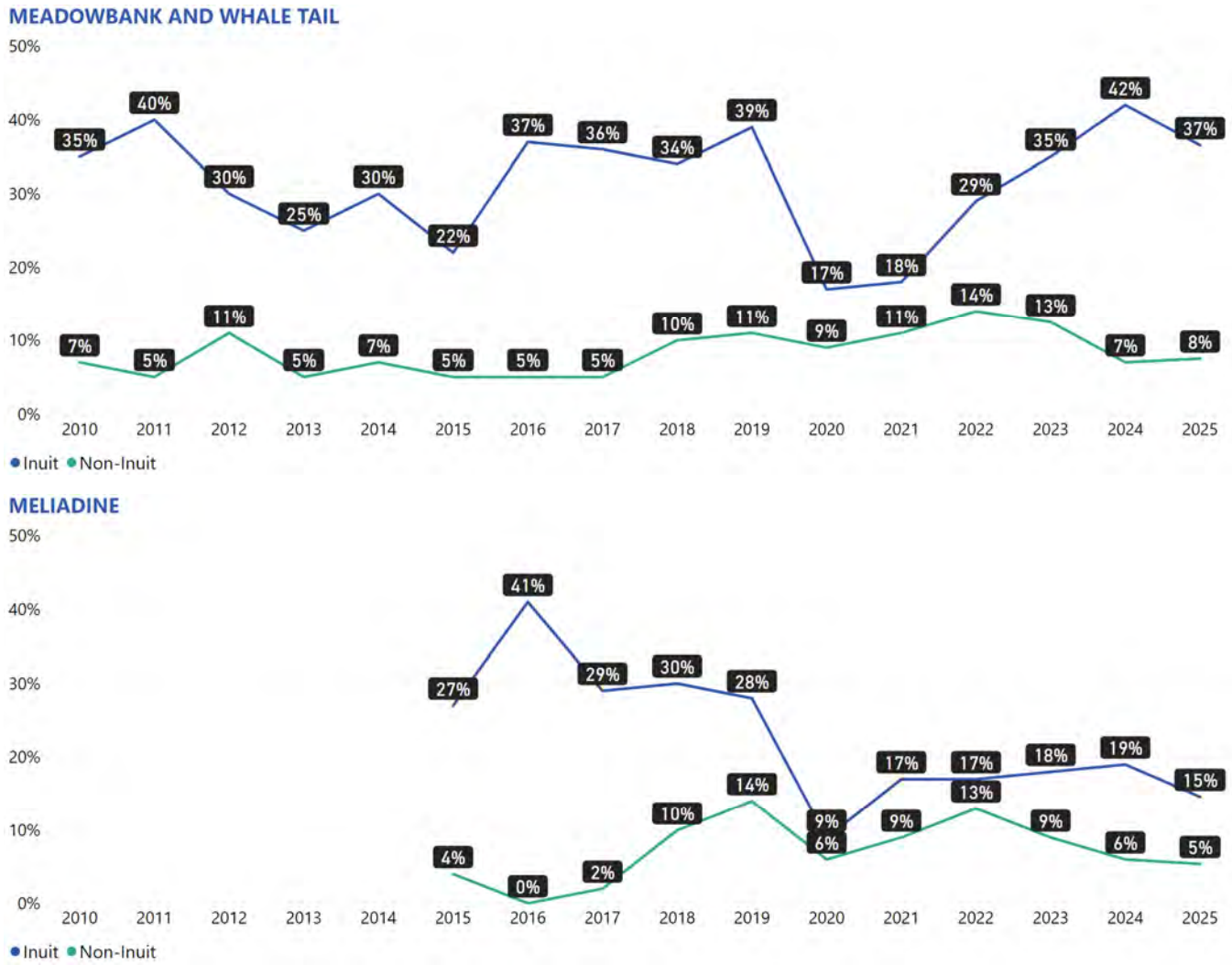
[7] Termination includes any instance of an employee exiting employment from the company which covers dismissals, resignations, company reorganization. This excludes students, interns, on-call, retirement, transfers out of division, end of contract, and death.

Chart 7. Agnico Eagle Inuit employee turnover by reason



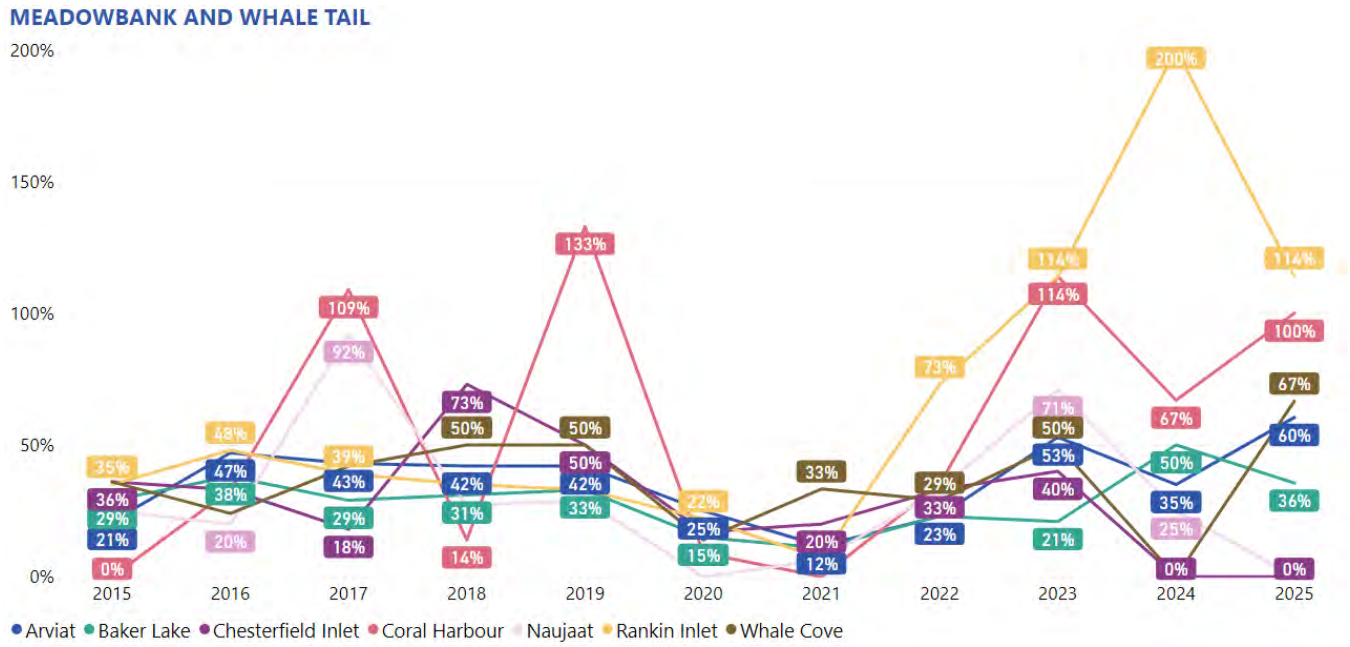
(Agnico Eagle Mines, 2025)

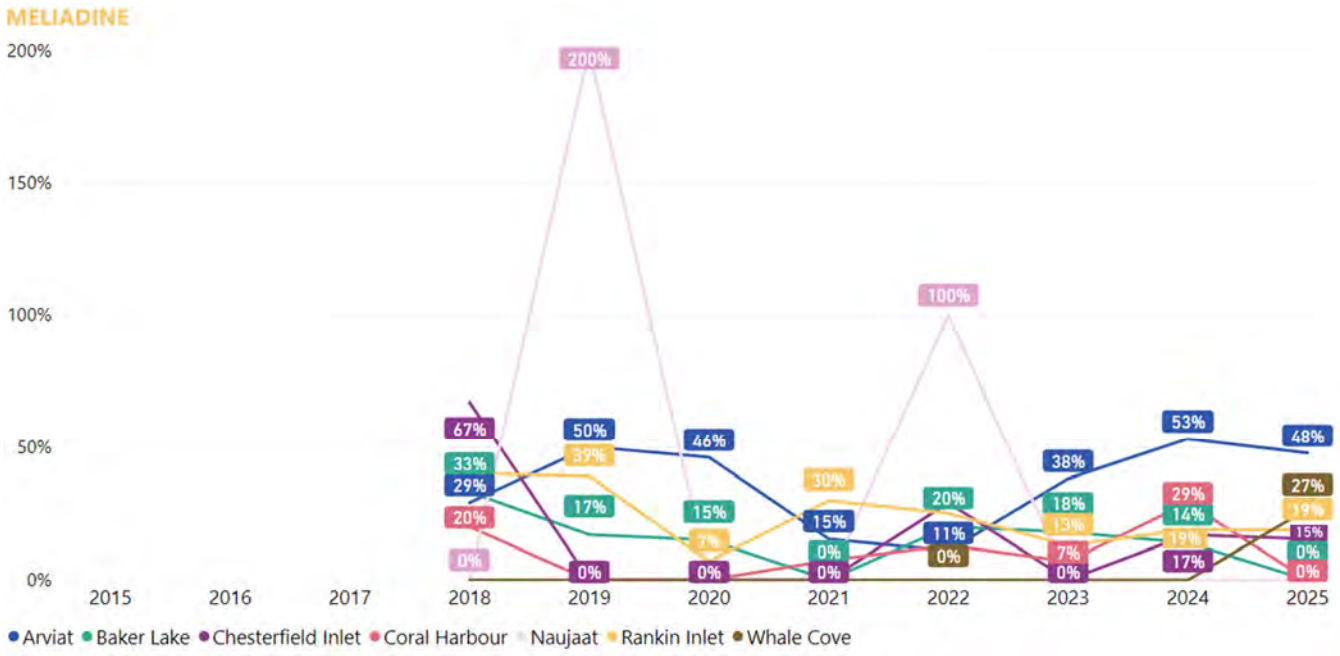
Chart 8. Turnover rates (Inuit & non-Inuit)



(Agnico Eagle Mines, 2025)

Chart 9. Turnover rate by employees from each community





(Agnico Eagle Mines, 2025)

Interpretation

In 2025, 75 Inuit employees left work at the Kivalliq Projects (compared to 97 the previous year), 56 of whom were from Meadowbank / Whale Tail and 19 from Meliadine.

- At Meadowbank / Whale Tail, 56 Inuit employees left in 2025, with 40 departures due to resignation or voluntary termination and 13 due to dismissal; 2 left due to retirement and one for unknown reasons. Compared to the previous year, resignations / voluntary departures decreased by 15% (47 to 40 Inuit employees), and dismissals decreased by 55% (29 to 13 Inuit employees).
- At Meliadine, 19 Inuit employees left in 2025, with 8 departures due to resignation or voluntary termination, 9 due to dismissal, and 2 for unknown reasons. Compared to the previous year, resignations / voluntary departures decreased by 50% (16 to 8 Inuit employees), and dismissals increased by 80% (5 to 9 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 *inuuqatigiitsiarniq* [ISV]. Exit interviews collect qualitative information on common reasons employees leave.

In 2025, 40 exit interviews were conducted at Meadowbank / Whale Tail, highlighting the following reasons behind voluntary resignations:

- Moving to another job (6)
- Family situation (11)
- Not liking camp life and/or missing family (3)
- Not liking the job (6)
- Conflict with an employee/supervisor (3)
- Lack of access to child support (3)
- Schedule is too long (1)
- Other (7)

At Meliadine, the 8 voluntary resignations in 2025 were attributed to:

- Moving to another job (2)
- Family situation (1)
- Not liking the job (1)
- Conflict with an employee/supervisor (4)

The turnover rate for Inuit employees across all Agnico Eagle projects remains consistently higher than that for non-Inuit employees. At Meadowbank / Whale Tail, Inuit employee turnover was 37% in 2025 compared to 8% for non-Inuit. At Meliadine, Inuit employee turnover was 15% in 2025, compared to 5% for non-Inuit employees. Overall, Inuit employee turnover decreased slightly at both sites in 2025, while the turnover rate for non-Inuit remained comparatively low and stable.

Turnover rates by community continued to fluctuate year over year across most communities. In 2025, Meadowbank / Whale Tail turnover rates increased in Arviat, Coral Harbour and Whale Cove, and decreased in other communities. At Meliadine, turnover rates increased in Whale Cove, remained at 0% in Naujaat and Rankin Inlet, and decreased in the remaining communities. As in previous years, large year-over-year fluctuations in smaller communities should be interpreted cautiously, particularly given the small number of total employees. Turnover rates exceeding 100% occur in cases where the number of employees leaving exceeds the average number employed in that community (e.g., Meadowbank employee turnover in 2017, 2019, and 2023 for Coral Harbour, and turnover in 2023, 2024, and 2025 for Rankin Inlet; and Meliadine employee turnover in 2019 and 2022 for Naujaat).

The 2025 Inuit and Nunavummiut Employment Survey further revealed that Inuit employees and their spouses find employment at the mine challenging, which may contribute to higher turnover among Inuit employees. Worrying about family was identified by 64% of respondents as the most difficult thing when at work (mine site; Question 25 in Appendix E). For spouses, common difficulties included taking care of children (49% of respondents), loneliness (37% of respondents), and managing the household (e.g., getting groceries, running errands, and household maintenance; 36% of respondents) (Question 24 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025). These factors continue to present barriers to retention for Inuit employees at both sites.

Agnico Eagle is working to implement programs to address high Inuit turnover rates and exit-interview concerns, in line with the value of *piliriqatigiinniq* [ISV].

In line with exit interview findings, including employees leaving for other jobs or reporting dissatisfaction with their roles, Agnico Eagle continues to invest in structured programs that create meaningful career pathways, support personal growth, and improve long-term job satisfaction for Inuit employees.

The **Career Path Program** provides employees with a clear roadmap for progression, outlining the experience, training, and skills required at each stage—from entry-level trainee positions through to semi-skilled and advanced roles. Complementing this, the **RISE Program** supports Inuit employees in strengthening their foundational education and preparing for advancement through personalized learning plans developed by an Adult Educator, covering literacy, numeracy, leadership, and life skills. Agnico Eagle also supports Inuit employees through its **Apprenticeship Program**, providing one-on-one coaching, academic skills support, and transitional guidance as employees move from training into skilled roles. At the site level, **Trainee Programs** continue to expand, offering semi-skilled and skilled positions.

Exit interview results identifying family situations and lack of support as key drivers of attrition, combined with findings from the Inuit and Nunavummiut Employment Survey, where 64% of respondents identified worrying about family as the most difficult aspect of working at the site, prompted Agnico Eagle to introduce dedicated policies to better support Inuit employees balancing work and family responsibilities.

The **Caregiving Policy** provides access to EI benefits for employees who need to support critically ill or end-of-life family members, ensuring that employees are not forced to choose between their career and their family during the most difficult moments. The **Inuit Extended Leave Policy** allows Inuit employees to take up to three (3) months of personal leave while remaining in active employment, providing flexibility and peace of mind without jeopardizing job security.

To date, ten Inuit employees have participated in the Extended Leave Program across the Kivalliq Projects, three at the Meadowbank Complex and seven at Meliadine, reflecting meaningful early uptake of a program designed to meet the unique needs of Inuit employees and their families.

2 Gender

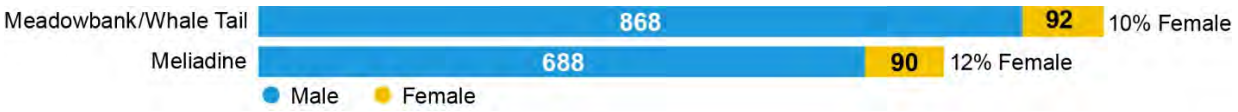
IMPACT / GOAL STATEMENT

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

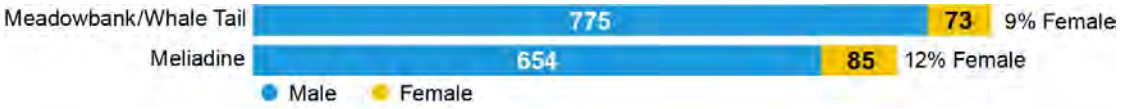
OVERVIEW OF FINDINGS

In 2025, the total number of **female employees** working directly for Agnico Eagle and contractors was 340 FTEs, and the female FTE rate across all sites was 10%.

Agnico Employees

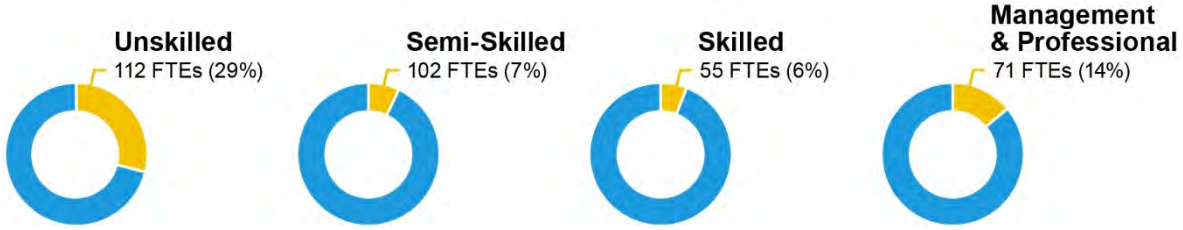


Contractors



Agnico Eagle also continues to have **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.

Across all projects, female employees worked mostly in unskilled and semi-skilled 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 women's participation and advancement 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 to ensure that everyone feels a sense of belonging, has equal access to opportunities, and has 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 2025
Active Programs		
Civility at Workplace Program	Workplace training to address sexual behaviour, sexual harassment, and diversity issues.	In 2025, the program was temporarily paused due to staff unavailability. Agnico Eagle intends to resume this program in 2026 to keep its employees trained and foster a positive, safe work environment.
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 2025, 11 Agnico Eagle employees participated in the program, including six (6) mentees and five (5) mentors. Agnico Eagle will continue to support the program, which is 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 2025, the program had 16 participants (Cohorts 3 and 4). To date, four (4) participants from the Nunavut operations (Cohorts 1 and 2) have completed the program. Participants were eligible to receive up to $20,000 for educational/professional development support, and each was matched with a management mentor to guide their development.

Program	Description	Action in 2025
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.	In 2025, Agnico Eagle provided $34,086 to support the first year of a two-year trainee position. With one of the two coordinators expected to retire within the next two years, training a successor is critical to ensuring the program's long-term sustainability. In addition to financial support, Agnico Eagle also provided business mentorship to the coordinators through its Business Mentorship Program.
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 2025, Camp Engies did not conduct outreach; therefore, Agnico Eagle did not make any contributions.
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 2025, the Maternity Leave Program remained active across all sites, providing support for pregnant employees who were unable to remain on-site.
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 2025, the Meadowbank CCM had no Inuk representatives and, consequently, no Inuit women on the committee. One (1) non-Inuit woman was on the committee. The Meliadine CCM had four (4) Inuk representatives, including one (1) Inuit woman and one (1) non-Inuit woman.
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, 2025, in celebration of International Women's Day, Meliadine mine hosted Dr. Levenia Brown for a storytelling session. The event brought together over 20 employees from across the site, creating a meaningful space to honour and uplift women's experiences, perspectives, and contributions to the mining industry. Through storytelling, Dr. Brown shared personal insights that resonated with attendees, sparking reflection and dialogue around the importance of inclusion, representation, and support for women in the workplace.
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 2025, one (1) formal complaint was received via Tusaajugut related to a crew change bus.
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 2025, 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 2025, the workshop on harassment continued to be delivered as part of the Pre-Employment Training Program. The workshop aims to clearly define behaviours and actions that constitute harassment and to explain the process for filing a harassment complaint.

(Agnico Eagle Mines, 2025)

Interpretation

Agnico Eagle continues to develop its policy and programs to encourage greater gender equality, reflecting *tunnganarniq* and *piliriqatigiinniq* [ISV]. Currently, 11 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.

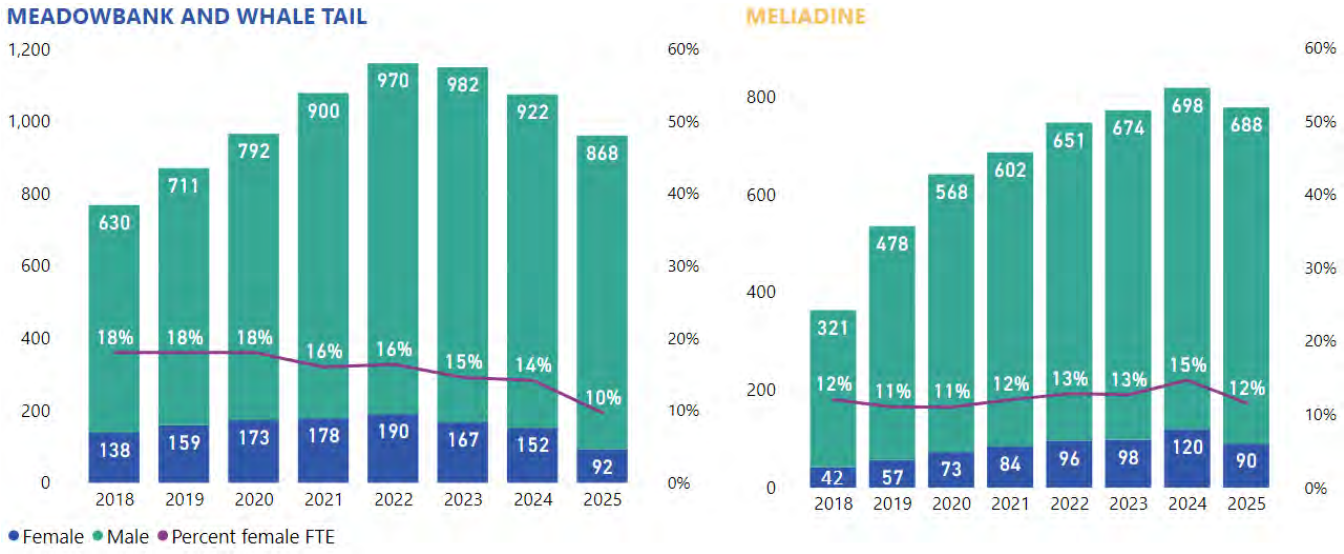
MELIADINE

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.

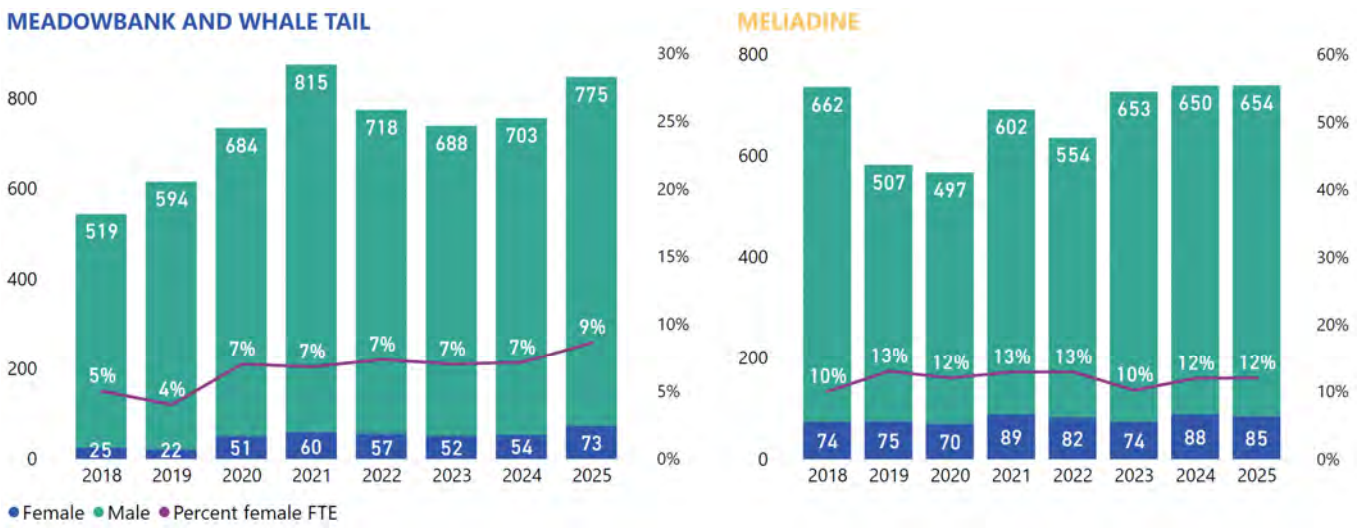
Chart 11. Project employment by gender (FTEs)



(Agnico Eagle Mines, 2025)

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, 2025)

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* [ISV] (Agnico Eagle Mines, 2020a).

The total number of female employees working for Agnico Eagle's Kivalliq Projects – direct employees and contractors – decreased in 2025, reaching 340 FTEs compared to 414 FTEs in 2024 (a decrease of 74 FTEs), following a peak of 425 FTEs in 2022 and 391 FTEs in 2023.

The decrease in 2025 is largely attributed to employee transfers to other Agnico Eagle divisions, including opportunities at the Hope Bay operation in the Kitikmeot region and Ontario operations that are currently ramping up—reflecting career growth and mobility within the broader Agnico Eagle organization. While transfers do not appear in turnover data, they affect the employee numbers reported for the Kivalliq Projects.

The female FTE rate across all sites was 10% in 2025, slightly lower than the 12% rate observed in 2024. In 2025, Agnico Eagle also recorded, for the first time, a gender-diverse FTE category, representing 0.2 FTE at Meadowbank (non-Inuit). While this number is small, it reflects an expansion of gender-based reporting and inclusion within the workforce dataset.

Women remain significantly underrepresented in Canada's mining workforce, and the share of women in mining has remained stagnant, with women concentrated in administrative, HR, finance, and support roles, while men dominate technical, trades, supervisory, and operational (MiHR, 2024). Persisting gender segmentation means that women face systemic and occupational barriers that limit their access to technical and operational pathways (Peltier-Huntley, 2022).

Barriers specific to women that affect entry and retention include limited childcare, challenges balancing family responsibilities with rotational schedules, gaps in social and mental-health supports, and concerns about inclusion and safety in male-dominated work environments. Turnover among Inuit women employees also remains elevated (with approximately 30% in mining), with many commonly cited reasons (e.g., difficulty with camp life,

time away from family, childcare logistics, loneliness, and dissatisfaction with working hours) aligning closely with women's experiences. These patterns reinforce the need for targeted recruitment and retention efforts such as flexible rotations, culturally responsive mentoring, paid cultural leave, and enhanced on-site supports (Aglu and ERM, 2025). Additional barriers include childcare availability and affordability, lack of spokespersons and mentorship, gender-based bias, and gaps in the implementation of equity policies (Aglu, ERM and PHC Inc., 2023).

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.

Opportunities remain for the industry to boost female recruitment, retention, and advancement. One of these initiatives, embracing the value of *tunnganarniq*, which emphasizes openness, welcome, and inclusivity, is the distribution of 'Women in Mining' videos by Agnico Eagle, intended to improve awareness and focus hiring efforts on 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 shows 2025 statistics on the gender, ethnicity, and skill level of Agnico Eagle employees, while Chart 14 presents the same information for contractor employees.

Chart 13. Agnico Eagle employment (FTEs) by gender, ethnicity, and skill level, 2025

	Unskilled		Semi-skilled		Skilled		Management & Professional	
Meadowbank / Whale Tail								
Inuit	49.1	41.1%	68.4	57.2%	1.0	0.9%	1.0	0.8%
Female	19.6	49.2%	20.0	50.0%	0.2	0.5%	0.1	0.3%
Male	29.5	37.1%	48.4	60.8%	0.8	1.0%	0.8	1.1%

	Unskilled		Semi-skilled		Skilled		Management & Professional	
Non-Inuit	6.1	0.7%	323.0	38.4%	250.0	29.7%	262.4	31.2%
Female	1.6	3.0%	7.0	13.3%	11.6	22.1%	32.6	61.7%
Male	4.3	0.5%	316.0	40.1%	238.3	30.2%	229.8	29.1%
Gender diverse	0.2	100%	0.0	0.0%	0.0	0.0%	0.0	0.0%
Meliadine								
Inuit	17.9	16.8%	79.2	74.1%	3.1	2.9%	6.7	6.2%
Female	2.5	9.8%	19.5	76.8%	1.1	4.3%	2.3	9.0%
Male	15.4	18.9%	59.7	73.2%	2.0	2.5%	4.4	5.4%
Non-Inuit	2.5	0.4%	283.7	42.3%	184.4	27.5%	200.1	29.8%
Female	1.7	2.7%	20.1	31.4%	10.5	16.4%	31.8	49.6%
Male	0.8	0.1%	263.6	43.5%	173.9	28.7%	168.3	27.7%

(Agnico Eagle Mines, 2025)

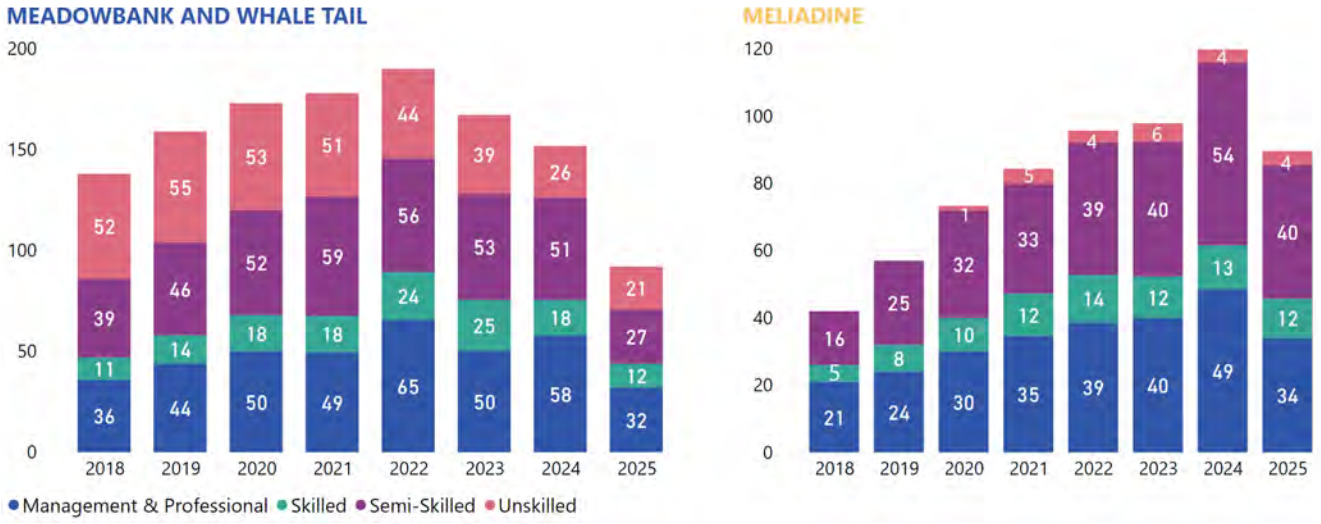
Chart 14. Contractor employment (FTEs) by gender, ethnicity, and skill level, 2025

	Unskilled		Semi-skilled		Skilled		Management & Professional	
Meadowbank / Whale Tail								
Inuit	5.2	16.0%	21.5	65.7%	5.9	18.0%	0.1	0.3%
Female	1.4	34.0%	2.8	66.0%	0.0	0.0%	0.0	0.0%
Male	3.8	13.3%	18.7	65.7%	5.9	20.7%	0.1	0.3%
Non-Inuit	106.9	13.1%	397.1	48.7%	291.0	35.7%	20.1	2.5%
Female	29.0	42.1%	17.0	24.6%	21.9	31.7%	1.1	1.6%
Male	77.9	10.4%	380.2	50.9%	269.1	36.1%	19.0	2.5%
Meliadine								
Inuit	62.3	76.4%	17.5	21.5%	1.2	1.5%	0.5	0.7%
Female	37.0	93.6%	2.0	5.1%	0.2	0.4%	0.4	0.9%
Male	25.3	60.2%	15.5	36.8%	1.1	2.5%	0.2	0.4%
Non-Inuit	133.5	20.3%	284.4	43.3%	206.3	31.4%	32.7	5.0%
Female	20.2	45.0%	13.2	29.4%	8.1	18.0%	3.4	7.6%
Male	113.3	18.5%	271.2	44.3%	198.1	32.4%	29.3	4.8%

(Agnico Eagle Mines, 2025)

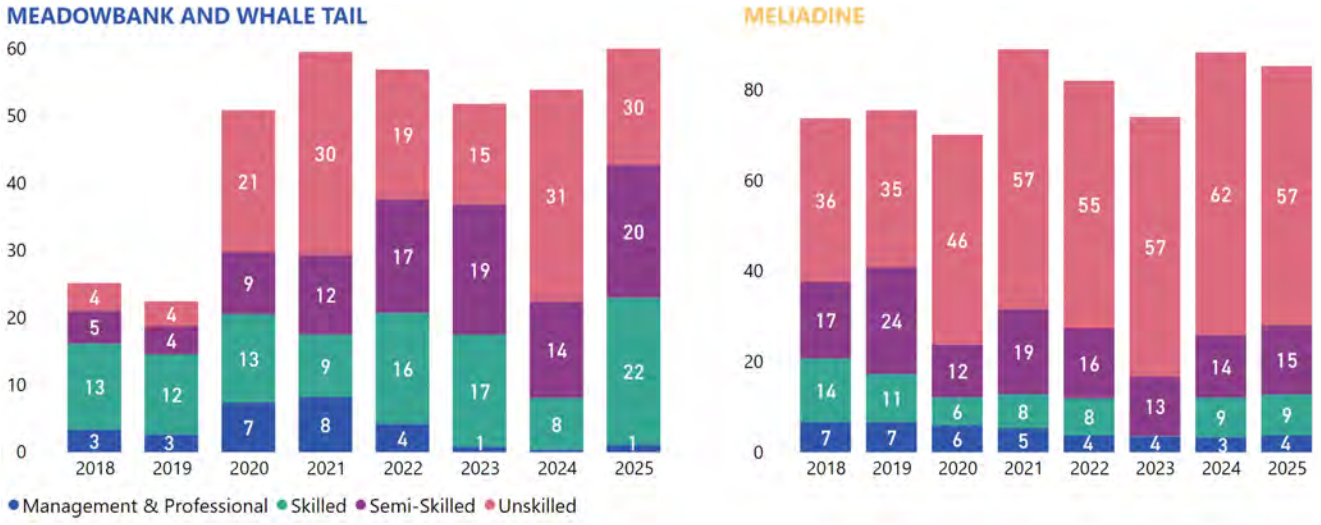
Chart 15 shows the number of Agnico Eagle female employees represented within each skill level category, and Chart 16 shows these metrics for contractors.

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



(Agnico Eagle Mines, 2025)

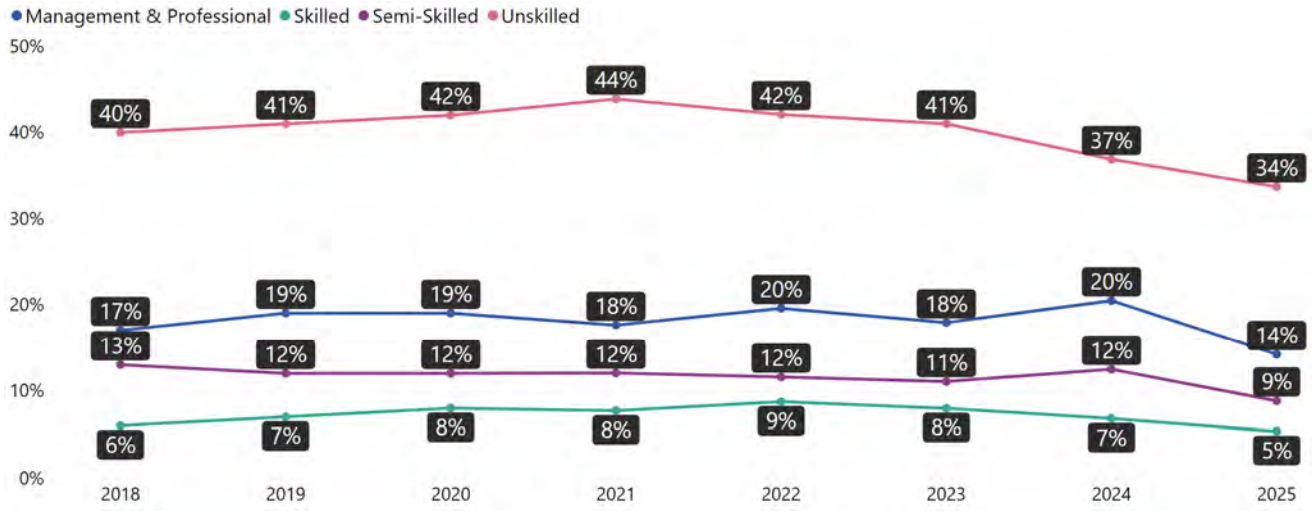
Chart 16. Contractor female employment (FTE) by skill level



(Agnico Eagle Mines, 2025)

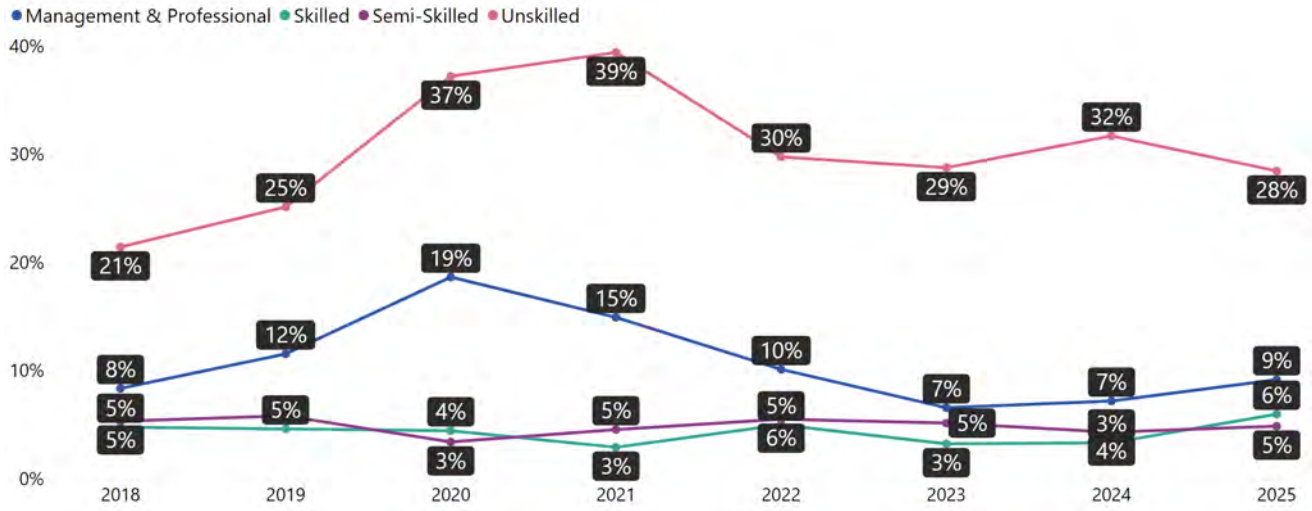
Chart 17 depicts the proportion of jobs at Agnico Eagle Projects by skill level held by female employees, and Chart 18 shows this metric for contractors.

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



(Agnico Eagle Mines, 2025)

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



(Agnico Eagle Mines, 2025)

Interpretation

Agnico Eagle's Kivalliq Projects employment distribution – both among direct employees and contractor employment by gender and skill level – continues to align with industry trends, where women remain underrepresented in mining. In 2025, of the total employment (3,325 Agnico Eagle and contractor FTEs), female Agnico Eagle and contractor employees comprised a total of 340 FTEs, specifically:

- As a share of each skill category:
  - 29% (112 FTEs) in unskilled positions;
  - 7% (102 FTEs) in semi-skilled positions;
  - 6% (55 FTEs) in skilled positions; and

  - 14% (71 FTEs) in management and professional positions.
- As a share of total female effort (100%):
  - 33% (112 FTEs) in unskilled positions;
  - 30% (102 FTEs) in semi-skilled positions;
  - 16% (55 FTEs) in skilled positions; and
  - 21% (71 FTEs) in management and professional positions.

For direct Agnico Eagle employment, female employees held 33% (25 FTEs) of all unskilled jobs, 9% (67 FTEs) of semi-skilled positions, 5% (24 FTEs) of skilled roles, and 14% (66 FTEs) of management and professional positions. In 2025, Agnico Eagle also recorded a third gender category for the first time, with one gender-diverse employee (0.2 FTE) at Meadowbank in an unskilled position. The overall employment of women in this category decreased due to employee transfers to other Agnico Eagle divisions. These transfers do not appear in turnover data but do reduce the number of employees reported for the Kivalliq Projects. The transfers resulted in the most notable changes from 2024 to 2025 across the following skill levels:[8]

- Management and professional positions decreased from 58 to 32 FTE at Meadowbank and from 49 to 34 FTEs at Meliadine.
- Semi-skilled roles declined from 51 to 27 FTEs at Meadowbank.
- Smaller transfers were observed at Meadowbank in skilled (18 to 12 FTEs) and unskilled positions (26 to 21 FTEs).

These patterns indicate that the employee transfers primarily affected higher-level positions at both sites, with additional reductions in semi-skilled and skilled roles at Meadowbank. The larger share of transfers at Meadowbank could be attributed to the decrease in direct Agnico Eagle employment at the mine (Section 1.2), as the mine prepares for the end of operations currently projected for 2028, with a potential life-of-mine extension.

For contractor employment, female employees held 28% (87 FTEs) of unskilled positions, 5% (35 FTEs) of semi-skilled positions, 6% (31 FTEs) of skilled positions, and 9% (5 FTEs) of management and professional positions.

While no predictions were made regarding project employment by gender and skill level, the 2025 distribution indicates ongoing opportunities to increase the proportional representation of women across nearly all skill levels, particularly in skilled and management roles, while female representation in unskilled positions remains comparatively stronger.

[8] Because this compares the total FTE effort in 2024 to that in 2025, it is possible that not just transfers but also partial turnover is reflected in these changes.

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).

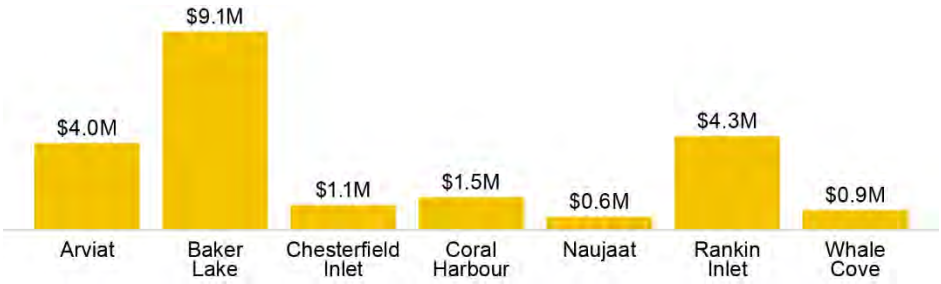
Whale Tail: *"The Expansion Project will generate direct, indirect and induced incomes."* (Golder Associates, 2018, p. 12).

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

The total income paid to direct Agnico Eagle employees was **$32.0M in 2025**.

Income paid to Agnico Eagle project Inuit employees by the community (excluding contractors) was as follows:



A cumulative total of **$370.2M** 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 2025 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, 2025)

Interpretation

In 2025, total income paid to Inuit employees (excluding contractors) was $32.0M, representing a 2% ($0.5M) decrease from $32.5M in 2024. Income paid to Inuit workers accounted for 10% of the total income paid to Agnico Eagle employees across both sites in 2025.

With 70% (177 out of 253) of Inuit employees residing in the Kivalliq communities (see Appendix B), employment income from the projects continues to have a significant and positive impact on personal income in the region, in line with FEIS predictions. As of the end of 2025, Agnico Eagle has paid a cumulative total of $370.2M in employment income to Inuit employees across its Kivalliq Projects since 2010.

While many Inuit earn a substantial income with Agnico Eagle, income earned is largely determined by skill level and the types of roles held at the projects. Higher-skilled and technical positions command higher wages, while lower-skilled roles offer comparatively lower earnings. Given generally lower levels of educational attainment in the region and the fact that many Inuit employees are concentrated in entry-level or semi-skilled roles (Sections 2.3 and 4.4), this limits overall income potential. Nunavummiut also face high living costs. High housing costs and related housing challenges (Section 9.5), along with the prices of food (Section 9.6), utilities, and basic goods, constrain disposable income. This high cost of living dampens the income benefits of mining projects, including Meliadine's FEIS goal of increasing 'disposable income.' As a result, while mining employment increases gross income, improvements in financial well-being depend not only on wage levels but also on financial literacy, the ability to advance into higher-skilled roles, and the capacity to manage and plan for the high cost of living in the region.

Agnico Eagle works to maximize the employment of Inuit (as described in Section 1.2) and to improve skill capacity in the regional labour force and at the project through education and training measures outlined in Section 4. It also offers financial management training to interested participants. 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 household financial stability. 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. *"Direct project wages paid to people in Kivalliq Region, primarily Baker Lake, could exceed $4 M annually."* (Cumberland Resources, 2006, p. 121).

WHALE TAIL

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

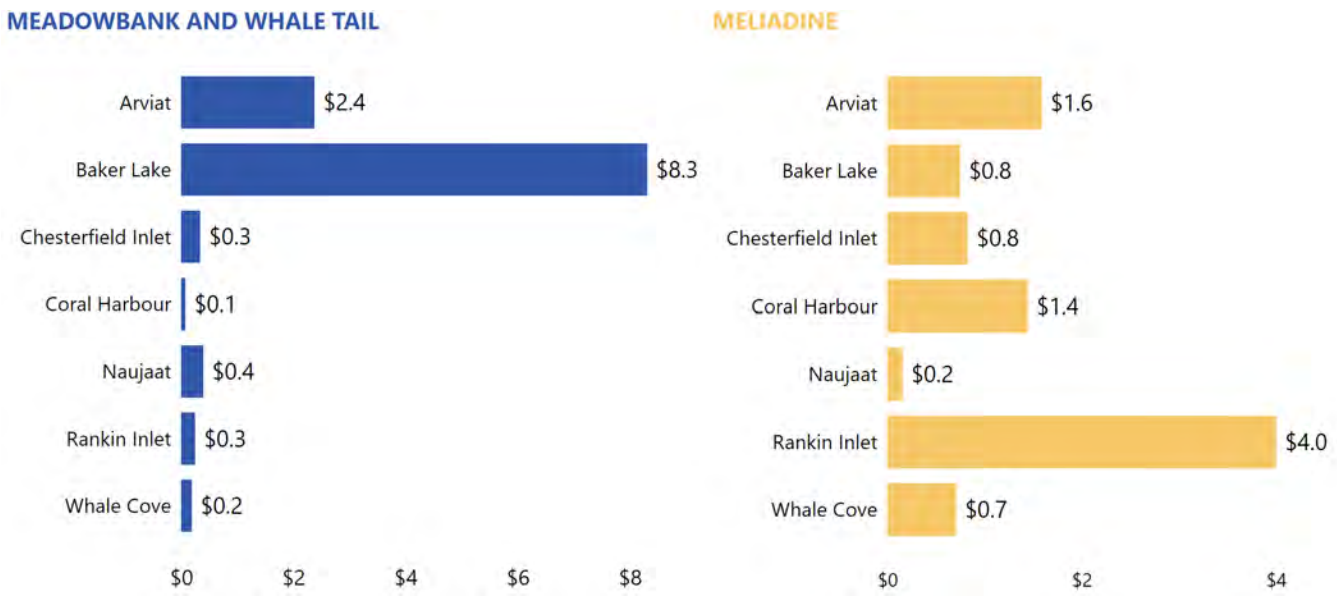
MELIADINE

"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 employment income paid to Agnico Eagle's Inuit employees in 2025 by project and community. This metric does not include income paid to Inuit contractors and is not available for previous years.

Chart 20. Income paid to Agnico Eagle project Inuit employees by the community ($M)

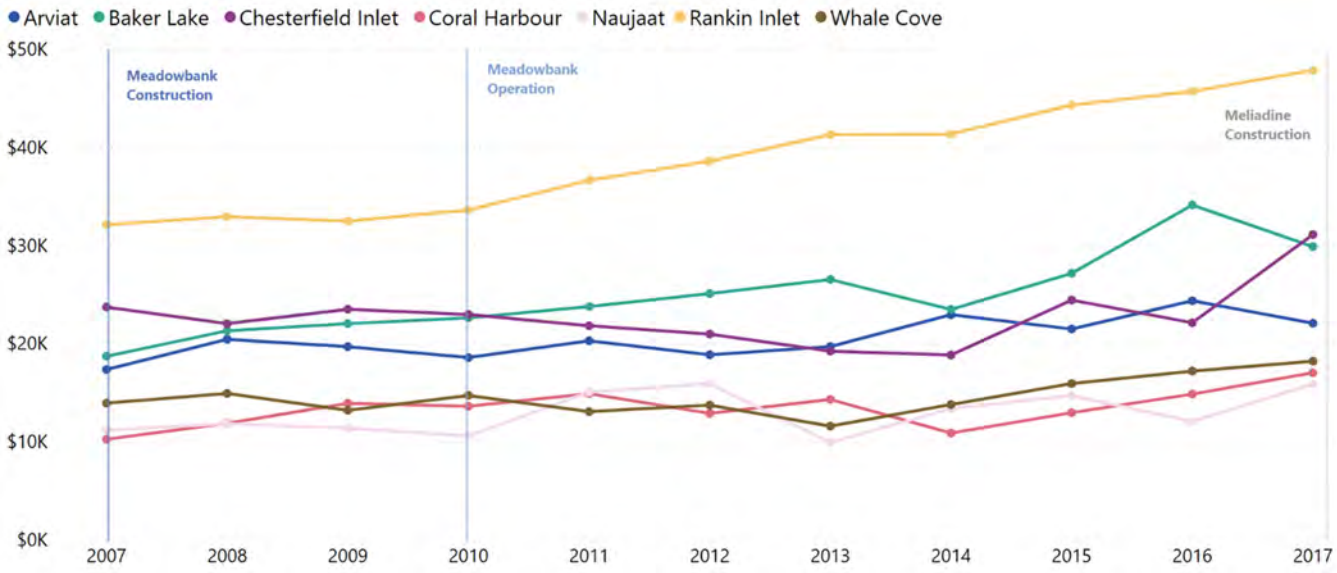


(Agnico Eagle Mines, 2025)

Chart 21 shows the median income of tax filers in each Kivalliq community from 2000 to 2017. No data has been available since 2018.

Chart 21. 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 difficult to accurately assess the impacts of the Agnico Eagle Kivalliq Projects.



(GN Bureau of Statistics, 2020)

Interpretation

In 2025, income paid to Inuit employees by community (excluding contractors) varied across communities and closely mirrored each community's share of Inuit employment across the sites (Section 1.3). Inuit employees from Baker Lake received a larger share of income at $9.1M across both sites, followed by Rankin Inlet ($4.3M) and Arviat ($4.0M). Income paid to Inuit employees from Baker Lake exceeds the Meadowbank FEIS prediction of $4.0M by $4.3M. There is no comparable FEIS prediction for Meliadine regarding changes in income in Kivalliq communities.

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 centre 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 [ISV].

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

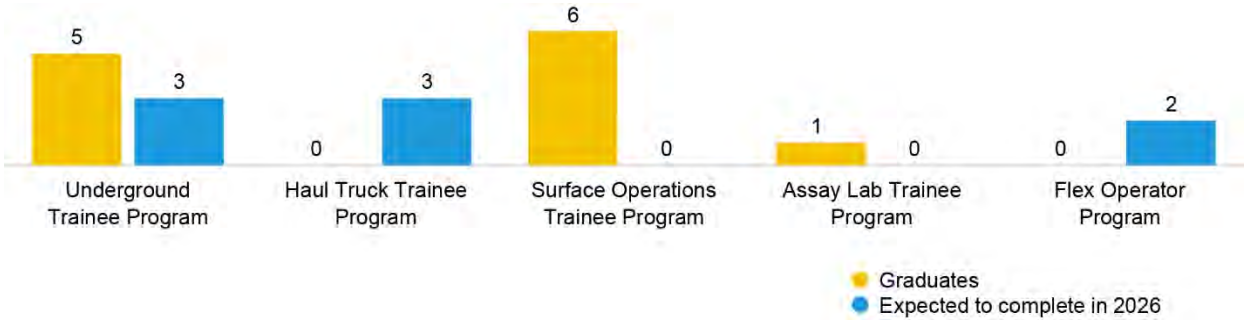
In 2025, Agnico Eagle increased its workforce development efforts across Meadowbank/Whale Tail and Meliadine, delivering multiple trainee programs and supporting six active pre-apprentices and apprentices across both sites.

The Sanajiksanut Program, through which Agnico Eagle recruits and hires new Inuit employees, supported the following initiatives in 2025:

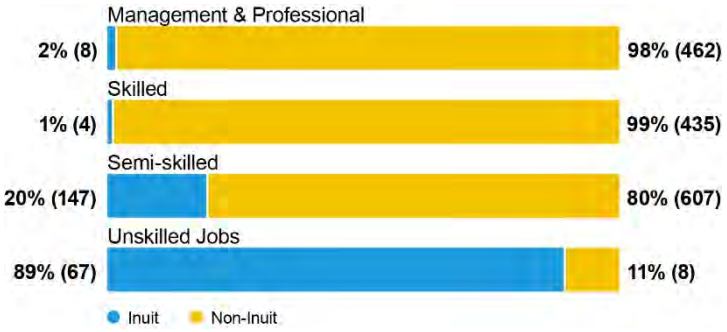
- 21 information sessions across all seven (7) Kivalliq communities, with 1,335 Inuit participants.
- Two (2) Career Days (Coral Harbour and Meadowbank Complex), attended by 270 participants.
- Seven (7) Pre-Employment Training programs delivered by Ilitaqsiniq, with 47 Inuit participants.
- 142 Inuit hired from the Labour Pool List in 2025 (compared to 105 Inuit in 2024).

In 2025, more than 30 Inuit-targeted job opportunities were advertised through reduced-barrier channels, including the Agnico Eagle website, Sanajiksanut email, in-person submissions, and a new QR-code application option using a short online form.

In 2025, there were **12 graduates** from various Agnico Eagle programs, with an additional 8 trainees continuing toward expected completion in 2026:



In 2025, Inuit employees held 89% of the unskilled roles at Agnico Eagle's Kivalliq Projects. 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.

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, Surface Operations, 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 2025, Agnico Eagle employed one (1) Summer Student at Meliadine with the Environment Department; two (2) at Meadowbank with the Process Plant Department and Environment Department; one (1) in Baker Lake with the Community Relations Department; one (1) in Rankin Inlet with the Community Relations Department; one (1) south based with the Community Relations Department (Social Performance); one (1) in Rankin Inlet with the Permitting Department; and two (2) at Meadowbank with the Environment Department through the Marine Mammal & Seabird Observer (MMSO) program. 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 22 shows Agnico Eagle's investments in education-based initiatives in 2025.

Chart 22. Agnico Eagle investments in education-based initiatives (in thousands of dollars), 2025

Program Name	Program Type	Contributions in 2025	Total Contributions 2010-2025
TASK weeks	External	$41.6	$200.7
Internal Education Programs – Hiring of Adult Educator and Academic Material	Internal	$105.0	$810.7
Internal Education Programs – RISE Program at Meadowbank / Whale Tail	Internal	$113.3	$512.6
Internal Education Programs – RISE Program at Meliadine	Internal	$121.9	$489.8
Internal Education Programs – Take Our Kids to Work (TOKTW) Day	Internal	-	$4.0
Kivalliq Science Educators Community Programs (KSEC)	External	$25.0	$305.0
Mining Matters Science Program (and Career Days since 2022)	External	$22.8	$478.1
Career Days	External	$48.1	$125.4
MoU with GN Department of Education	External	-	$700.0
Non-IIBA bursaries/ scholarships	External	-	$12.0
ILITAQSINIQ (Nunavut Literacy Council)	External	$308.7	$983.7
KIA Scholarships	External	$78.0	$595.1
Summer Camp Sponsorship	External	$47.0	$157.0
Career Awareness	External	$0	$77.5
Other education and social investments	External/ Internal	-	$34.0
TOTAL		**$911.4**	**$5,485.7**

(Agnico Eagle Mines, 2025)

Interpretation

In 2025, Agnico Eagle provided $911.4 in contributions to school-based initiatives, an increase of +58% from $578,300 in 2024, with investments since the beginning of operations totalling close to $5.5M. The initiatives that were supported in 2025 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 2025, 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 youth workforce development. 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 100 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 2025, Agnico Eagle invested $41,585[9] 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 skills, peer leadership, and professionalism, which are essential for supervisory positions. In 2025, the full-time Adult Educator who was present at the Meadowbank Complex and Meliadine moved to another division within Agnico Eagle, leaving the role vacant from June to November. A new Adult Educator has since been hired and is now fully onboarded since November 9, bringing extensive experience in the trades, including previous work as a trade school instructor across multiple disciplines, along with a Bachelor of Education. In December, he visited Northwestern Polytechnic College (NWP) in Grande Prairie, where he met with support staff and apprentices currently in training. As he settles into the role, 2026 will focus on building his familiarity with the RISE program and promoting enrollment across all branches. The total funding for Adult Educator initiatives in 2025 was $105,000.
- **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 2025, $113,280 was provided as part of the RISE Program at the Meadowbank Complex, and another $121,920 was provided at Meliadine.
- In 2025, Agnico Eagle contributed $25,000 towards delivering virtual science-related initiatives with Kivalliq schools through the **Kivalliq Science Educators Community (KSEC)**. In continuation from 2024, KSEC conducted “Agnico Eagle STEM Challenge”, a program 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 Rankin Inlet. The camp allowed students to learn about science, mining, rocks, and minerals.
- **Career Days**. In 2025, with the support of **Mining Matters**, Agnico Eagle conducted two separate one-day Career Days. One was held in Coral Harbour in April, attended by high school students and was opened to the public in the evening. The second was held at the Meadowbank Complex in Baker Lake in December, attended by JASS students. Both 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 events aimed to increase youth interest in careers in the mining industry. The Career Day at Meadowbank Complex also included visits to the mine dispatch sector, the maintenance shop, and the Emergency Response Team (ERT) shop. A total of 204 and 66 members from Coral Harbour and Baker Lake attended, respectively, totalling 270 participants; the total sponsorship for this event was approximately $70,900[10]. The Sanajiksanut Team was there to meet potential candidates and have them apply for job opportunities. Inuit employee Spokespersons (previously called ‘Role Models’) participated in the event to

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

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

speak about their career paths 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 GN identified ten (10) priority areas for collaboration, including education. In 2025, official MoU meetings were resumed between Agnico Eagle and the GN Department of Community Services (formerly known as Economic Development and Transportation). Four (4) official meetings were held in 2025. To date, more than 19 meetings have been held between Agnico Eagle and GN representatives from the Departments of Community Services, 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) for training programs to support literacy and numeracy of the Kivalliq population and build labour force capacity; 2023 marked the last year of a five-year agreement between Agnico Eagle and Ilitaqsiniq (Nunavut Literacy Council). No funding was provided in 2024 and 2025.
- In 2025, through the Sanajiksanut Program, Agnico Eagle continued its partnership with **Ilitaqsiniq** to support community-based pre-employment training for Inuit candidates across the Kivalliq Region, committing $308,725 to deliver 10-day training sessions designed by Inuit, for Inuit, and grounded in local cultural values and community needs.
- **Kivalliq Inuit Association (KIA) Scholarship**. Agnico Eagle signed three (3) IIBAs (Meadowbank, Whale Tail, and Meliadine). To address the IIBA requirements, in 2025, Agnico Eagle provided $38,995 in KIA scholarship funding to 11 students as per the Whale Tail Agreement and $38,995 in KIA scholarship funding to 4 students, as per the Meliadine Agreement, for a total of $77,990, and a total to date of $595,100.
- **Summer Camp Sponsorship (Recreation and Parks Association of Nunavut, RPAN)**. In 2025, Agnico Eagle sponsored summer camps hosted by RPAN in Baker Lake, Whale Cove, and Arviat. The summer camps 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 $47,000 in 2025. In total, more than 1,000 children participated in the summer camps for six (6) to eight (8) weeks during summer 2025.
- **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; however, no funding was provided in 2025. 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.

Agnico Eagle organizes site visits as a key mechanism for connecting students, emerging workers, and training partners with direct exposure to mining operations, equipment, safety procedures, and career pathways—supporting the development of a skilled local workforce and strengthening Inuit employment pipelines at both Meliadine and Meadowbank.

In 2025, three visits to the Meliadine mine in Rankin Inlet focused on employment and training outcomes. On September 18, five Heavy Equipment Operator students from NAC participated in a site visit requested by NAC, gaining hands-on exposure to mining operations, equipment, and safety procedures. On September 26, 32 students from Maani Ulujuk Illinniarvik School attended a Nunavut Mining Week educational tour to learn about mining careers and gain insight into Meliadine's operations. At Meadowbank Complex in Baker Lake, on December 3, a total of 66 students from Grades 10 to 12 visited the site for an afternoon tour, meeting with

14 departments and contractors to learn about Nunavut operations, career paths, and future projects, and touring multiple areas, including mine dispatch, the maintenance shop, and the ERT shop.

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.
- ***Inuuqatigiitsiarniq*** & ***Pijitsirniq*:** Agnico Eagle's investments in community programs go beyond employment; they aim to build respectful, caring relationships with the communities Agnico Eagle operates in, ensuring that the benefits of their presence are shared and that cultural values are respected. This reflects *inuuqatigiitsiarniq*, emphasizing respect and caring for others, and *pijitsirniq*, relating to serving and providing for the 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).

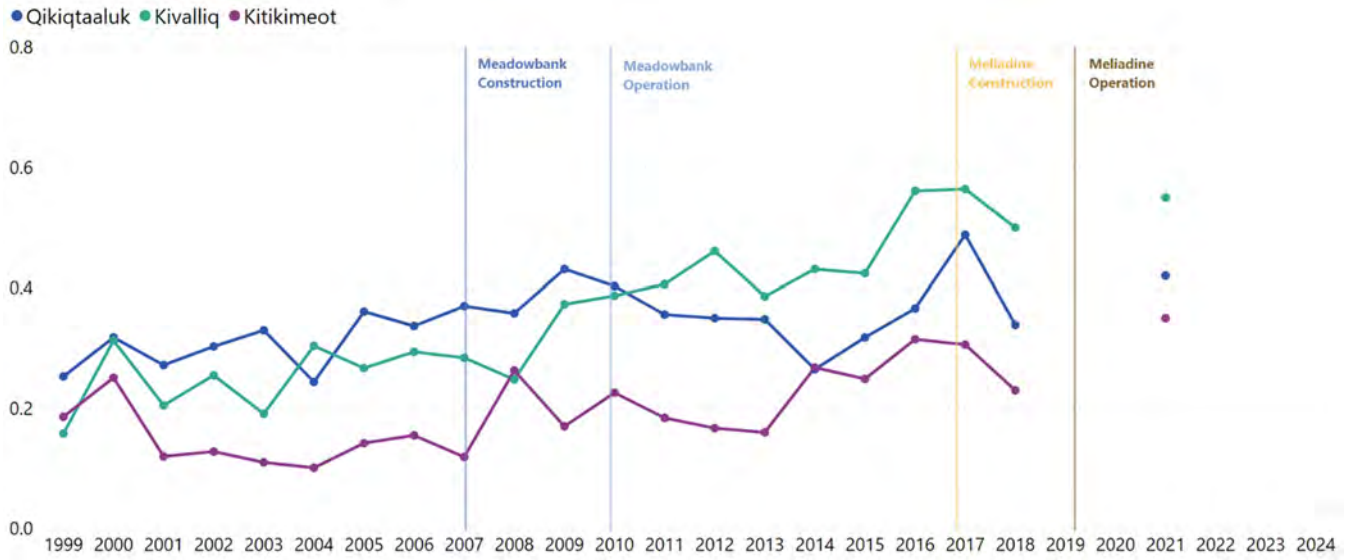
Data & Trends

Chart 23 presents secondary school graduation rates by region from 1999 to 2018 (the latest year for which data are available), along with the total number of secondary school graduates from 1999 to 2024. Updated data for 2025 were not available at the time of writing the report.

Chart 23. Secondary school graduation rate (and number of graduates) by region

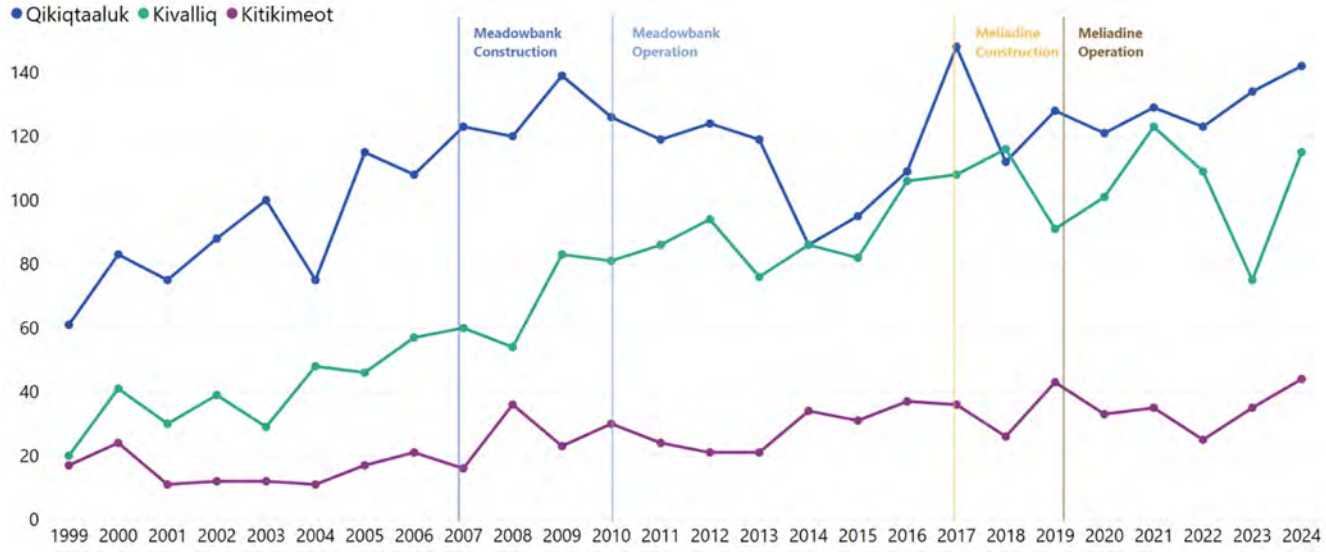
The most recent update to the graduation rates by region is available for 2018. Graduation rates for 2021 were calculated utilizing Statistics Canada Census of Population data. A supplementary dataset shows the number of graduates via a direct request submitted to the GN Department of Education.

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. 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, graduation rates decreased across Nunavut; the trend thereafter is unknown due to the lack of more recent data.[11] For 2021, graduation rates were calculated utilizing 2021 Census of Population data (based on the 25% sample, long-form questionnaire), showing increased graduation rates in all three regions.

Data on the number of secondary school graduates (1999 to 2024) can supplement the understanding of graduation rates. The number of graduates in the Kivalliq region fluctuated, with an overall upward trend from 1999 to 2021, reaching a high of 123 graduates in 2021. Thereafter, the number of graduates decreased to 109 in 2022 and then again to 75 in 2023. 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; in Kivalliq, the number rose to 115 in 2024. Fluctuations in the number of graduates may reflect shifts in socio-economic conditions, variations in parental support and oversight, and changes in the size of the youth cohort in a given year. Updated 2025 data were not available at the time of reporting.

While there are no specific FEIS predictions for Meadowbank/Whale Tail, the increasing number of graduates in the Kivalliq region suggests a positive outcome, but neither confirms nor denies a link between the project's existence and higher high school graduation rates. The FEIS prediction for Meliadine of an increase in educational achievement and labour force capacity is also challenging to assess and requires a broader examination of educational attainment at all levels.

Direct engagement with Agnico Eagle employees in 2025 highlighted the need for Agnico Eagle to be more present at schools, community events, and career fairs, consistent with feedback in previous years. This trend highlights strong and consistent support for Agnico Eagle's presence in educational and community settings and points to an ongoing opportunity to strengthen outreach in local communities and schools (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

Agnico Eagle contributes to several initiatives aimed at encouraging youth to continue their studies, helping 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 sponsorship of Summer Camp and Winter Youth Programs. This represents *pilimmaksarniq,* which supports the development of skills [ISV].

[11] While information on the number of graduates is available, the calculation of graduation rates required access to the statistics on the population size by age group (i.e., here, 17 and 18-year-old youth), which was not available at the time of reporting.

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).

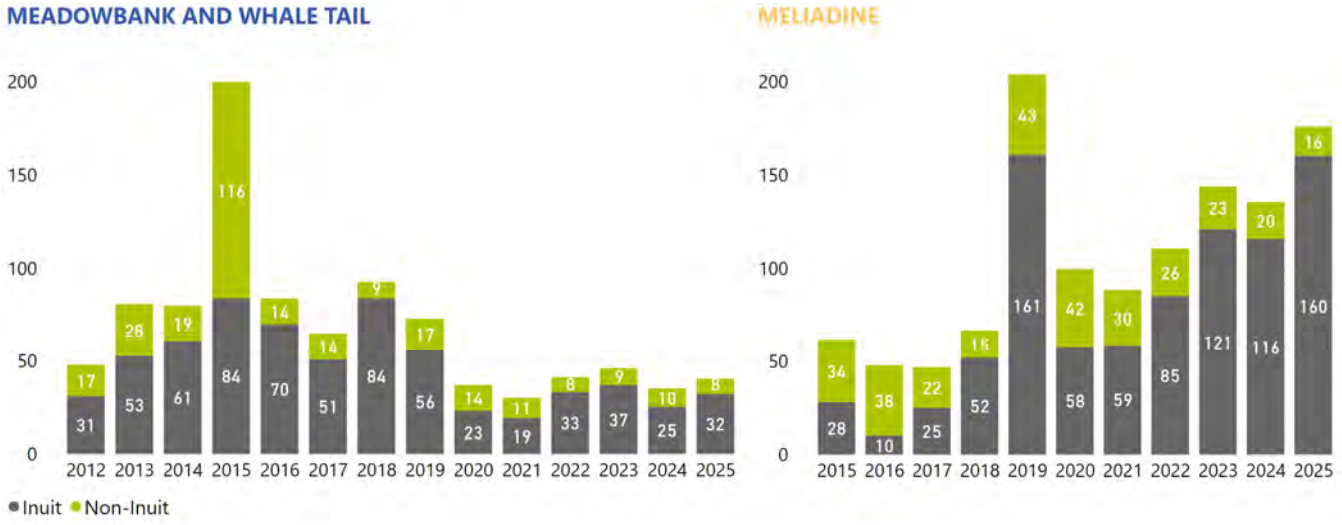
"The Project will build capacity through learning and should influence education and training opportunities in Nunavut in a constructive way, both through increased number of training programs but also through increased motivation to complete studies due to increased employment opportunities." (Golder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

Data & Trends

From 2010 to 2019, Agnico Eagle invested $9.4M in externally delivered mine training and education programs, including the Kivalliq Mine Training Society (KMTS, cash and in-kind), the Arviat Diamond Drillers & Welders Program, and sponsorship of Skills Canada Nunavut for the territorial and national skills competitions. Similar investments did not occur from 2020 to 2025 as the KMTS no longer exists, and the Arviat Community Training Program was suspended.

Chart 24 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 24. Average specific training hours provided to Agnico Eagle employees



(Agnico Eagle Mines, 2025)

Specific training focuses on developing individual competencies for a specific position. This training qualifies individual employees for promotion as they progress through the Career Path. These training programs are provided through a combination of in-classroom (theory) learning and practical (applied) learning.

Chart 25 shows the participants in and/or graduates of a range of career and skills programs supported by Agnico Eagle.

Chart 25. Participation in career and skills programs

Program	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Arviat Diamond Drillers & Welders Program Graduates	24	18	18	15	6	-	-	-	-	-	-	-	-
Underground Trainee Program													
Participants	-	-	-	-	-	8	8	8	4*	8	10	10	11**
Graduates	-	-	-	-	-	-	8	4	4	7	7	7*	5
Haul Truck Trainee Program													
Participants	19	33	28	34	26	43	8	7	2*	8	10	4*	4***
Graduates							6	4	2	8	4	3	0
Process Plant Trainee Program													
Participants											8	2	2
Graduates											4	2	0
Long Haul Truck Trainee Program	-	-	-	-	-	-	-	1	-	3	2	-	-
Surface Operations Trainee Program[12]													
Participants	-	-	-	-	-	-	-	-	-	-	-	1	8
Graduates	-	-	-	-	-	-	-	-	-	-	-	-	6
Assay Lab Trainee Program													
Participants	-	-	-	-	-	-	-	-	-	-	-	2	1
Graduates	-	-	-	-	-	-	-	-	-	-	-	-	1
Flex Operator Program													
Participants	-	-	-	-	-	-	-	-	-	-	-	21	2****
Graduates	-	-	-	-	-	-	-	-	-	-	-	8	0

* continued training from the prior year
** includes 3 trainees expected to complete the program in early 2026; 3 trainees did not complete the program
*** includes 3 trainees expected to complete the program in early 2026; 1 trainee did not complete the program
**** both trainees expected to complete the program in 2026
(Agnico Eagle Mines, 2025)

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. At the Meadowbank Complex, Agnico Eagle created a trainee program affiliated with CMAC. This program is a 42-day (504-hour) program to help provide CMAC Underground trainees with the knowledge, practice, and experience to work in general labour. Underground trainees go through the Underground Common Core, delivered by a CMAC Instructor on-site, followed by training from Agnico Eagle trainers. As of 2025, Agnico Eagle has also begun directly hiring Underground trainees, in addition to the Underground contractors hired through CMAC.

[12] Previously called Energy and Infrastructure (E&I) Trainee Program

The **Haul Truck Trainee Program**, run at Meadowbank, is a 42-day (504-hour) program to certify haul truck operators, including simulator training, classroom instruction, and on-the-job training. 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 ensure the best possible training.

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 ensure the best possible training.

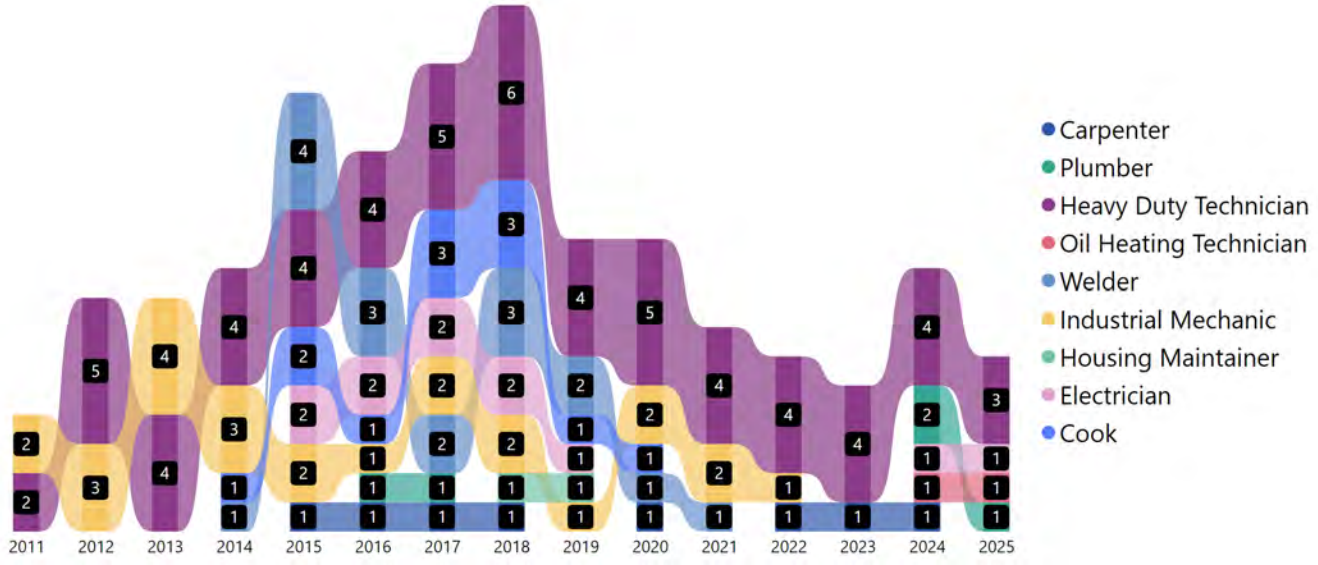
The **Surface Operations Trainee Program** (previously known as the Energy and Infrastructure Trainee Program) at Meliadine began in 2023 and is a 504-hour program structured into three immersive 14-day rotations. This training pairs new trainees with trainers and instructors to learn safe working practices 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 surface operations 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 labourer.

The **Flex Operator Program** at Meadowbank Complex began in 2024 and is a voluntary cross-training initiative primarily directed at Inuit employees, offering open pit operators the opportunity to gain experience on underground equipment, typically starting with UG haul trucks, along with the required common core training modules. The program was designed with two key objectives: to bridge staffing gaps on travel days so the underground mine can continue operating without shutdown, and to upskill operators for greater flexibility across operations, reducing the need to over-hire. Interested employees can apply at any time and are enrolled in the next available common core training session on site, followed by equipment-specific training and coaching. Recruitment campaigns are run periodically to encourage participation.

Chart 26 shows the number of Inuit employees in pre-apprenticeship or apprenticeship roles at Meadowbank, categorized by apprenticeship type (e.g., heavy-duty technician, industrial mechanic, and others).

Chart 26. Pre-apprenticeship and apprenticeship participation by type, Inuit employees



(Agnico Eagle Mines, 2025)

Interpretation

Agnico Eagle's financial investments in externally delivered training programs have decreased since 2016 due to the loss of federal funding for KMTS and, in 2019, due to the loss of funding for the Arviat training programs. Since then, KMTS no longer exists, and the Arviat Community Training Program has been suspended. As a result, Agnico Eagle has had no opportunity 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
- 2025: $4,136,991

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 its projects. In 2025, at Meadowbank / Whale Tail and Meliadine, specific training delivered to Inuit employees increased compared to 2024.

Training efforts in 2025 were as follows:

- Eleven (11) trainees were enrolled in the **Underground Trainee Program**; of those, five (5) successfully completed the program, three (3) remain in the program, and three (3) did not complete the program.
  - At Meadowbank, the program was revamped in 2025 to allow new recruits to be hired directly by Agnico Eagle, instead of the previous pilot approach in which trainees were hired through CMAC and then transferred to Agnico Eagle upon completion of the program. The program has also been extended from its earlier structure of two (2) rotations (308 hours) to three (3) full rotations (462 hours). This additional time is intended to support safer operations and stronger comprehension of the equipment, systems, and procedures required for safe underground work. In 2025, Agnico Eagle had one (1) cohort of three (3) trainees who commenced in early Q4 of 2025. Out of three (3) trainees, all three (3) trainees are ongoing and expected to complete by early 2026.
  - At Meliadine, the program had four (4) cohorts of two (2) trainees, and five (5) out of eight (8) candidates successfully completed the program. In 2025, the training team implemented a fixed schedule for the program to align with operational requirements and available equipment, resulting in more efficient operational planning.

- Four (4) trainees were enrolled in the **Haul Truck Trainee Program;** three (3) remain in the program, and one (1) did not complete the program.
  - At Meadowbank, four (4) trainees were enrolled in the Haul Truck Trainee Program; of those, three (3) remain in the program and are expected to complete successfully in early 2026. These trainees came from one (1) cohort of four (4) trainees who began the training in Q4 of 2025.
  - At Meliadine, this program has not been rolled out.
- Two (2) trainees were enrolled in the **Process Plant Trainee Program** with no successful completion of the program in 2025.
  - At Meadowbank, Agnico Eagle did not have any trainees.
  - At Meliadine, Agnico Eagle had two (2) cohorts with one (1) trainee each who did not complete the program successfully. In 2025, the training team implemented a fixed schedule for the program to align with operational requirements and available equipment, resulting in more efficient operational planning.
- In 2025, no trainees completed the **Meadowbank Long Haul Truck Trainee Program**. In 2023 and 2024, two (2) trainees and none, respectively, completed the program, with Agnico Eagle noting that finding suitable candidates has been difficult. This program has not been rolled out at Meliadine.
- Eight (8) trainees were enrolled in the **Surface Operations Trainee Program**; six (6) successfully graduated, and two (2) did not complete the program.
  - At Meliadine, Agnico Eagle had four (4) cohorts of two (2) trainees. Six (6) out of eight (8) trainees completed the program successfully.
  - At Meadowbank, this program has not been rolled out.
- One (1) trainee was enrolled in the **Assay Lab Trainee Program**, with the one (1) trainee successfully graduating.
  - At Meliadine, Agnico Eagle had one (1) cohort of one (1) trainee, who had completed the program successfully.
  - At Meadowbank, this program has not been rolled out.
- Two (2) trainees are enrolled in the **Flex Operator Program**, both of whom are expected to complete the program in 2026.
- The **Super Operator Program** continued to be on hold in 2025.
- 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 trades: millwright, electrician, heavy-duty equipment technician, welder, housing maintainer, plumber, oil heating systems technician, and underground electrical trades. In 2025, seven (7) apprentices were supported, including one (1) who achieved his HDET Level 3 journeyperson certification and returned to work in his home community.
  - At Meadowbank, two (2) apprentices advanced in Heavy Duty Equipment Technology (Level 2).
  - At Meliadine, four (4) apprentices trained across a range of trades: one (1) HDET (Level 3), one (1) Oil Heating Systems Technician (Level 3), one (1) Plumbing (Level 2), and one (1) Underground Electrical Technician.
  - Total number of pre- and apprenticeships at the end of 2025 was six (6) – two (2) at Meadowbank and four (4) at Meliadine, compared to eight (8) in 2024, 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.

- Agnico Eagle has not participated in the **Arviat Community Training Program** since 2020, as the program has been locally suspended.

Since 2017, an additional $1M has been spent annually on initiatives to support achieving a 50% minimum Inuit employment target, 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 $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 and is no longer tracked.

Agnico Eagle operates the **Career Path Program**, which identifies the incremental steps employees must complete to advance in their chosen career. The objective of the Career Path Program is to achieve 100% internal promotion for Inuit and to hire no external candidates (southerners) to fill positions within the program. In 2025, the Training and Process Plant Departments launched the revised Process Plant Career Path, which now provides earlier access to two operator positions. Improvements were made across all Career Paths to strengthen hands-on learning through updated instructor checklists and evaluations. The Meadowbank Complex implemented improvements to the Career Path Program for the Underground (UG) Department, which also affected the UG Trainee Program. Previously, trainees were hired through CMAC; however, with the updated UG Career Path, new trainees are now hired directly by Agnico Eagle.

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

4.4 Project employment by skill level

Predictions

MEADOWBANK

There are no specific predictions in the Cumberland FEIS regarding the skill level of Inuit employees at Meadowbank.

WHALE TAIL

"As Nunavummiut employees achieve further training and education, it is expected that they will be better poised to advance to more skilled positions as they arise, thereby increasing representation of Nunavut residents in the skilled, professional and management employment categories." (Golder Associates, 2018, p. 12).

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

MELIADINE

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

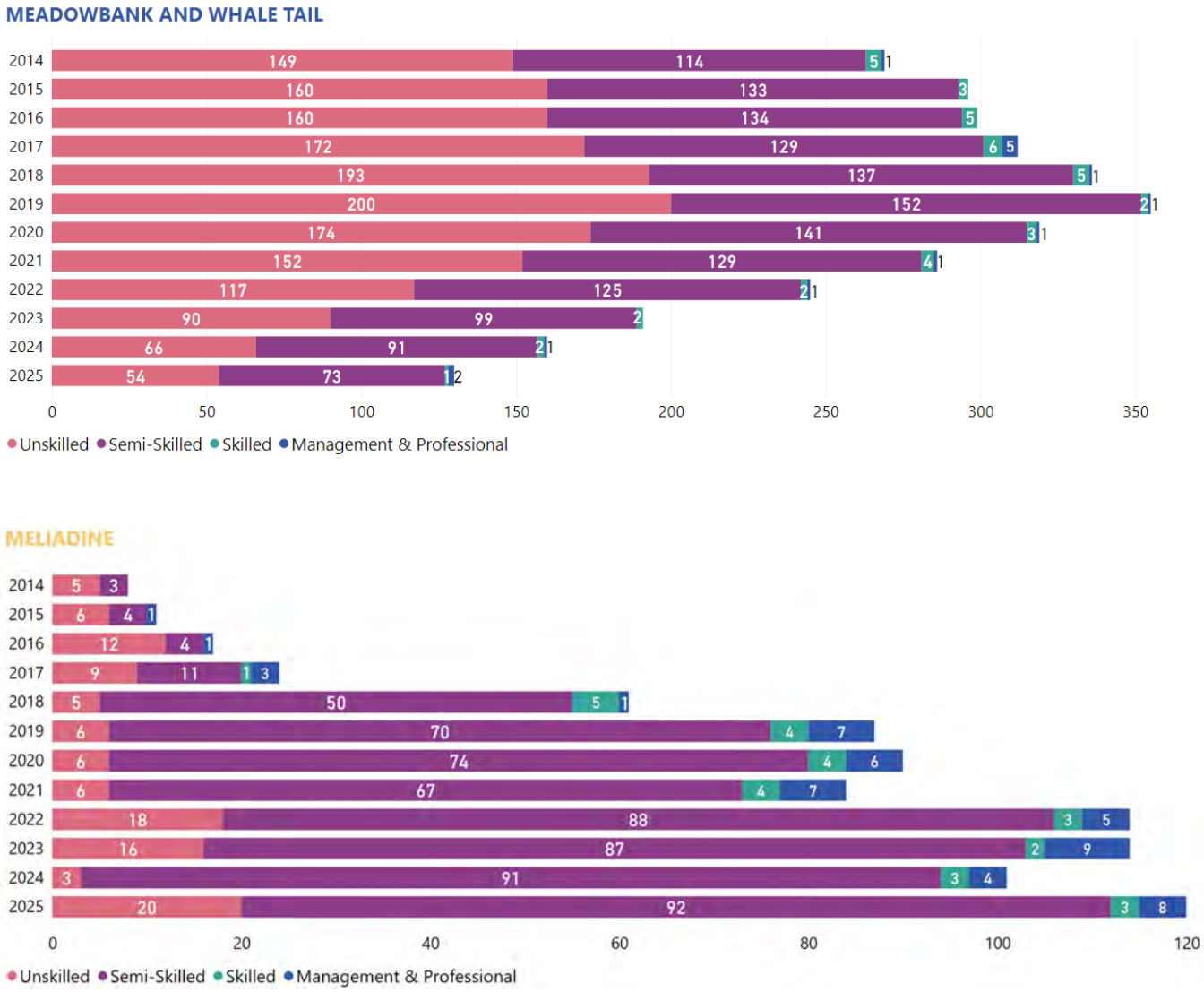
"*Out of the 700*[13] *positions, about 55% will be unspecialized. Other positions include management positions (2%), skilled positions (30%), and supervisor and professional positions (13%)*." (Golder Associates, 2014, p. 9-182).

[13] This is based on an estimated total number of predicted jobs of 1,400, based on a rotation of 700 positions for two (2) weeks on, two (2) weeks off.

Data & Trends

Chart 27 shows the number of Inuit employees (i.e., headcount) at each skill level.

Chart 27. Project Agnico Eagle Inuit employees by skill-level (number of employees)

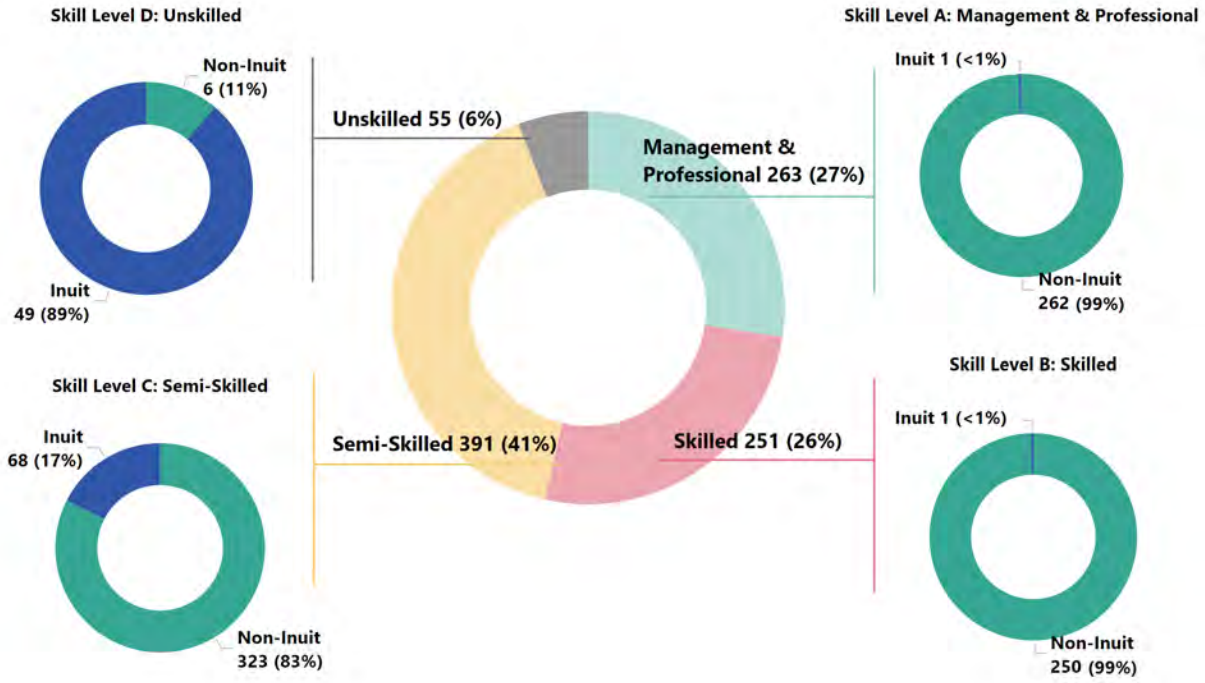


(Agnico Eagle Mines, 2025)

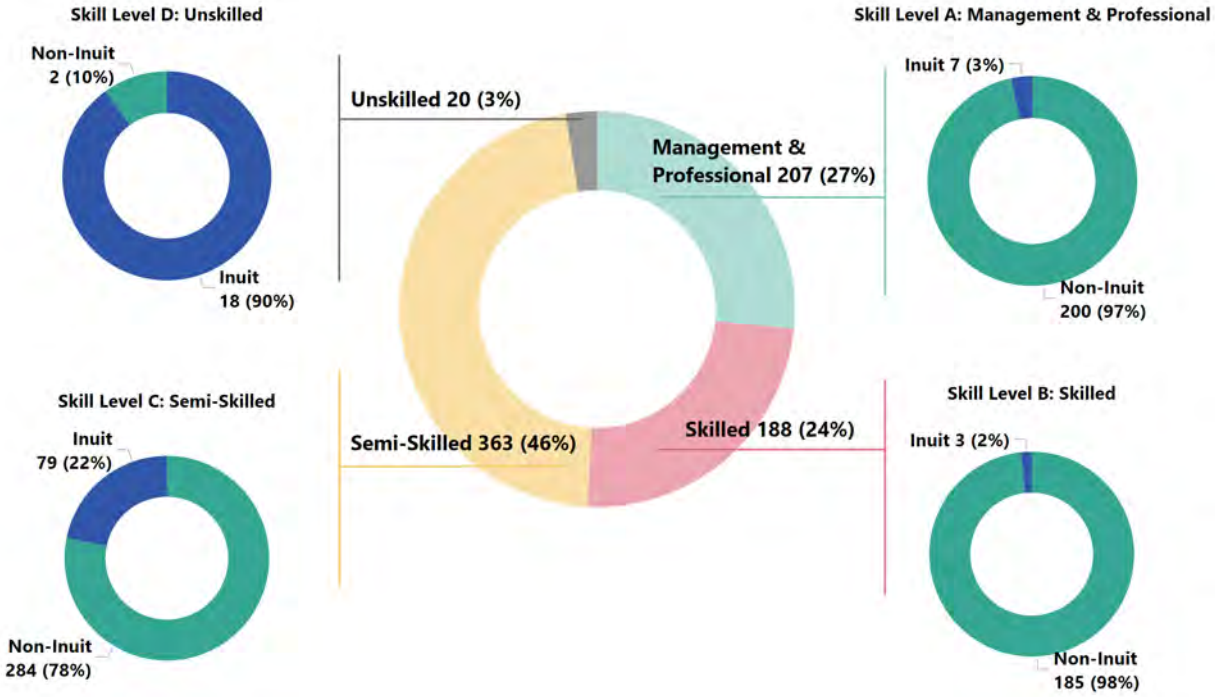
Chart 28 below shows the relationship between job skill levels and the proportion of Inuit labour.

Chart 28. Agnico Eagle FTEs by skill level (Inuit & non-Inuit), 2025

Meadowbank / Whale Tail



Meliadine



(Agnico Eagle Mines, 2025)

Interpretation

In 2025, 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 remained relatively stable, while the number of Inuit hired in unskilled and professional and managerial jobs increased compared to 2024.

- By FTE, most unskilled jobs and 20% of semi-skilled jobs were held by Inuit employees, while Inuit employees were underrepresented in management and professional, and skilled roles. For overall Inuit employment by skill level and across all sites, 67 Inuit FTEs hired by Agnico Eagle were in unskilled roles, 147 in semi-skilled, four (4) in skilled, and eight (8) in management and professional. While progress in higher-skilled roles remains a long-term goal, recruiting Inuit candidates into skilled, professional, and management positions remains a complex challenge, one that reflects broader socio-economic realities across Nunavut. Research consistently demonstrates that educational attainment among Inuit populations remains significantly below the national average, with studies such as the Inuit Tapiriit Kanatami (ITK) Inuit Education Strategy and Statistics Canada data showing that a lower proportion of Inuit hold post-secondary credentials than the broader Canadian population (Statistics Canada, 2016a; Inuit Tapirrit Kanatami (ITK), 2011). These systemic gaps in access to education and training, shaped by historical and structural inequities, mean that the pipeline of Inuit candidates qualified for higher-skilled technical and professional roles is still developing. Agnico Eagle remains committed to increasing Inuit representation at all skill levels through its internal career development programs and local partnerships with training organizations, aiming to expand Inuit representation over time. Despite this commitment, several systemic barriers continue to hinder progress in increasing Inuit representation in skilled and leadership roles, including education and skill gaps, family and community responsibilities, and housing and infrastructure challenges, each explored in turn below.
- **Education and Skill Gaps***.* Several challenges were identified in the 2024 KLMA to increasing Inuit representation in higher-skilled positions through internal advancement programs, including foundational skill gaps, high absenteeism, limited access to structured training time, and the influence of cultural norms on participation in long-duration programs. Many Inuit workers continue to face challenges meeting prerequisite academic requirements, particularly in numeracy and job-specific technical competencies, making advancement into skilled trades and supervisory roles more difficult (Aglu and ERM, 2025). To guide workforce development, the KLMA outlined pathways to achieving greater Inuit participation in skilled employment: direct hiring, improved retention, training, and internal career progression. While Agnico Eagle continues to invest in pre-employment training, on-the-job learning, and targeted educational opportunities for potential Inuit candidates, progress remains gradual due to the limited availability of candidates with the necessary foundational skills to transition into advanced roles.
- **Family and Community Responsibilities**. Family responsibilities, cultural obligations, and rotational work structures remain significant barriers to Inuit retention and advancement in the mining sector. Inuit employees frequently shoulder substantial caregiving duties and community roles, which contribute to higher absenteeism and interruptions in work continuity (Aglu and ERM, 2025). For example, the fly-in, fly-out (FIFO) schedule of mining operations can intensify pressures on Inuit employees, who often need to take extended leave to manage family needs, participate in community or cultural events, and respond to unexpected household obligations (Aglu, ERM and PHC Inc., 2023). Ongoing challenges related to mobility, family responsibilities, and workplace cultural dynamics continue to make Inuit workforce retention in skilled roles challenging (Aglu and ERM, 2025).
- **Housing and Infrastructure Challenges**. Housing shortages and infrastructure limitations continue to be major barriers to stable employment in Kivalliq communities. Territory-wide, more than 60% of Nunavummiut rely on public housing, and 45% of these households are overcrowded (OAG, 2025). Overcrowding and

unstable housing conditions affect Kivalliq in particular, where many families face wait times of five to ten years or longer for public housing (Nunatsiaq News, 2026).

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.

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 167 unskilled, 810 semi-skilled, 548 skilled, and 283 management and professional FTEs in 2025 (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 54 unskilled, 90 semi-skilled, seven (7) skilled, and one (1) professional and management FTEs in 2025 (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 58% or 881 FTEs, for skilled roles with 26% or 396 FTEs, and management and professional positions with 16% or 240 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

Nunavut Arctic College (NAC) plays a central role in developing the skilled workforce needed across Nunavut's communities, including trades, apprenticeships, and technical training essential for economic sectors such as mining, construction, housing, and community infrastructure. NAC's goals include (NAC, 2025):

- Empowering Nunavummiut with the skills and confidence to build meaningful, long-term careers.
- Opening door to opportunity in trades, industry, and essential community services, helping families thrive.
- Strengthening our communities by training local people to meet local needs—from housing to water delivery to emergency response.
- Building Northern capacity, ensuring our future is shaped by the people who call Nunavut home.
- Honouring Inuit knowledge, resilience, and talent, providing training that reflects our culture, values, and northern reality.
- Creating hope for the next generation, showing young people that a bright future is possible right here in our communities.
- Self-reliance—reducing dependence on external labour and keeping skills, talent, and opportunity in the North.

In Rankin Inlet, NAC's Kivalliq Campus is home to Kivalliq Hall and the Sanatuliqsarvik Nunavut Trades Training Centre.

In 2025, Kivalliq Hall provided various education programs, including the following:

- **Pre-Health Program:** Five (5) students
- **Personal Support Worker Program:** Seven (7) students
- **Management Studies:** Six (6) students (year one), and seven (7) students (year two)
- **Social Worker Program:** Seven (7) students (year two)
- **Nunavut Teacher's Education Program:** Five (5) students (year four)

In the fall of 2025, the Sanatuliqsarvik Nunavut Trades Training Centre provided programs and apprenticeship training, including the following:

- **Skilled Trades Worker Program**: 24 students participated and received hand tools and full safety gear to conduct practical training and trades-related lessons in math, science, and communication, including Workers' Safety and Compensation Commission (WSCC) safety training and First Aid certification.
- **Apprenticeship Training**
  - **Electrical (Level 2):** Two (2) students
  - **Housing Maintainer (Level 2):** Four (4) students
  - **Oil Heat System Technician (Level 3):** Three (3) students
  - **NAILED IT** (an 8-week pilot program to help streamline progression to desired trades programs): *Ongoing*

Additionally, NAC's Kivalliq Campus offers industry training programs to help build a skilled local workforce, create pathways to jobs or further training. In 2025, there was a total of 25 successful graduates from the following programs offered:

- **Class 1 Truck Driver Training Course:** Prepares students to operate tractor-trailers.

- **Class 2 Driver Training Course (Bus Endorsement):** Trains students to operate school buses and passenger transport vehicles.
- **Class 3 Driver Training Course:** Trains students to operate airbreak-equipped vehicles (e.g., water trucks, fuel trucks, heavy fleet vehicles), designed to equip graduates to progress onto Heavy Equipment Operator roles.

For 2026, NAC's Kivalliq Campus is planning to offer additional industry training, including the following:

- **Heavy Equipment Theory and Simulator Course**: Designed to teach students using a simulator (mimicking actual equipment) in a safe environment, allowing them to troubleshoot through various scenarios in different types of jobs
- **Heavy Equipment Operator Program (Certificate):** Designed to train learners to operate Heavy Equipment using two pieces of equipment (e.g., swing rig backhoes, crawler tractors, rubber-tired loaders, and motor graders, etc.).

Furthermore, NAC has key construction trades partners, fulfilling complementary roles to support students in the construction trade, including the following:

- **NHC:** Provides land lots, housing projects, and certified tradespeople for teaching.
- **Pewapun Construction:** Provides construction materials and overall project support.
- **NAC Trades Faculty:** Provides faculty staff to work alongside students in training delivery.
- **GN Department of Family Services:** Provides funding through Adult Learning and Training Supports (ALTS).

Information on trades and apprenticeship completion by the community is not available. Pre-apprenticeship and apprenticeship programs provided by Agnico Eagle are described in Section 4.3.

Interpretation

NAC supports workforce development in the Kivalliq region, offering pathways to trades and apprenticeship training through the Kivalliq Campus and the Sanatuliqsarvik Nunavut Trades Training Centre. Given that data on student participation were available only for 2025, no conclusions can be drawn regarding student engagement and graduation. Programming planned for 2026, including those focused on heavy equipment operation, is in response to persistent shortages in equipment operation in the region (NAC, 2025).

In support of Agnico Eagle's commitment to provide skills development opportunities that better position Inuit for Meliadine employment and contracting, Agnico Eagle hosted five NAC Heavy Equipment Operator (HEO) students for a site visit to Meliadine mine, where students gained direct exposure to live mining operations and safety procedures through job shadowing with experienced equipment operators—an institution-based pre-employment experience that advances both NAC's practical training mandate and Agnico Eagle's pipeline of future Inuit candidates. Building on this partnership, Agnico Eagle also initiated discussions with NAC regarding the development of a cook program in Baker Lake, with NAC confirming its interest and committing to assigning a staff member to advance program planning, reflecting Agnico Eagle's active role in developing trades and vocational pathways aligned with mine-site employment needs. Pre-apprenticeship and apprenticeship programs provided by Agnico Eagle are described in Section 4.3.

Agnico Eagle also collaborates with NAC and other regional partners through the renewed MoU (Section 4.1) to support training and education in the region. In 2025, four (4) meetings took place as part of this collaboration.

Collectively, these efforts demonstrate pilimmaksarniq/pijariuqsarniq through structured skill development, on-the-job learning, and mentoring embedded in apprenticeship progression. *Piliriqatigiinniq/Ikajuqtigiinniq* is reflected in collaborative delivery between Agnico Eagle, NAC, and regional partners to expand training access and align programming with Inuit employment goals. *Inuuqatigiitsiarniq* is evident in culturally responsive supports that help apprentices balance learning with family and community responsibilities.

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).

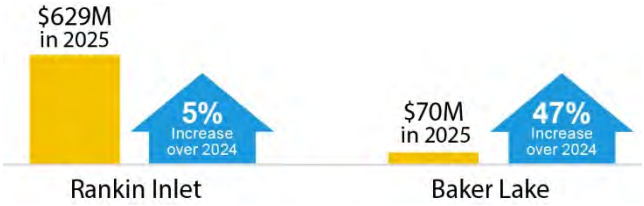
Whale Tail: The Project will generate *"continued local economic activity"* (Golder Associates, 2018, p. 6) "*The Expansion Project will sustain local business development and contracting"* (Golder Associates, 2018, p. 8).

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

Agnico Eagle's 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.

SUMMARY OF MITIGATION MEASURES

While procurement has a positive impact, enhancement measures are being implemented to maximize benefits for Inuit businesses. Agnico Eagle IIBAs include a pre-qualification procurement process that requires all suppliers to pre-qualify in categories before submitting a tender; this process also gives preference to hiring Inuit businesses. Additionally, 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	WHALE TAIL	MELIADINE
"With continuing preferential contracting, local business participation in the project is expected to grow with time." (Cumberland Resources Ltd., 2006, p. 7)	*"…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).	$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).

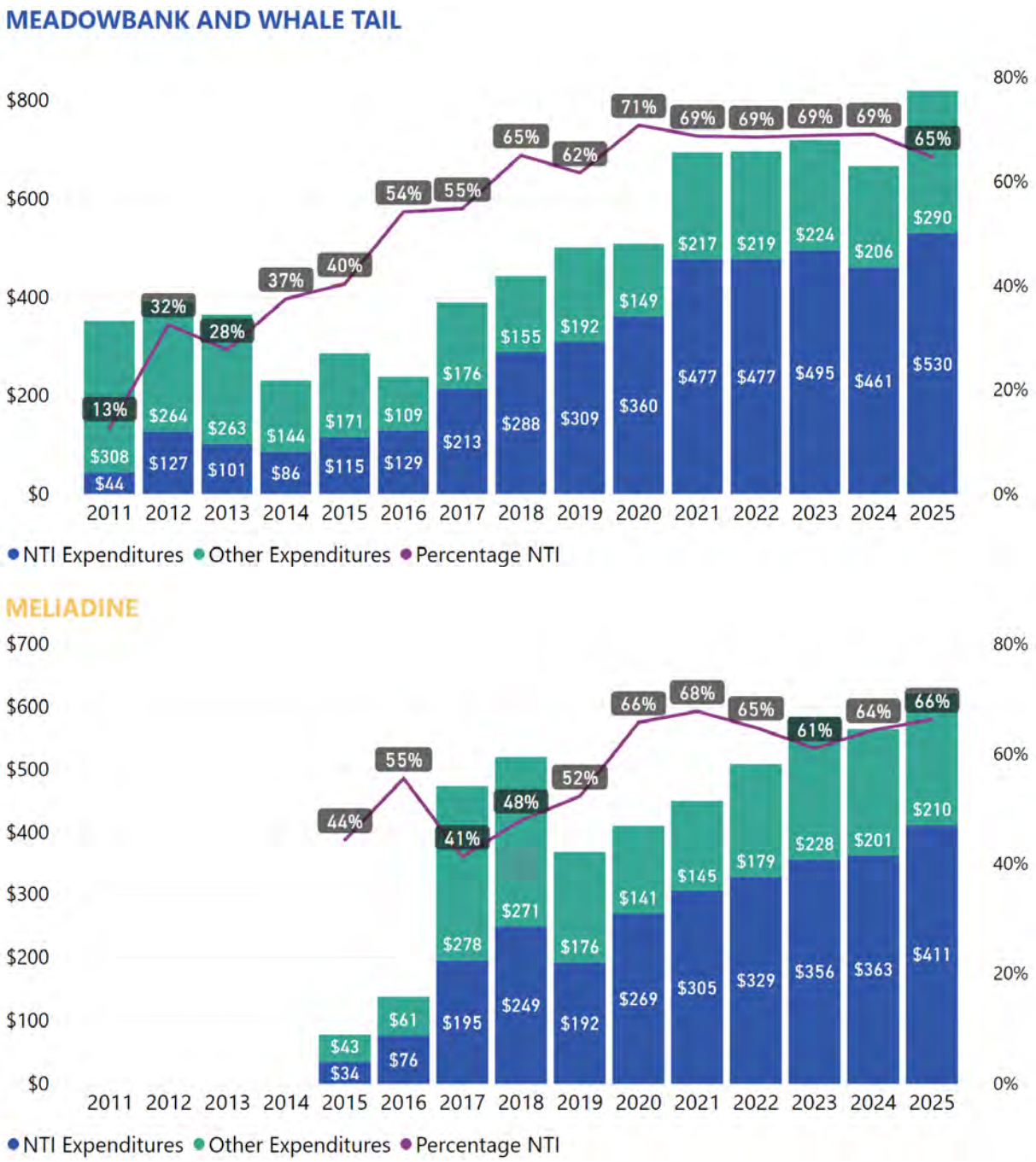
Data & Trends

Chart 29 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.[14]

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

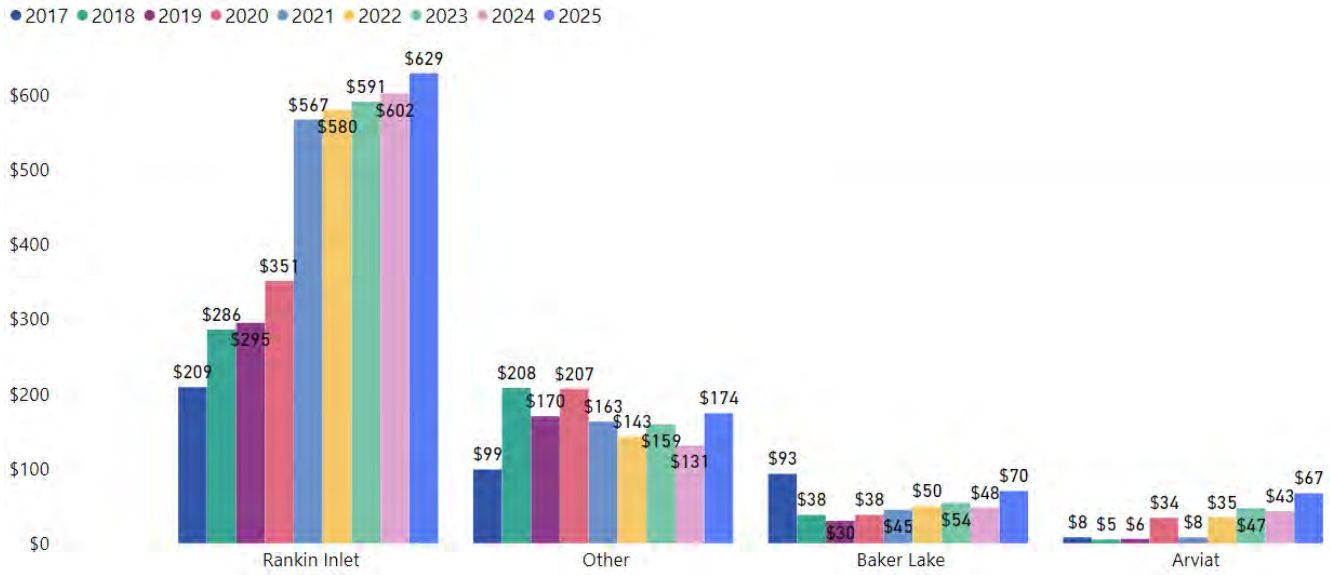
Chart 29. Contract expenditures on NTI-registered businesses ($M)



(Agnico Eagle Mines, 2025)

Chart 30 further breaks down contract expenditures across all Agnico Eagle projects with NTI-registered businesses by the community in which those businesses are registered.

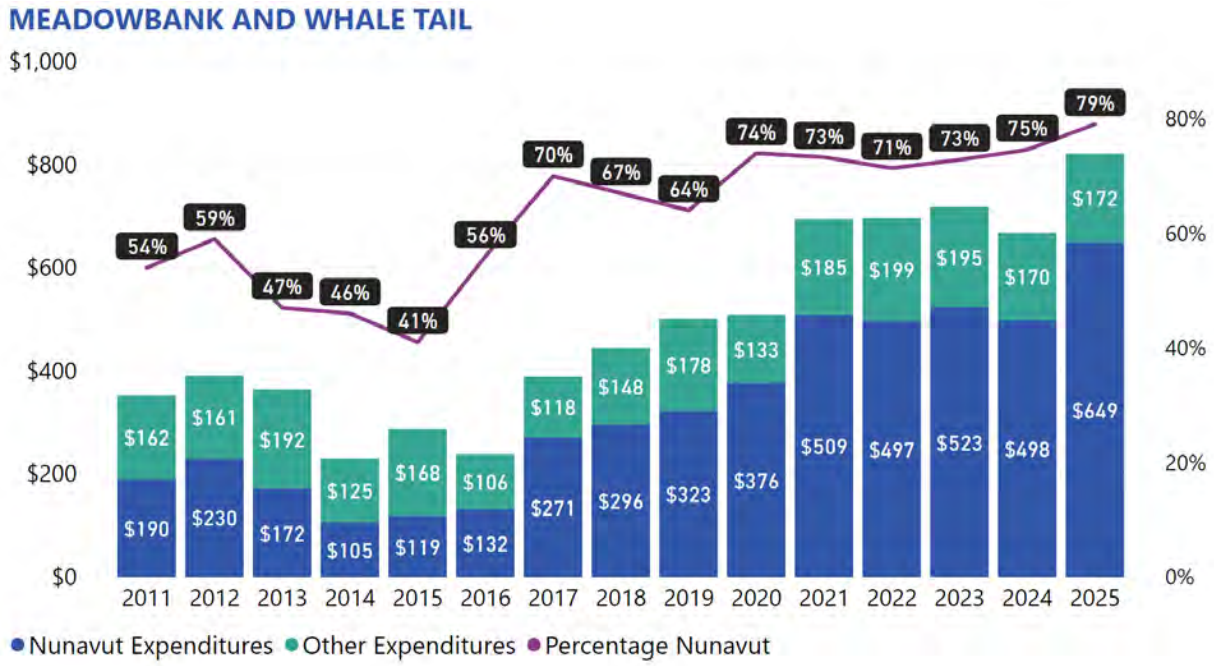
Chart 30. NTI-registered business expenditures by Nunavut community ($M)

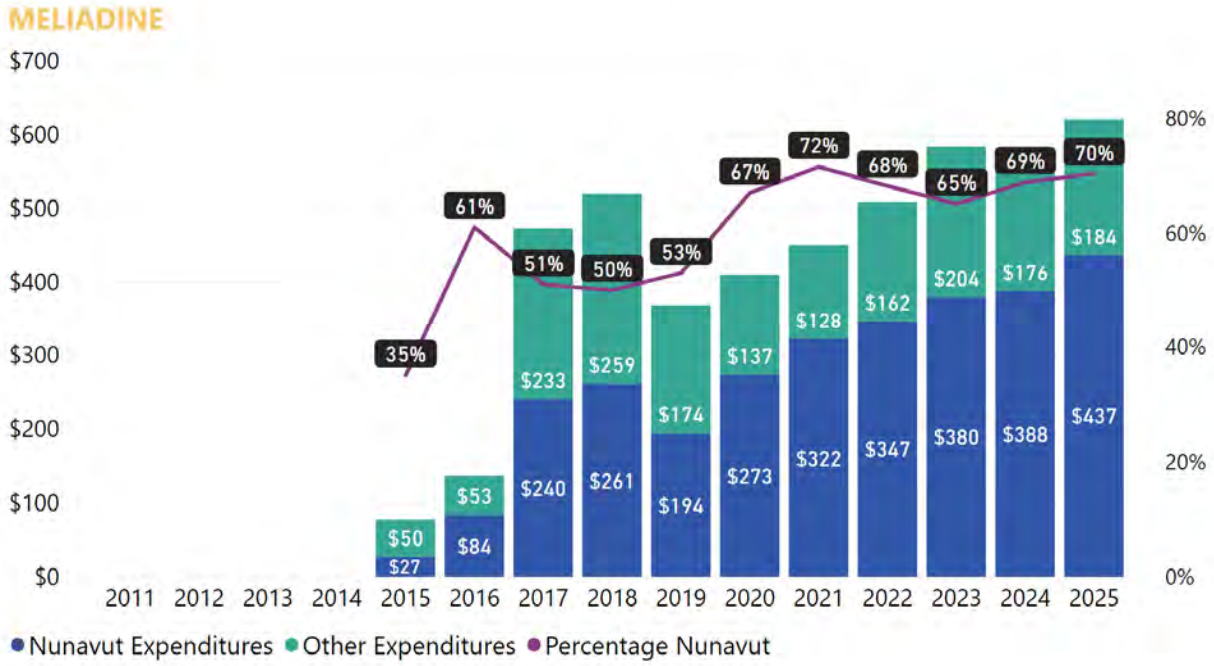


(Agnico Eagle Mines, 2025)

Chart 31 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 29.

Chart 31. Contract expenditure on Nunavut-based businesses ($M)

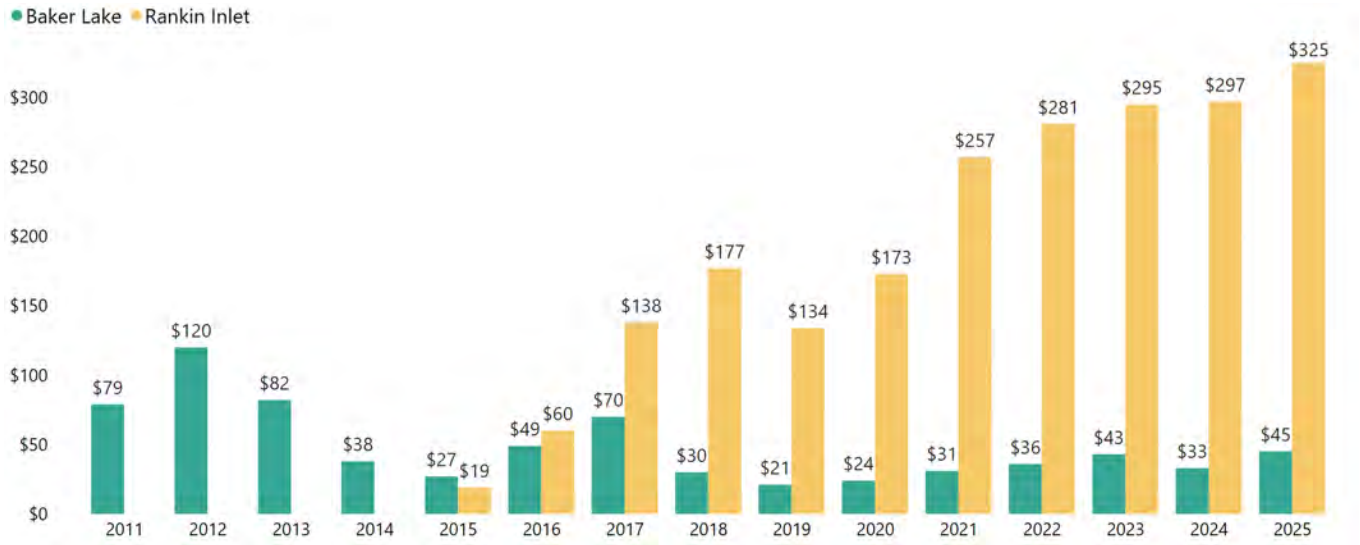




(Agnico Eagle Mines, 2025)

Chart 32 shows the value from contract expenditures on Baker Lake-based and Rankin Inlet-based businesses.

Chart 32. Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses ($M)



(Agnico Eagle Mines, 2025)

Interpretation

In 2025, Agnico Eagle's Kivalliq Projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses. Contracting to NTI businesses increased at both Meadowbank/Whale Tail and Meliadine, resulting in an overall 14% increase across both projects, from $824M in 2024 to $942M in 2025. Despite this increase, the proportion of total procurement awarded to NTI businesses remained stable at 65% in 2025 (compared to 67% in 2024), highlighting an overall growth in procurement. At the community level, procurement from NTI businesses in Rankin Inlet reached $629M in 2025, a 5% increase from $602M in 2024. Procurement from Baker Lake NTI businesses also increased by 47%, from $48M in 2024 to $70M in 2025. The overall Kivalliq Projects spending in Nunavut reached $1,086M in 2025, representing a 23% increase over the previous year.

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

When assessing Meadowbank/Whale Tail spending against the **Whale Tail FEIS predictions**:

- At a territorial level, Agnico Eagle's contract expenditures at Meadowbank / Whale Tail reached $649M in 2025, 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 $45M in spending in 2025 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 $325M in 2025 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 $405M[15] spent in Kivalliq in 2025 (based on NTI procurement; thus, the actual total is expected to be higher).

Meliadine's FEIS prediction for the site of $25M annually in Kivalliq was exceeded, with Agnico Eagle procuring $325M just from Rankin Inlet-based businesses, with the total for NTI-Kivalliq based businesses of $363M[16] (the total is based on NTI procurement; thus, the actual total is expected to be higher).

By implementing the Meliadine IIBA in 2015, Agnico Eagle follows a pre-qualification procurement process that requires all suppliers to pre-qualify in categories before submitting a tender. NTI-registered companies are eligible to receive preference points in bidding processes. 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. An update for 2024 on the number of pre-qualification categories and firms is not available. In 2025, 914 pre-qualification categories were available, and 124 NTI Firms were pre-qualified for a total of 6,212 pre-qualified categories.

In 2025, Agnico Eagle carried out **multiple engagement activities with local businesses** across the Kivalliq region. These activities focused on strengthening relationships, sharing information on procurement processes, and promoting the **Business Ikajuutiit Mentorship Program**:

- **Baker Lake:** In-person Pre-Qualification Information Session held on February 27, 2025.
- **Rankin Inlet:** Public outreach on the Business Ikajuutiit Mentorship Program during the May 7, 2025, Coffee and Chat.
- **Rankin Inlet:** In-person Pre-Qualification Information Session held on May 23, 2025.
- **Whale Cove:** Public outreach on the Business Ikajuutiit Mentorship Program and the Pre-Qualification Process during the July 8, 2025, Coffee and Chat.

Agnico Eagle's Procurement representative also attended the 2025 Kivalliq Trade Show (KTS), providing an important opportunity to connect with local businesses and strengthen partnerships. At the company booth, Agnico Eagle shared the following informational materials:

- Procurement Process Pamphlet
- Agnico Eagle Business Ikajuutiit Pamphlet

During the event, the Public Affairs Superintendent participated in a panel discussion on the theme "Changing How We Do Business." Representatives from Catalyste+ also attended the KTS, hosted a booth, and participated in a panel discussion highlighting the program and its mentorship offerings.

The Business Ikajuutiit Program is a free, one-on-one mentorship initiative delivered in partnership with Catalyste+. Each intake offers five (5) mentee spots and provides six months of personalized support, including seven (7) days of one-on-one sessions covering business planning, financial literacy, joint-venture formation, RFP responses, funding pathways, and marketing/partnership development. In Q1 2025, Agnico Eagle restarted

[15] This total includes spending with NTI-registered businesses in the Kivalliq, including Rankin Inlet ($325.1M), Baker Lake ($43.7M), Arviat ($35.4M), Chesterfield Inlet ($0.2M), Coral Harbour and Whale Cove (combined total of $0.1M). This does not include other non-NTI spending in the Kivalliq, as such it likely underestimates the total benefit.

[16] This total includes spending with NTI-registered businesses in the Kivalliq, including Rankin Inlet ($303.9M), Baker Lake ($26.3M), Arviat ($31.9M), Chesterfield Inlet ($0.5M), and Coral Harbour (less than $0.1M). This does not include other non-NTI spending in the Kivalliq, as such it likely underestimates the total benefit.

onboarding with a targeted focus on supporting Inuit women in business, enrolling four (4) new mentees. Participants in the 2025 Agnico Eagle Business Ikajuutiit Mentorship Program cohort included:

- **Kudluk Outfitting (Coral Harbour):** A locally owned boat charter service received mentorship on accounting practices and support to identify suitable funding opportunities to advance business growth. Guidance focused on strengthening financial management and exploring pathways to expand service capacity.
- **Erica's Taxi (Coral Harbour):** A community-based taxi service received guidance on bookkeeping and accounting. The program supported the transition to an accounting program to improve record-keeping and overall financial management.
- **Baker Lake Prenatal Nutrition Project (Baker Lake):** A prenatal-nutrition program that supports pregnant women and new mothers in Baker Lake by improving access to nutritious food, culturally appropriate programming and resources that promote healthy pregnancies and address challenges such as poverty and isolation that affect maternal and infant health outcomes. In 2025, the coordination team received mentorship to strengthen administrative and office procedures and identify and pursue additional funding sources.

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.

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

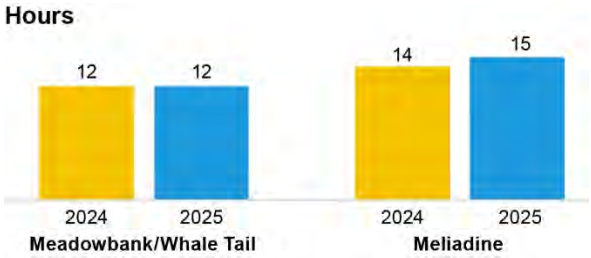
Meadowbank: The FEIS considers both the health and safety of workers and the public and recognizes that one may affect the other. *"Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has applications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

Agnico Eagle continues to deliver mandatory health and safety training to Inuit employees, averaging 12 hours per employee at Meadowbank/Whale Tail and 15 hours at Meliadine.



The projects' combined lost-time and light-duty accident frequency remains low.

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).

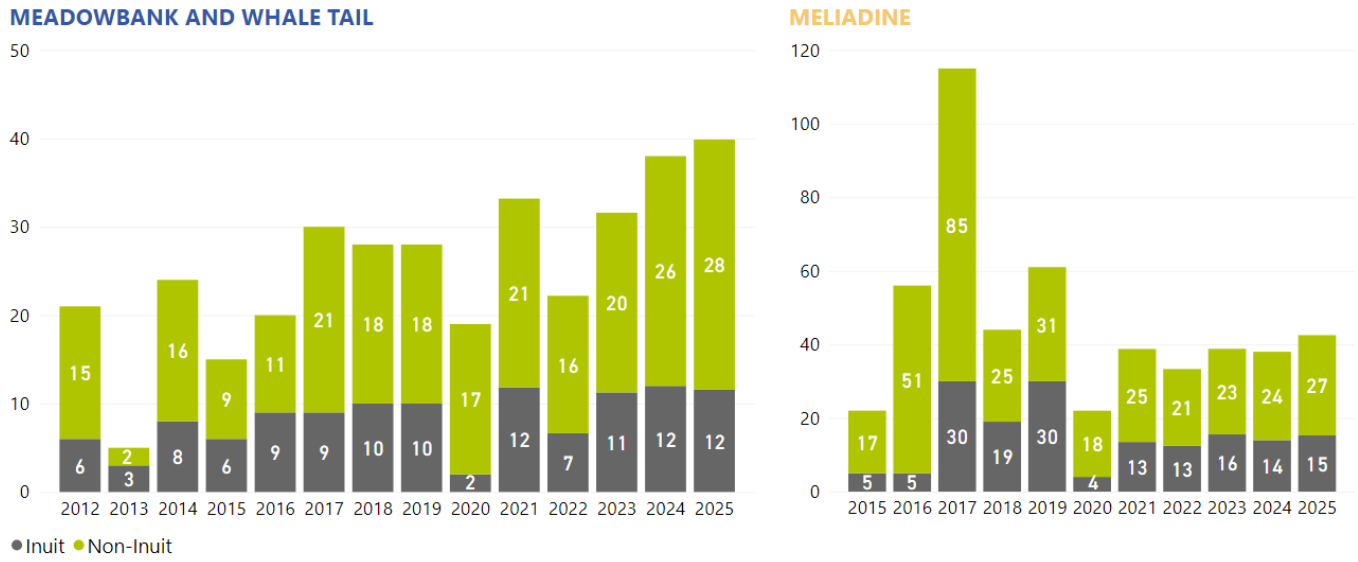
MELIADINE

"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 33 shows average mandatory training hours provided to Inuit and non-Inuit employees each year.

Chart 33. Average mandatory training hours per FTE provided to Agnico Eagle Inuit & non-Inuit employees



(Agnico Eagle Mines, 2025)

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 activities required at the departmental level and covers many employees across 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

Agnico Eagle provides ERT training and maintains Emergency Response and Mine Rescue teams for both sites. In 2025:

- Meadowbank Complex ERT consisted of 128 active Emergency Responders for Surface and Underground operations, including seven (7) Inuit members, an increase from six (6) in 2024.
- Meliadine ERT consisted of 78 active ERT members, including one (1) Inuit team member.

Meliadine enhanced its emergency preparedness by expanding ERT training. In addition to core Mine Rescue training, members completed four (4) specialized courses, including Rope Rescue and Advanced First Aid – Wilderness, strengthening high-angle, confined-space, and remote-environment response capabilities. The site's emergency fleet includes a Sherp for search and rescue, a Mine Rescue Vehicle (MRV) for extended underground response, as well as a firetruck and ambulance.

In 2025, the Meadowbank Complex delivered several basic emergency response courses to onboard new members and provided weekly training for both underground and surface ERT teams. Training included cyanide mock-scenario drills, underground mock exercises, and additional tabletop response simulations. At Meliadine, ERT members completed four specialized training sessions, including Rope Rescue to enhance high-angle and confined-space response, and Advanced First Aid – Wilderness to increase medical response capacity in remote and austere environments. These expanded training initiatives ensured that Meliadine's ERT remained highly skilled, equipped, and prepared to respond to a wide range of potential emergency scenarios on site. The site's response fleet includes a Sherp all-terrain vehicle, a Mine Rescue Vehicle (MRV) to support prolonged underground emergencies, as well as a fire truck and ambulance.

Mandatory training at the Kivalliq Projects remained comparable to the previous years. For Inuit employees, mandatory training at Meadowbank/Whale Tail reached 12 hours per FTE in 2024 and 2025, while it increased from 14 hours in 2024 to 15 hours in 2025 at Meliadine.

In 2025, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) mine rescue competition in Yellowknife.

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 employee care and safety. 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).

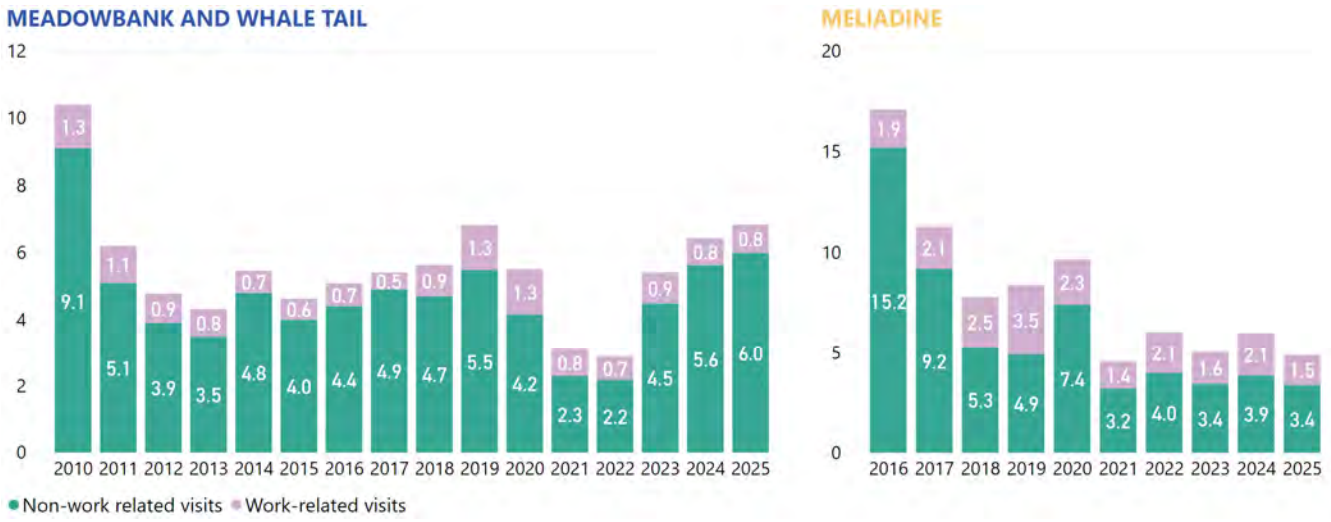
MELIADINE

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 34 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).

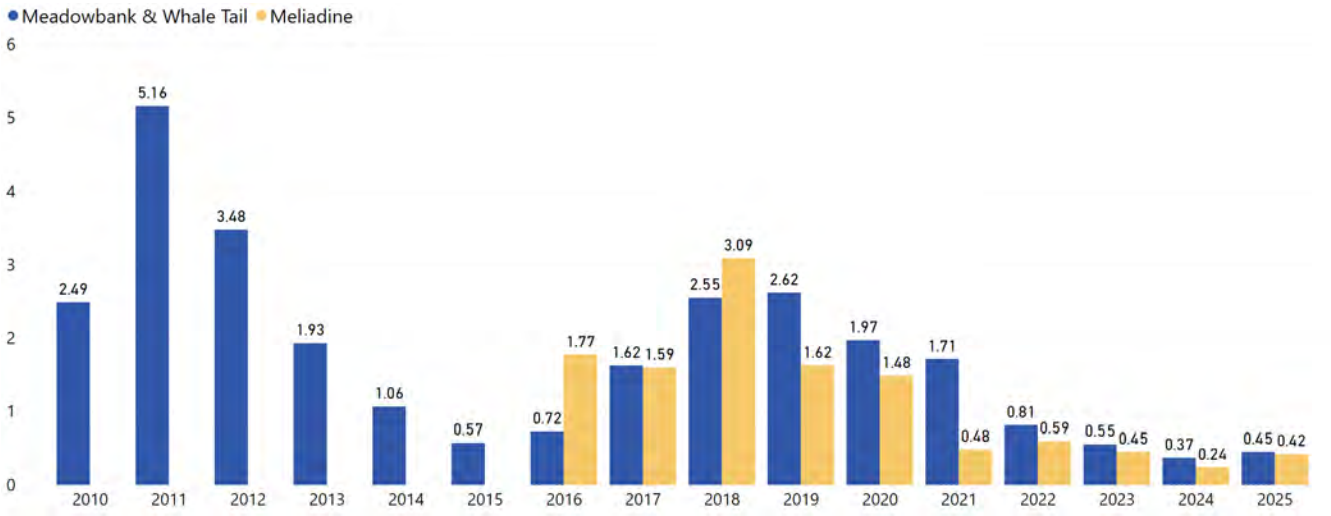
Chart 34. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons



(Agnico Eagle Mines, 2025)

Chart 35 shows the combined lost-time and light-duty accident frequency, per 200,000 person-hours worked.

Chart 35. Project combined lost-time and light duty accident frequency (per 200,000 person-hours)



(Agnico Eagle Mines, 2025)

Interpretation

In 2025, the use of on-site clinics (per FTE) increased at Meadowbank / Whale Tail but decreased at Meliadine. On-site clinics were primarily used for non-work-related reasons, accounting for 81% of all visits (8,403 in 2025), while work-related visits accounted for 19% (1,986). By site, work-related visits accounted for 811 (12% of total on-site visits) at Meadowbank/Whale Tail and 1,175 (31%) 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 *inuuqatigiitsiarniq* of caring for people [ISV].

In 2025, the combined lost-time and light-duty accident frequency (per 200,000 person-hours) increased slightly at both Meadowbank/Whale Tail and Meliadine, remaining below 2023 rates and largely continuing the 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).

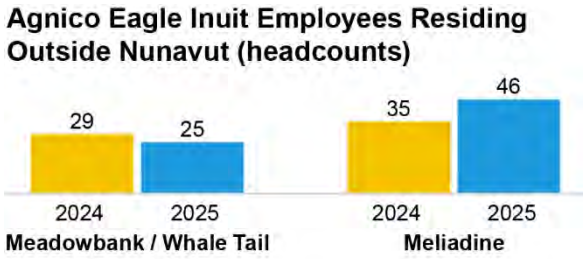
Meliadine: The cumulative effects of the Meliadine, Kiggavik, and Meadowbank Projects on in-migration might be less than the effects of each project individually considering the dampening effects on the volume of in-migration caused by the variation in the current progress of each project, presumed interdependence of certain projects, and resulting estimated labour force growth. (Golder Associates, 2014, p. 9-53).

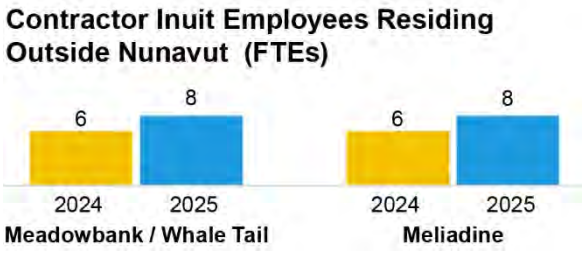
"Migration impacts were projected only in Rankin Inlet, the closest community to the mine and the only one connected to the Project by road." (Golder Associates, 2014, p. 9-45).

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.

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





The change in population in Kivalliq communities between 2024 and 2025 was as follows:

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).

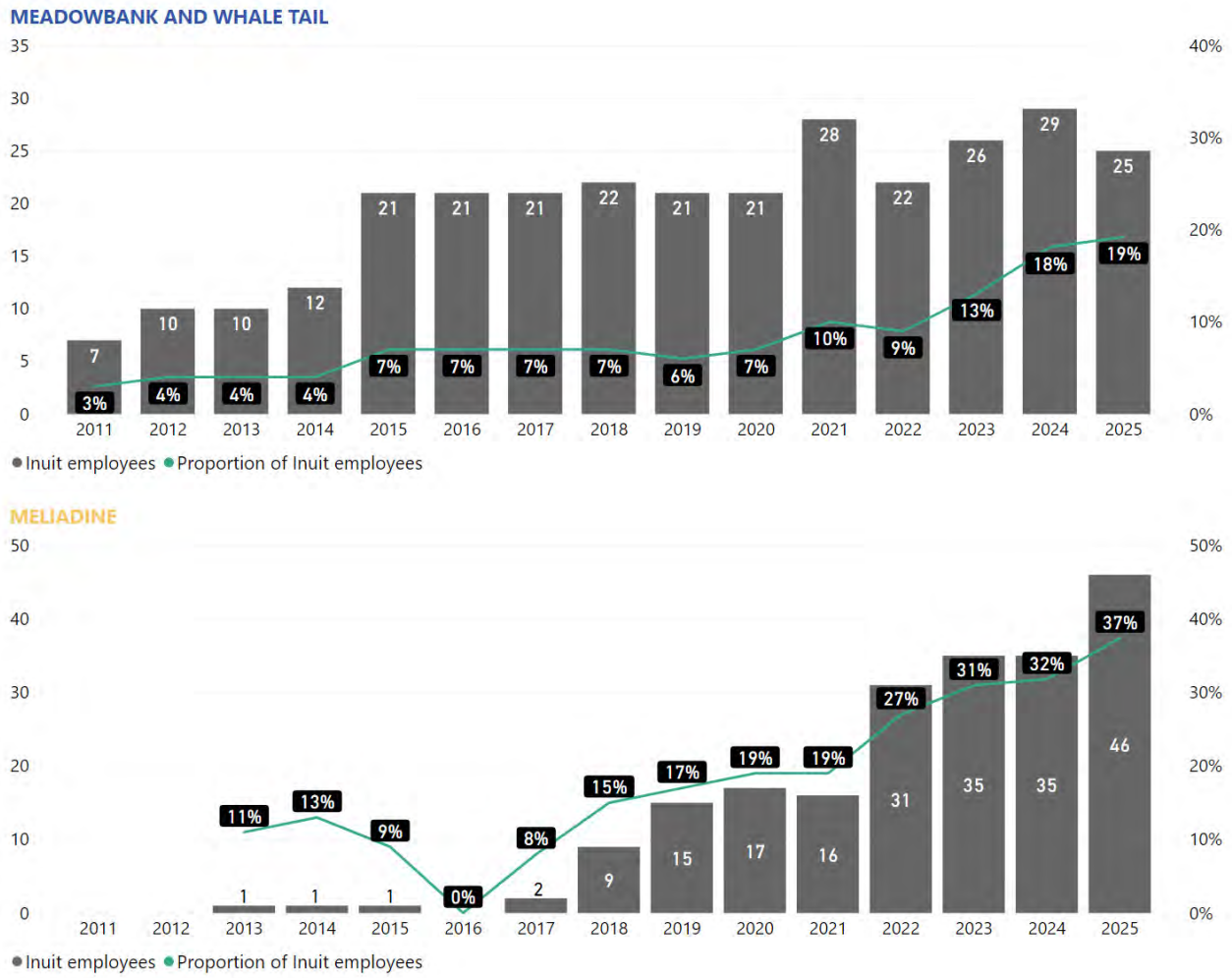
Data & Trends

Agnico Eagle monitors employee movement into and out of Nunavut. In 2025, net employee movements included:

- 10 Inuit employees moving out of Nunavut.
- Three (3) Inuit employees moved into Nunavut.
- One (1) Inuit employee moved to Rankin Inlet.
- No net migration impacts were reported for Baker Lake.

Chart 36 shows the number and proportion of Agnico Eagle Inuit employees currently residing outside Nunavut.

Chart 36. Project Agnico Eagle Inuit employees residing outside Nunavut



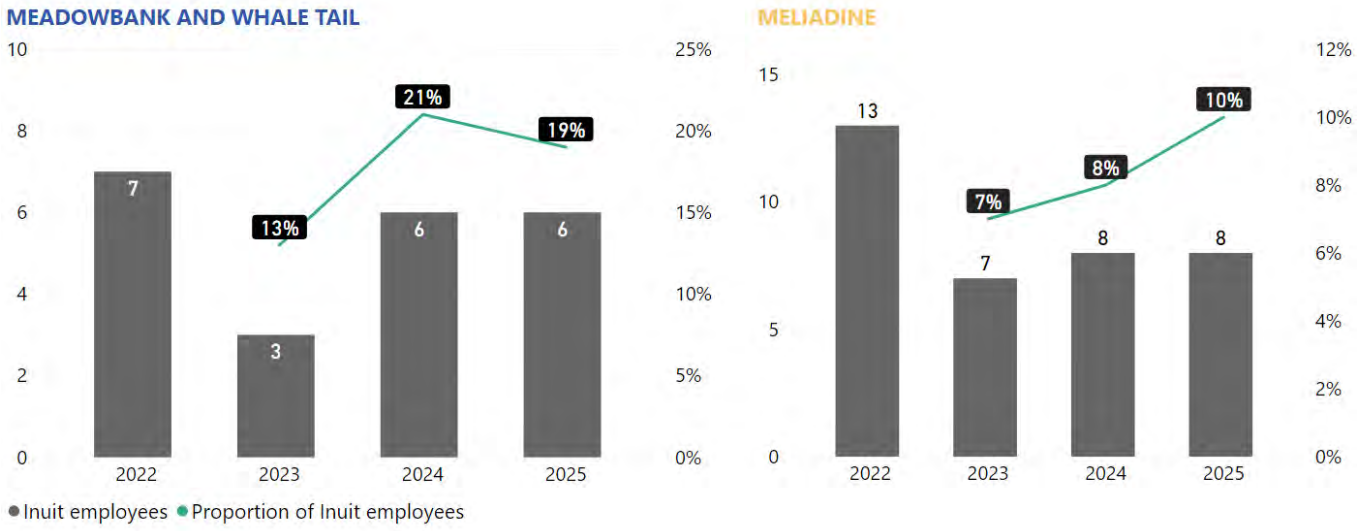
(Agnico Eagle Mines, 2025)

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.

Chart 37 shows the number and proportion of contractor Inuit employees currently residing outside Nunavut[17].

[17] Data for 2022 reflect headcounts. From 2023 onward, contractor employment figures represent full-time equivalents (FTEs), with one FTE equal to 2,184 person-hours; as a result, FTE-based employment counts are lower than headcounts and not directly comparable.

Chart 37. Project contractor Inuit employees residing outside Nunavut (FTEs)



(Agnico Eagle Mines, 2025)

Interpretation

In 2025, the number of Agnico Eagle Inuit employees at Meadowbank/Whale Tail who resided outside Nunavut decreased to 25, down from 29 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 grew to 16 in 2021, then to 35 in both 2023 and 2024, and to 46 in 2025. By 2025, these employees accounted for 37% of the Inuit workforce at Meliadine, up from 32% in the previous year.

Contractors had a total of 14 FTEs in 2025, who were Inuit residing outside Nunavut: 6.3 FTEs at Meadowbank/Whale Tail and 8 FTEs at Meliadine.

Overall, the movement of both Inuit and non-Inuit employees into and out of Nunavut, and between Baker Lake and Rankin Inlet, remains minimal. In 2025, ten Inuit employees relocated outside of Nunavut, a figure that, while small, reflects the broader socio-economic factors that can influence an individual's decision to leave the territory. Employment at Agnico Eagle's Kivalliq 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 services, educational and job opportunities, may also contribute to out-migration.

Research supports that Inuit out-migration is influenced by a complex set of interconnected factors. Nunavut faces one of the most severe housing crises in Canada; more than 60% of Nunavummiut rely on public housing, 45% of which is overcrowded, as documented by the Auditor General of Canada (Tranter, 2025). These conditions can push residents to seek more stable living arrangements elsewhere. The ITK Inuit Nunangat Housing Strategy (2019) further notes that in 2016, over half (51.7%) of Inuit in Inuit Nunangat lived in crowded housing, compared to just 8.5% of non-Indigenous Canadians (Inuit Tapiriit Kanatami, 2019). At the same time, urban centres serve as significant pull factors; the Inuit population is increasingly urban, with more than 3,000 Inuit living in Ottawa alone, reflecting a growing movement toward cities offering greater access to post-secondary education, specialized healthcare, and expanded employment markets. Together, these factors suggest that out-migration among Inuit is not solely an employment phenomenon but reflects broader quality-of-life considerations that extend beyond the workplace.

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 2025 provided further insight into mobility trends. Of the 126 respondents to the Inuit and Nunavummiut Employment Survey (Question 39, Appendix E), 41 (33%) expressed an interest in relocating in the following year. When asked about their preferred destination (Question 40, Appendix E), 42 employees responded:

- 28 (67%) wanted to move south from Nunavut.
- 14 (33%) sought to relocate within Nunavut.

The most commonly cited reasons for wanting to move (Question 41, Appendix E) included improved housing, better access to services, proximity to friends and family, and being closer to work (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

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 38 shows population estimates for Rankin Inlet and Baker Lake, Inuit and non-Inuit populations, from 2001 to 2016 (population by Inuit status is available only up to 2016 from the GN). The 2021 Census of Population further indicates that, 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.

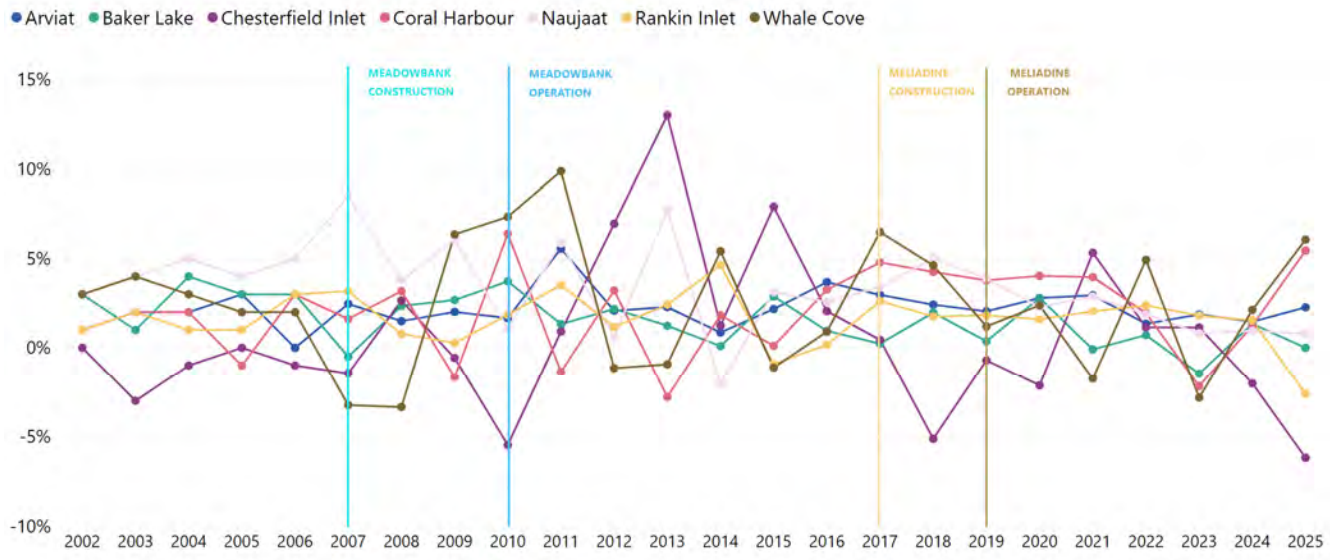
Chart 38. Population estimates of Rankin Inlet and Baker Lake, Inuit & non-Inuit.

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 39 shows the annual (year-over-year) change in the population for Kivalliq communities based on population estimates prepared by Statistics Canada.

Chart 39. Annual change in population estimates of Kivalliq communities[18]



(Statistics Canada, 2026)

[18] This chart has been updated for previous years to reflect revisions to population estimates published by Statistics Canada on January 14, 2026.

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 annual variations without clear trends at the community level. Population estimates show that from 2024 to 2025 (the most recent year for which these statistics were available), population levels increased in Arviat (2%, from 3,256 to 3,330), Coral Harbour (5%, from 1,138 to 1,200), Naujaat (1%, from 1,374 to 1,385), and Whale Cove (6%, from 528 to 560), while they remained stable in Baker Lake (0%, from 2,250 to 2,250) and decreased in Chesterfield Inlet (-6%, from 436 to 409) and Rankin Inlet (-3%, from 3,425 to 3,336) (Statistics Canada, 2026).

Agnico Eagle's employee migration data indicates a minimal impact on Kivalliq communities, most likely driven by natural population growth (births and deaths). These findings show 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

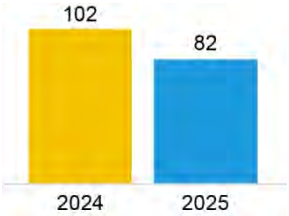
Meadowbank: *"The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery."* (Cumberland Resources Ltd., 2006, p.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

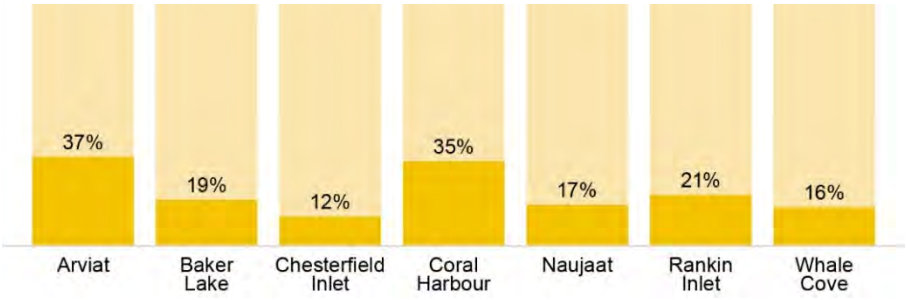
OVERVIEW OF FINDINGS

In 2025, **82 employees were referred to community healthcare centres** (102 in 2024). Since 2018, 71% of referrals to community health care centres have been for non-work-related conditions. Referrals include mental-health cases.



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

The number of **social assistance recipients** is trending downward in Kivalliq communities, with 2025 figures ranging from 37% of the total population in Arviat to 16% in Whale Cove.



SUMMARY OF MITIGATION MEASURES

Local community infrastructure and service capacity were considered in the Meadowbank/Whale Tail and Meliadine project design, which led to several operational decisions, including the provision of 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).

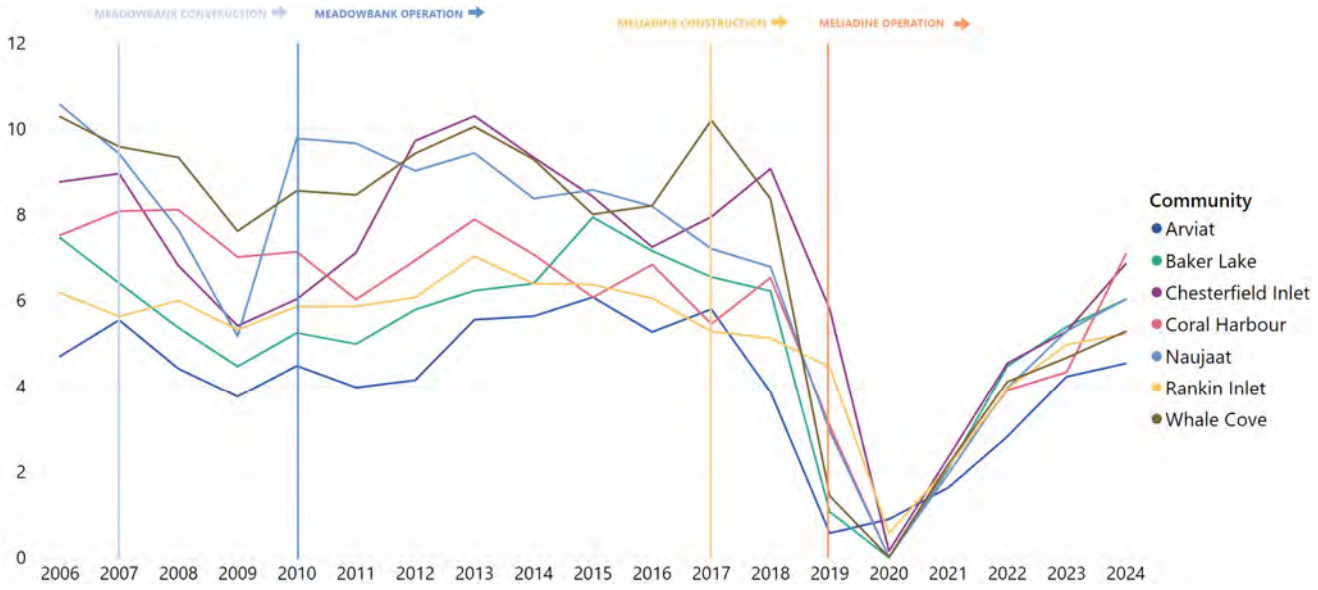
MELIADINE

"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 40 shows the number of per capita visits to community health centres in Kivalliq communities through 2024, the latest year for which data is available.

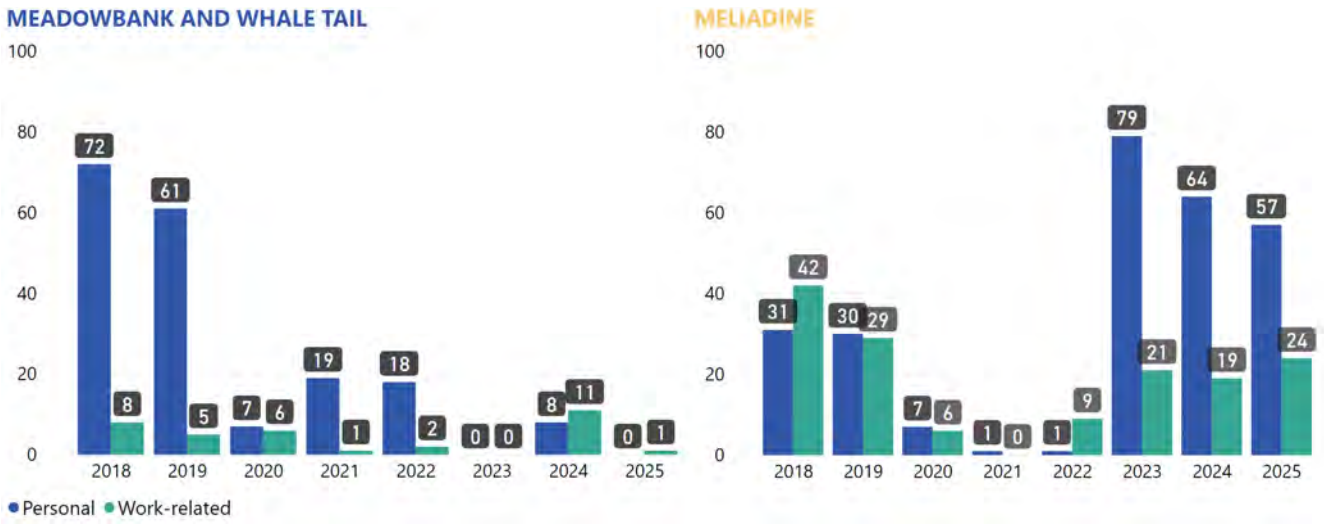
Chart 40. Kivalliq community health centre visits per capita



(GN Department of Health, 2018; GN Department of Health, 2025; GN Bureau of Statistics, Personal Communication, 2026)

Chart 41 shows the number of Inuit employees referred to the community health centre for both personal and work-related reasons.

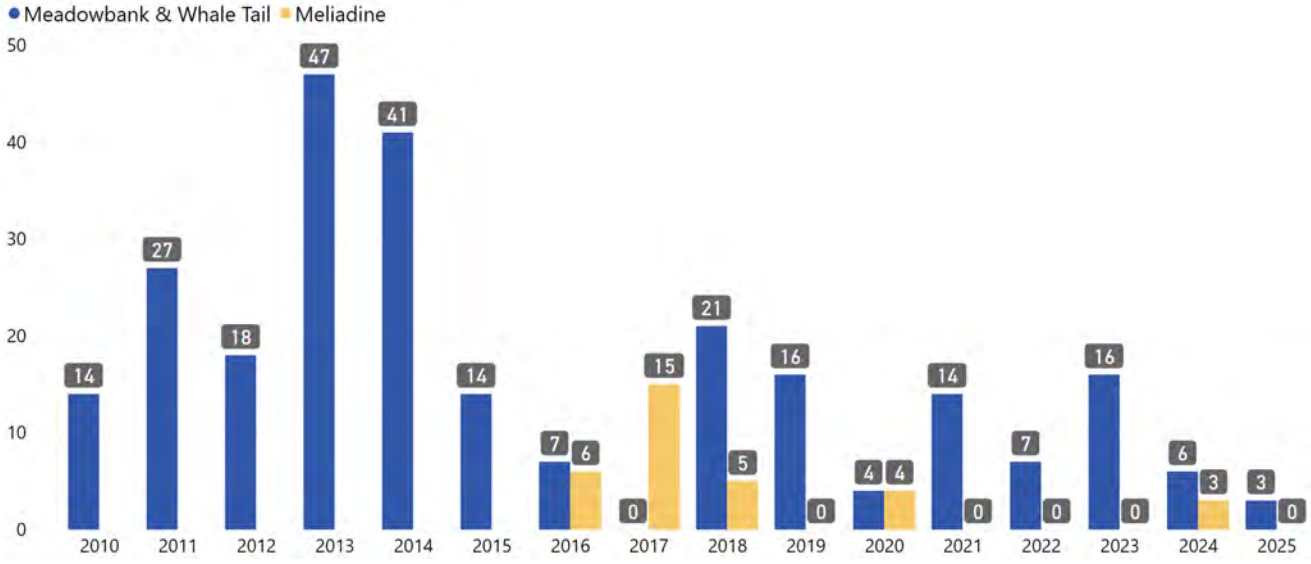
Chart 41. Employees referred to community health care centre (personal and work-related)



(Agnico Eagle Mines, 2025)

Chart 42 shows the incidents requiring the use of GN health services from 2010 to 2025.

Chart 42. Incidents requiring use of GN emergency health services



(Agnico Eagle Mines, 2025)

Interpretation

Healthcare centre visits per capita do not show clear long-term trends across Kivalliq communities. Visits decreased sharply in 2020 and 2021 due to COVID-19-related restrictions, and then rebounded to previously recorded levels. Recent data for 2023 and 2024 visitations to healthcare centres indicate that all Kivalliq communities fall within a similar range of 4-7 visits per capita per year, consistent with historical patterns. While year-over-year fluctuations are observable at the community level, it remains unlikely that they are caused by Agnico Eagle's operations.

On the contrary, the presence of on-site clinics at the Kivalliq Projects likely benefits community-based healthcare providers by reducing demand for non-emergency medical services. By addressing minor injuries, routine health concerns, and mental health support directly at the worksite, on-site clinics help alleviate pressure on local healthcare facilities, allowing them to focus on community needs. However, on-site clinics do occasionally refer workers to community health centres.

In 2025, 82 employees were referred to community healthcare centres, representing a decrease over the previous year (102 in 2024). Only one (1) case was referred to a health centre at the Meadowbank Complex in 2025, and the remaining referrals took place at Meliadine. Of the 82 referrals, 25 were work-related, and 57 were for personal reasons. Meliadine has also tracked mental health referrals since 2023, which likely contributed to the higher number of reported referrals at the site over the past three years.

Since 2018, 71% 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 the number of ailments themselves.

The Kivalliq Projects did not result in an increased demand for GN emergency health services. Incident reports requiring GN emergency health services at Meadowbank and Whale Tail dropped from six (6) in 2024 to just three (3) in 2025. Meanwhile, Meliadine had no incidents in 2025.

The provision of on-site clinics at the Kivalliq Projects and referrals to community health clinics align 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).

2025 estimates of use for infrastructure directly related to Meadowbank are as follows:

- **Flights**: 266 charter passenger flights, 24 cargo flights and 52 Kivalliq flights.
- **Airport**: The use of Baker Lake Airport to access commercial flights from January to November 2025.
- **Shipments**: Two (2) barges received in Baker Lake, four (4) full vessels and four (4) shared with Meliadine (total volume of 157,000 m^3).
- **Community Infrastructure**: Baker Lake Community Centre was used three times: twice for Coffee and Chat sessions and once for Festival by the Lake.
- **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 2025, 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 the Char River on the Hamlet's section of the road.

2025 estimates of use of infrastructure directly related to Meliadine are as follows:

- **Flights**: 210 passengers, 10cargo flights, and 52 Kivalliq flights.
- **Airport**: The use of Rankin Airport to access commercial flights from January to November 2025.
- **Shipments**: Five (5) full barges received in Rankin Inlet and four (4) shared barges with Meadowbank (total volume of 136,000 m^3).
- **Community Infrastructure**: The Rankin Inlet Community Hall was used once to host a Coffee and Chat session.
- **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 continues to consist primarily of airports, and this usage has been relatively consistent since operations began in 2010. Meliadine continues to have greater use of public infrastructure in Rankin Inlet than in Baker Lake from Meadowbank / Whale Tail, largely due to the Rankin Inlet airstrip, local roads, and the relatively central location of the community boat launch area for barge landings. As such, while not resulting from in-migration, there remains an increase in the use of public infrastructure. It is, however, challenging to determine whether 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 [ISV].

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

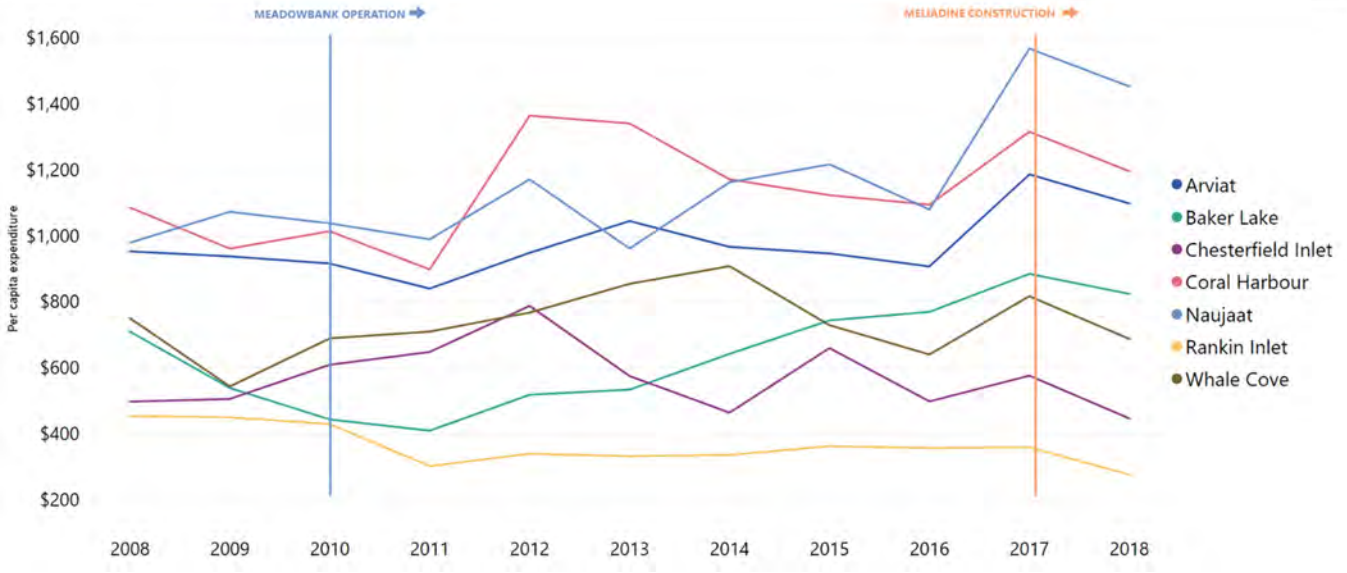
"The increase in population as a result of Project induced in-migration may affect demand on social services in Rankin Inlet." (Golder Associates, 2014, p. 9-288).

Data & Trends

Chart 43 shows per capita social assistance expenditures (in dollars) for Kivalliq communities over time.

Chart 43. Per capita social assistance expenditures by community

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



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

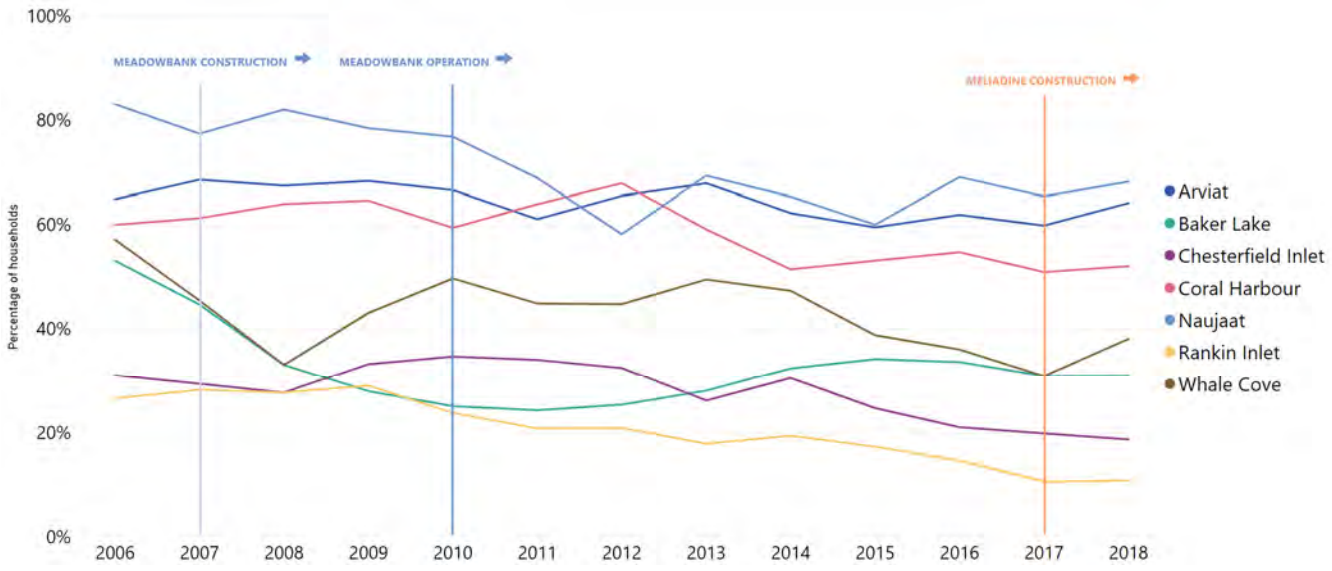
Social assistance, i.e., income support, is a program of last resort for Nunavummiut and is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All Nunavut residents aged 18 to 59 can apply for social assistance. Expenditures 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.

Charts 44 and 45 show the social assistance recipients by the Kivalliq community[19].

[19] The dataset for the percentage of households receiving social assistance by community (Chart 44) has not been updated since 2018. The newly available data (Chart 45) from GN include individual-level records of social assistance recipients for 2018 to 2024. Given that the earlier caseload dataset reflects households while the newer dataset reflects individuals, the two indicators are not directly comparable.

Chart 44. Percentage of households receiving social assistance by community (last updated 2018)

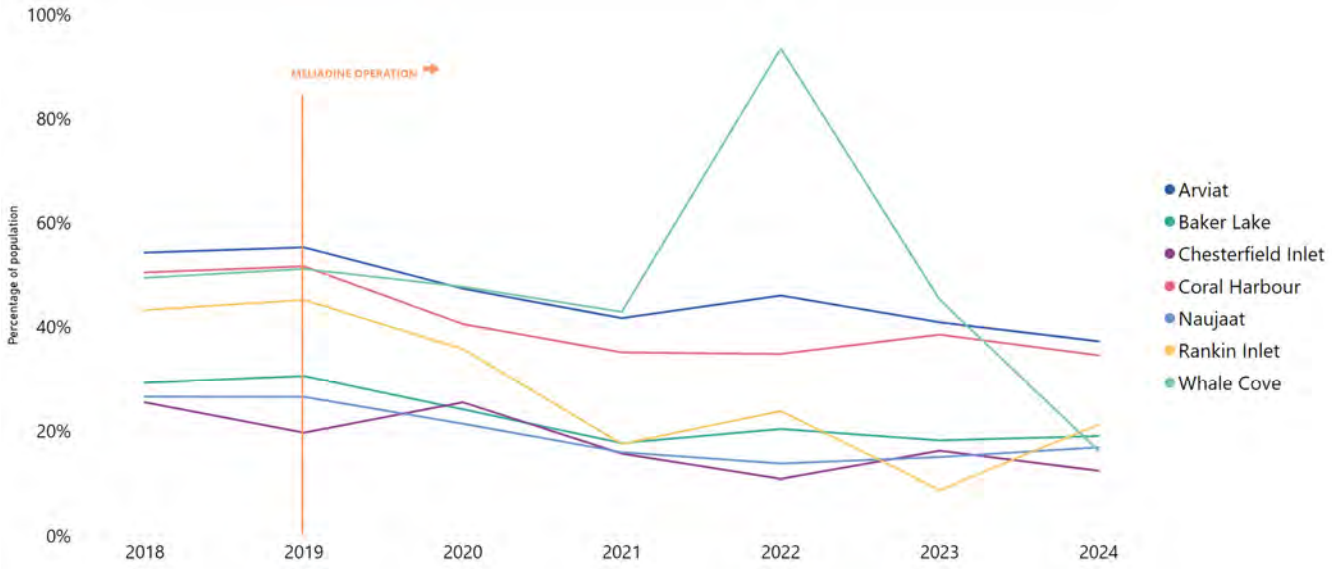
The most recent update to this dataset is available for 2018. The lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(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.

Chart 45. Percentage of population receiving social assistance by community (2018 to 2024)



(GN Department of Family Services, 2025)

The **percentage of the community's population** receiving social assistance is based on the number of individual recipients reported by the GN Department of Family Services. Recipients are individuals who receive one or more social assistance payments in a given year, and multiple recipients may reside in the same household. The measure reflects the share of community residents who received social assistance at any point during the year and differs from the household-based caseload measure used in Chart 44.

Interpretation

Across Kivalliq communities, the percentage of the population receiving social assistance generally declined between 2018 and 2024, although the pace and consistency of change varied by community. The number of social assistance recipients has generally declined in Arviat, Baker Lake, Coral Harbour, and Naujaat, with recent levels falling to 37%, 19%, 35%, and 17% of the total population receiving one or more social assistance payments. Chesterfield Inlet and Whale Cove also exhibit overall downward trends despite year-to-year variation. Rankin Inlet shows the greatest fluctuation, falling from 43% in 2018 to 9% in 2023 before increasing to 21% in 2024.

Overall, while short-term variability is evident in several communities, the broader trend across the region indicates a reduction in reliance on social assistance since 2018. Despite this, it is unclear to what degree, if any, Agnico Eagle Kivalliq Projects have contributed to this decline, as it is largely influenced by structural and historical factors shaping social assistance needs in the region. Federal programs such as the Inuit Child First Initiative, introduced in 2018, and other federal programs could also have played a role in providing different forms of income assistance, thereby decreasing the number of social assistance cases.

The observed decline in the percentage of residents receiving social assistance across most Kivalliq communities generally aligns with the predictions made in the Meadowbank FEIS, which anticipated largely positive impacts on social services. The Whale Tail FEIS did not make specific predictions regarding social assistance, limiting direct comparison. The Meliadine FEIS anticipated that in-migration could increase demand on social services in Rankin Inlet; however, as described in Section 7.1, migration as a result of the project has been negligible.

While Agnico Eagle's impact on social assistance cannot be shown to correlate with or impact it, 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 underscore the importance of continued efforts by all stakeholders to support 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 [ISV].

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).

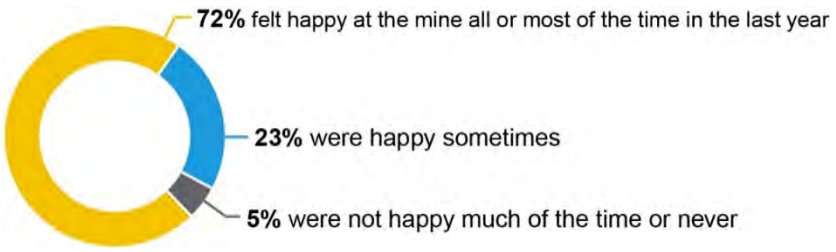
OVERVIEW OF FINDINGS

Agnico Eagle continues to provide mental health programming on-site and in communities.

Through its 2025 **Inuit and Nunavummiut Employment Survey**, named **"Tukisigiaqniq"**, which translates to **"Better understanding"**, Agnico Eagle collects information on the well-being of its employees.

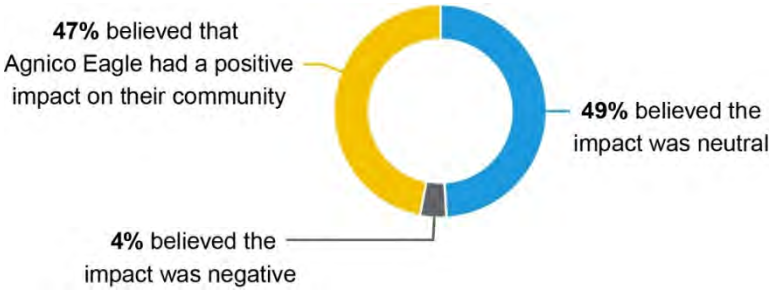
The 2025 results indicate that while most employees report being happy on site, fewer perceive Agnico Eagle's overall impact as positive, with more describing it as neutral.

Inuit and Nunavummiut Employment Survey results regarding feeling happy:



64% of survey respondents worried about their family, **26%** felt lonely while at work and **24%** worried about their financial situation.

Perceptions of Agnico Eagle's impact:

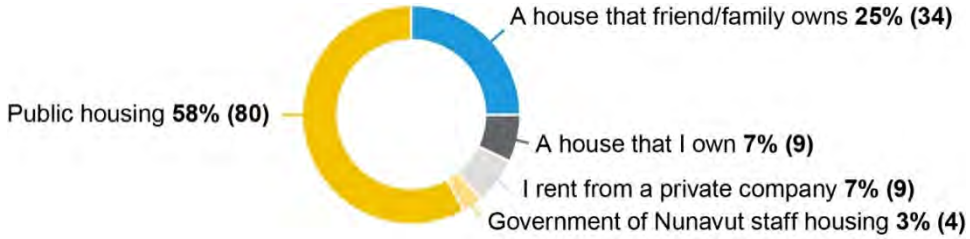


Crime rates in the Kivalliq communities appear to trend upward, with year-to-year variation, driven by complex and interacting socio-economic factors.

Housing demand remains severe across the Kivalliq region. Based on the latest available data (2024), most Kivalliq communities are rated as having **critical housing needs**, while Chesterfield Inlet is assessed as having a comparatively lower level of need. More than 1,000 people in Kivalliq communities are on a waitlist for public housing.

Through **Tukisigiaqniq,** Agnico Eagle works to understand the living conditions of its employees and the Kivalliq communities.

In 2025, Inuit employees working at the Kivalliq Projects lived in:

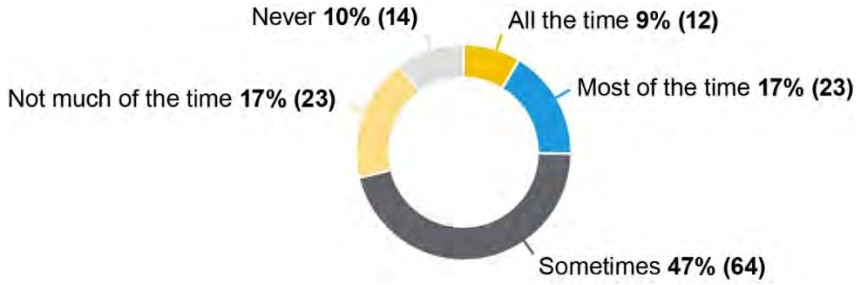


However, only 40% were able to put money aside, and 73% reported financial challenges.

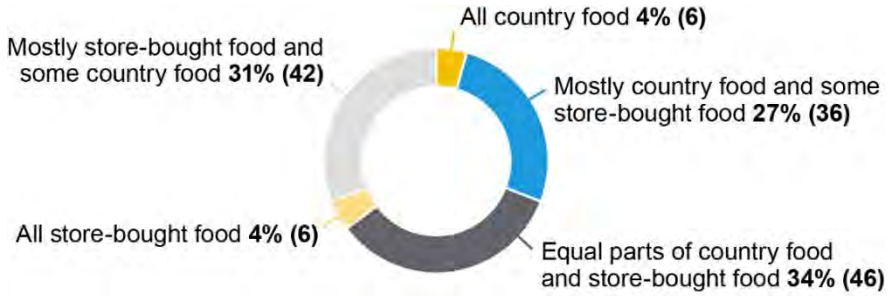
Agnico Eagle works to improve the housing situation in the region and, in 2025, Agnico Eagle and the Nunavut Housing Corporation collaborated to deliver **20 modular homes** to the region - **10 in Rankin Inlet and 10 in Baker Lake**.

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.
- Preventive 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, preventive care, and opportunities for family engagement, ensuring a healthier, more supportive work environment.
- **Mental Health & First Aid Training.** Agnico Eagle prioritizes mental health awareness and first aid preparedness through training programs led by external trainers, health professionals, and community stakeholders, including nurses, the RCMP, and KIA representatives. In 2025, Agnico Eagle expanded mental-health preparedness by offering Mental Health First Aid (MHFA) and 'The Working Mind' training to key personnel across sites. Meadowbank continued issuing monthly mental-health communications and maintained statistics on mental-health related clinic visits. At Meliadine, employees had access to mental-health talks, telepsychology and counselling support, on-site private spaces for telehealth appointments, and acute mental-health assessments when needed. Meliadine also delivered four (4) MHFA courses and additional 'The Working Mind' sessions during the year. In addition, a Sunday evening support group was introduced at Meliadine in 2025 to provide ongoing peer support outside core working hours. Furthermore, in 2023, the EAP saw significant growth in usage, with 304 cases, up from 190 in 2022, making it the highest usage year since 2019.

In 2024, 202 cases were reported[20]. In 2025, employees accessed EAP services 103 times[21], and a further 66 cases were recorded between June and November of 2025 across other EAP support streams, primarily counselling services and Life Smart coaching[22].

- **Preventive Health Outreach.** Agnico Eagle actively promotes preventive health services through immunization campaigns, chronic disease screening, safe-sex education, and collaboration with regional health partners.
  - A 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).
  - At Meadowbank Complex, clinics offered Hepatitis A and B (Twinrix), seasonal influenza, and tetanus vaccinations, in addition to providing awareness sessions linked to workplace health exposures, such as sodium chloride. Medical staff also completed pre-employment medicals for Nunavummiut and annual ERT/Mine Rescue medical exams, while continuing to operate the Medical Surveillance Program.
  - At Meliadine, clinics also offered Twinrix, seasonal influenza, and tetanus vaccinations, along with ongoing access to immunizations as required. In close collaboration with Kivalliq Public Health, the site supported the screening, identification, and management of communicable diseases, ensuring timely follow-up and appropriate treatment when needed. Chronic disease screening for conditions such as hypertension and diabetes also continued to be offered, supported by health education sessions across multiple departments.
  - Both Meadowbank and Meliadine sites continued promoting safe sexual health by providing condoms on request, offering education on safe sex practices, and referring employees to community health centres or their home communities for testing and treatment. At Meadowbank, safe-sex information continued through the Daily Communicator, while at Meliadine, toolbox talks maintained awareness.
- **Spouse Visits During the Holidays**. To support family connections, Agnico Eagle offers spouse visits during Christmas and New Year at its mine sites.
  - In 2025, Meadowbank and Amaruq sites had a total of 26 spouses participating in the spousal visit program (11 during Christmas and 15 during New Year). Each visit lasted four (4) days, with the Christmas group onsite from December 23 to 26, 2025, and the New Year group from December 30, 2025, to January 2, 2026. At Meadowbank, spouses participated in a gold pour and process plant visit, as well as department tours including the kitchen, warehouse, maintenance shop, and powerhouse. At Amaruq, spouses participated in site tours, underground training and tours, an open pit visit, and department tours, including the warehouse, maintenance surface and underground shops, kitchen, and medical and ERT facilities.
  - In 2025, Meliadine had a total of 24 spouses participating (seven (7) during the Christmas period and 17 during the New Year period), with each visit lasting five (5) days. Activities included bingo, tours of various departments such as underground, the process plant, and the open pit, as well as opportunities to shadow their spouse's work.

[20] This total reflects only BCH EAP data; information from other EAP streams was not available due to confidentiality limitations, making it not comparable with previous combined-year totals. BCH refers to BCH Consultants, an EAP service provider that is now part of GreenShield (formerly acquired by GreenShield Canada).

[21] Total based on BCH EAP usage only.

[22] These figures represent a partial reporting period and are provided separately, as they do not constitute a full-year total.

- **Mental Health Awareness and Support**. Across both sites, Agnico Eagle continues integrating mental-health awareness through monthly wellness topics, regular communication, and access to counselling and telepsychology services. These initiatives fostered a supportive environment focused on early intervention, resilience, and accessible mental-health resources.

Agnico Eagle also organizes site visits to foster transparency, build community understanding of mining operations, and strengthen relationships with community leaders, organizational partners, and regulatory stakeholders. Community familiarization with mine operations is an important dimension of community wellness—when residents, families, and leaders have a clear understanding of how the mine operates, what protections are in place, and how decisions are made, it reduces uncertainty and builds the trust foundational to healthy community-industry relationships. For communities where many residents work at or are connected to the mine, this understanding helps families and support networks better engage with employees' experiences, strengthening social cohesion and resilience. Site visits, therefore, serve not only an informational function but a relational one—helping community members and decision-makers feel connected to, rather than distant from, the operations that shape their community.

In 2025, two visits at Meliadine mine supported broader community and stakeholder engagement. On August 24, 19 community members and Rankin Inlet Council representatives toured the site, interacted with staff at departmental booths, and shared a meal with employees. On October 29, participants of the Northern Perspectives Conference, including representatives from the Kivalliq Chamber of Commerce, visited Meliadine to engage with staff and learn about ongoing projects and operational priorities.

At Meadowbank Complex in Baker Lake, four visits focused on community familiarization and stakeholder relations. On January 29, a tour was held with site representatives, employees, and the KIA IIBA Coordinator, introducing the new coordinator to site operations and building familiarity with day-to-day activities. On April 2, the Mayor and SAO of Baker Lake visited the Complex for a meeting with management, lunch on site, and an outdoor tour of the operation. On August 20, 29 community members and Council representatives completed a full-day tour of the Amaruq site, visiting camp facilities, pit operations, and the maintenance shop, with a dinner stop at Meadowbank on the return to Baker Lake. On the same date, KIA and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) reviewers visited the Complex to deepen their technical understanding of tailings storage facility and water management components, with a focus on TSF closure considerations.

Inunnguiniq Initiative

The Inunnguiniq Initiative is a $5M investment in mental wellness across the Kivalliq and Kitikmeot regions—the two regions where Agnico Eagle operates in Nunavut. The initiative was shaped by surveys conducted with organizations across both regions to identify priorities, then presented to the Kivalliq Elders Advisory Committee, which approved it and gave it its name. "Inunnguiniq" means "creating a whole human being"—a reflection of the holistic, community-driven approach at the heart of the initiative.

Launched in 2023, the Inunnguiniq Initiative is organized around three axes:

Axis 1—Positive Lifestyles Through Activities, Including On the Land ($2.25M)

This axis supports the construction of three community safe spaces and facilities in Cambridge Bay, Rankin Inlet, and Baker Lake, each to be led and fully managed by a local partner organization. These spaces are designed to give community members access to programs—including on-the-land activities—that build confidence, resilience, and resourcefulness through skill-sharing, learning, and connection.

In 2025, Agnico Eagle refined this concept through meaningful community input. In May, two members of Ilitaqsiniq were invited to attend a demonstration of a prototype community cabin, enabling Nunavummiut to review and provide feedback before any construction. Following those consultations and design refinements, a 16x20 cabin was constructed, developed in collaboration with local contributors and the Réseau de transformation métallique du Québec, and built primarily of aluminum. The cabin is intended to be brought onto the land and made available to the Baker Lake community to run on-the-land programs, with formal inauguration and transfer to the Hamlet of Baker Lake planned for 2026.

Axis 2—Positive Lifestyles and Food Security Through Non-Profits ($250K)

Agnico Eagle acts as an enabler by sponsoring local non-profits whose missions create lasting, positive impact on mental wellness—through safe spaces, support for basic needs, confidence-building programs, and access to mental health resources.

In 2025, the Arctic Rose Foundation—supported through this axis—advanced several key activities:

- Trained eight Community Artist Liaison and Mentor (CALM) workers in Rankin Inlet in cultural cognizance, basic mental health, program administration, health and safety, and creative facilitation
- Trained three local Program Supervisors from the Kivalliq region
- Expanded the Messy Book Program, including a new partnership with Inuglak School in Whale Cove (launching Fall 2025), continued engagement in Naujaat, ongoing gift card and food support in Chesterfield Inlet, and new interest from Coral Harbour
- Refined cultural cognizance training materials and completed four internal training videos
- Supported 60 individuals in strengthening cultural cognizance and their capacity to hold safe program spaces for youth
- Developed key cultural cognizance messages, six social media reels, and youth-led content, including a draft Truth and Reconciliation statement and additional media for future campaigns

Axis 3—Food Security Through Breakfast in Schools ($2.5M)

Agnico Eagle contributed $2.5M to Breakfast Club of Canada to ensure that students across all 22 schools in the Kivalliq and Kitikmeot receive breakfast every school day, for a minimum of three years. Research consistently shows that food security improves concentration, confidence, and educational engagement—all foundational to long-term mental wellness and resilience. With a median age of 24 among Inuit (compared to 41.3 for non-Indigenous Canadians), investing in today's youth means that within a decade, approximately 10,000 young Nunavummiut will enter the workforce better equipped for the future.

In 2025, all 21 participating schools were fully onboarded, providing daily breakfasts to 3,123 students. Three official visits and special breakfast events were held to mark program milestones: in Coral Harbour (April 2025), at Maani Ulujuk Illinniarvik school in Rankin Inlet (September 2025), and in Chesterfield Inlet (November 2025).

The **Community Initiatives Fund (CIF)** agreements, established in 2023 with all Kivalliq hamlets, are 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, the total investment under the CIF was $323,000 to Kivalliq communities. In 2025, Agnico Eagle renewed the CIF agreements with all Kivalliq hamlets, providing $342,000 in total regional investment, distributed across all seven communities: Arviat ($34,000), Baker Lake ($66,000), Chesterfield Inlet ($40,000), Coral Harbour ($19,000), Naujaat ($19,000), Rankin Inlet ($145,000), and Whale Cove ($19,000).

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 2025, Agnico Eagle contributed $34,086 specifically to fund the first year of a two-year trainee position. One (1) of the two (2) coordinators is expected to retire within the next two years, and training a successor is essential to maintaining the program's long-term sustainability.

In addition to financial support, Agnico Eagle also provided business mentorship to the coordinators through the Business Mentorship Program. The goal of this program is to help the organization identify and apply for additional funding opportunities.

In 2025, **Financial Literacy Training** was not delivered at the Meadowbank Complex or Meliadine Mine due to a temporary vacancy in the Adult Educator position from June to October, which paused planned activities. With the position now stabilized, Agnico Eagle plans to reallocate time and resources in 2026 to enhance financial literacy programming and support consistent delivery across both sites.

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 in local communities, reflects *inuuqatigiitsiarniq*—respecting others and nurturing care for people. By offering an Employee Assistance Program, which has seen varied use over the years, engaging in activities such as the Baker Lake Prenatal Nutrition Project, and promoting safe sexual health practices, Agnico Eagle demonstrates 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, 2024, and 2025. In 2023, the Inuit and Nunavummiut Employment Survey was also renamed "Tukisigiaqniq", which translates to "Better understanding" in Inuktitut, to align the survey's name with its

objectives while honouring local culture. The results of the 2025 Inuit and Nunavummiut Employment Survey regarding health and wellness are described below ISV.[23]

Project employees largely believe that Agnico Eagle has a **positive and neutral impact** on Kivalliq communities. In 2025, 47% of survey respondents indicated that Agnico Eagle had a positive impact on their community, 49% believed the impact was neutral, and 4% believed it was negative (Question 50 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

Regarding **workplace culture and values**, 93% of respondents strongly (66%) or somewhat (27%) agreed in 2025 that respect and consideration of others and positive working relationships were encouraged in the workplace (Question 31 of Appendix E), and 78% 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, 2025).

Regarding **mental health and wellness**, 72% of respondents felt happy at the mine all or most of the time in the last year, 23% were happy sometimes, and 5% were not happy much of the time or never (Question 7 in Appendix E). Survey results show that 84% of participants spent time at the mine with someone they liked some, most, or all the time (Question 8 in Appendix E), and 69% 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, 2025).

Worrying about their **family situation** is one of the most difficult things at work for 64% of respondents, with loneliness and financial worries also noted as significant difficulties (Question 25 in Appendix E). While 64% 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. These included challenges related to camp life, the type of work, or relationships with supervisors and colleagues (Question 25 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

Regarding **personal relationships**, a majority (66%), in 2025, reported that their personal relationships were about the same since starting to work at the mine, compared to 90% in 2023 and 64% in 2024 (Question 13 in Appendix E). A steady number (24%) indicated improvement, and 10% reported a decline in 2025 (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

When considering **financial health**, 80% of survey respondents reported struggling to pay bills and manage debt in 2025 (Question 14 in Appendix E). About 13% reported that they could not pay most of their bills on time and were falling behind on debt, with 67% occasionally falling behind (Question 14 in Appendix E). Similarly, 60% responded that they had not saved any money in the past year (Question 15 in Appendix E), 73% were not aware of the Nunavut Down Payment Assistance Program (Question 19 in Appendix E), but 75% indicated they wished to own a home in the last 12 months (Question 16 in Appendix E). When asked what they wanted to buy, 84% indicated a house/condo (Question 17 in Appendix E). Approximately 74% 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 uncomfortable talking about money, or felt no interest in receiving financial advice (Question 21 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

[23] Questions in this section were answered by 93 to 137 respondents.

Interpretation

The perceptions of Agnico Eagle's community impact remain generally positive but became more mixed in 2025. From 2022 to 2024, a clear majority of respondents viewed the company's impact positively (48%–60%), with very low levels of negative sentiment (4%–8%). In 2025, positive perceptions declined to 47% and neutral responses increased to 49%, while negative views remained limited at 4%. This shift does not necessarily suggest a rise in dissatisfaction, but rather growing uncertainty or mixed expectations. The contrast between strong workplace satisfaction (72% reporting they felt happy at the mine most or all of the time) and declining perceptions of the company's positive overall impact highlights the importance of evaluating the effectiveness of Agnico Eagle's initiatives intended to benefit Kivalliq communities.

Workplace culture remains consistently strong, and the majority of respondents report positive working relationships. Most employees report neutral or improved personal relationships since beginning mine employment, and a majority regularly share workplace values with youth in their households and communities. These findings suggest that the mine continues to foster a positive internal culture that extends beyond the workplace. At the same time, about one-third of employees report limited access to emotional or social support at the site, highlighting an opportunity to further strengthen well-being and mental health initiatives.

Financial stress is a persistent challenge impacting the project's workers. In 2025, 80% of respondents reported difficulty managing bills and debt, 60% had not saved money in the past year, and most had not sought financial advice, often due to limited access or uncertainty about where to begin. Strong aspirations toward homeownership (75% expressing interest) contrast with low awareness of available programs and limited savings, underscoring structural barriers. These broader financial pressures, along with food insecurity and limited housing, likely shape how community-level impacts are perceived. Addressing these root causes through targeted financial literacy and housing awareness initiatives, and through visible communication of community investments, may help strengthen overall perceptions of the Kivalliq Projects.

The findings are broadly consistent with the Whale Tail FEIS prediction that project incomes and rotational employment may influence family and community health and cohesion, as evidenced by reported financial stress, some strain in personal relationships, and mixed perceptions of community-level impact despite generally positive workplace experiences. However, it is unclear whether perceived project effects are linked to stress and behavioural changes (Meliadine FEIS).

The Agnico Eagle Inuit and Nunavummiut Employment Survey provides important insights in the context of ISVs such as *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 such as family worries, loneliness, and financial difficulties highlight opportunities to enhance the practice of *pijitsirniq*, of serving and providing for family and community. The survey results also reflect aspects of *tunnganarniq*, showcasing an open, welcoming, and inclusive environment as perceived by Inuit employees [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).

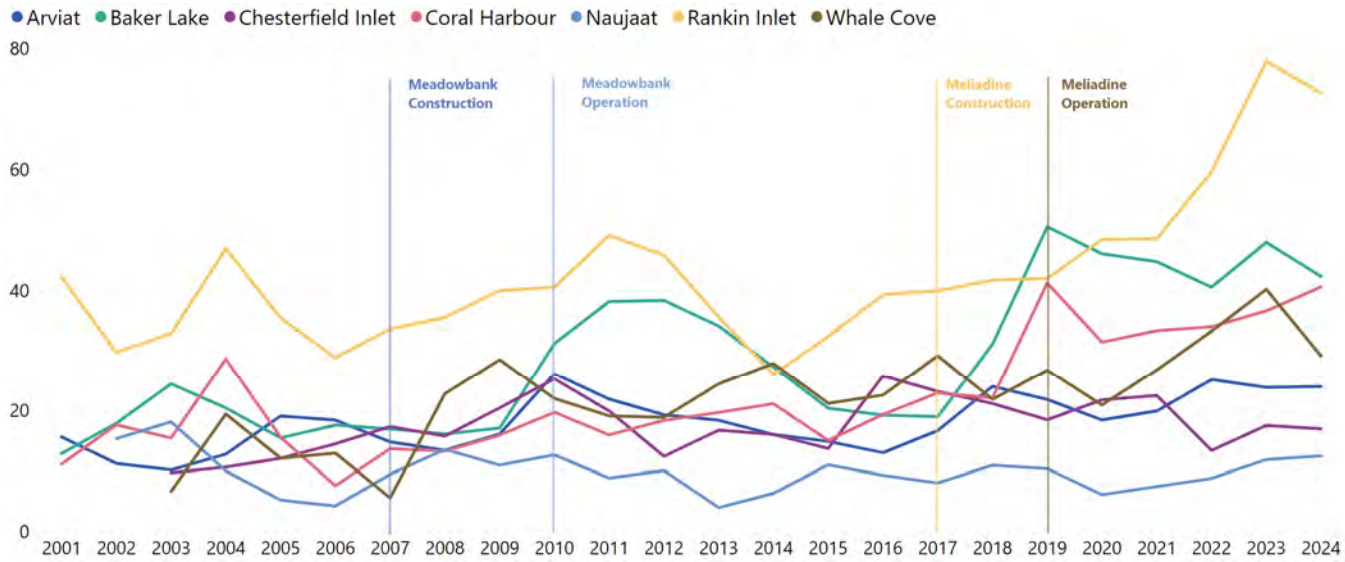
MELIADINE

"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 46 shows the criminal violations rate (number of violations per 100 people[24]) for each community in the Kivalliq region from 2001 to 2024, the latest year for which data is available.

Chart 46. Criminal violations per hundred people by Kivalliq community

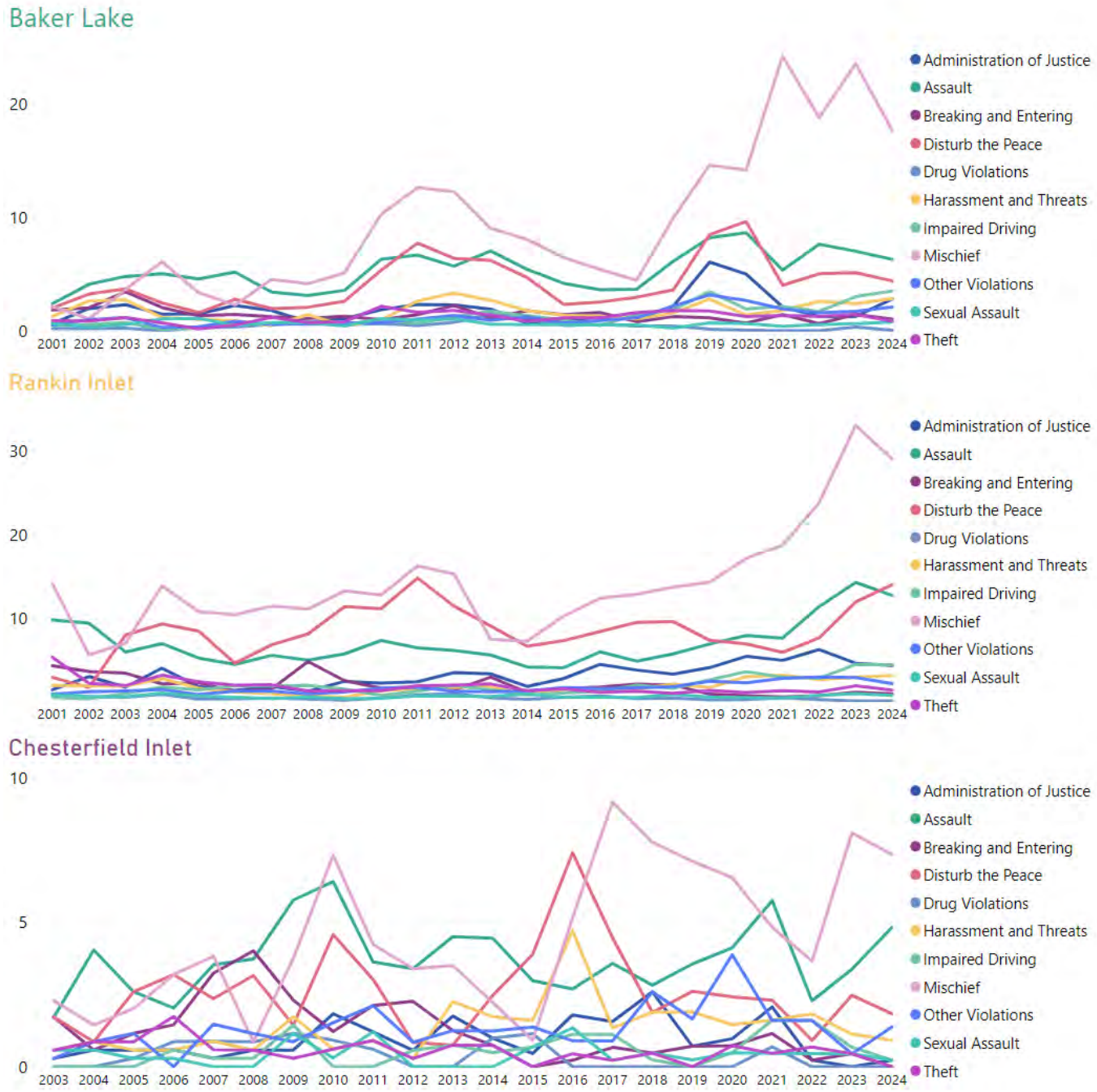


(Statistics Canada, 2025a)

[24] 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 47 shows the criminal violation rate by type for Baker Lake, Rankin Inlet, and Chesterfield Inlet from 2001 to 2024, the latest year for which data is available.

Chart 47. Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)



(Statistics Canada, 2025a)

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, generally trending upward and exceeding historical averages. In 2024, compared to 2023, the crime rate decreased in most communities, except for Coral Harbour and Naujaat, which both had increasing rates.

Mischief, assault, and disturbing the peace were the most common violations in Rankin Inlet, Baker Lake, and Chesterfield Inlet. All types of crime decreased in Baker Lake in 2024, except for administering justice, harassment, and impaired driving. In Rankin Inlet, crimes related to disturbing the peace increased. In Chesterfield, most crime types decreased in 2024, except for assault, administering justice, and other violations.

Preliminary signals and program actions that may plausibly relate to these declines include: targeted policing and enforcement (e.g., stepped-up patrols and alcohol-enforcement efforts reported in Nunavut communities in 2024) (CBC News, 2024) and short, targeted alcohol-policy interventions at the local level (e.g., the June 2024 temporary closure of the Rankin Inlet Beer and Wine Store to allow the community to "recover from recent incidents") (Sarkisian, 2024). However, these might also be in response to opposition in communities to the increasing presence of hard drugs and alcohol (CBC News, 2026), a driving factor behind rising crime rates, was also noted during the presentation by an RCMP officer during SEMC meetings in Cambridge Bay (RCMP, 2025).

The ISVs *pijitsirniq* and *piliriqatigiinniq* provide a culturally grounded perspective on addressing fluctuating crime rates identified in the above reports. These values emphasize serving the community and working together, principles that can inspire collaboration between Agnico Eagle, local communities, and other stakeholders. By embracing *pijitsirniq*, Agnico Eagle contributes to the well-being of the communities around its operations through initiatives focused on mental health, substance-use prevention, and the creation of economic opportunities that respect Inuit culture. *Piliriqatigiinniq* encourages a cooperative approach, leading to holistic, compassionate responses to crime 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 difficult to assess whether the FEIS's predictions of increased crime are accurate, as crime rates vary year over year. Changes in crime are likely due to complex interactions among socio-economic factors, present along Agnico Eagle operations and the effects of mining-related income. However, generally higher crime rates in Baker Lake since the construction of the Meadowbank Mine and the notable increase in the crime rate in Rankin Inlet since the commencement of operations at Meliadine, a causal link cannot be ruled out.

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).

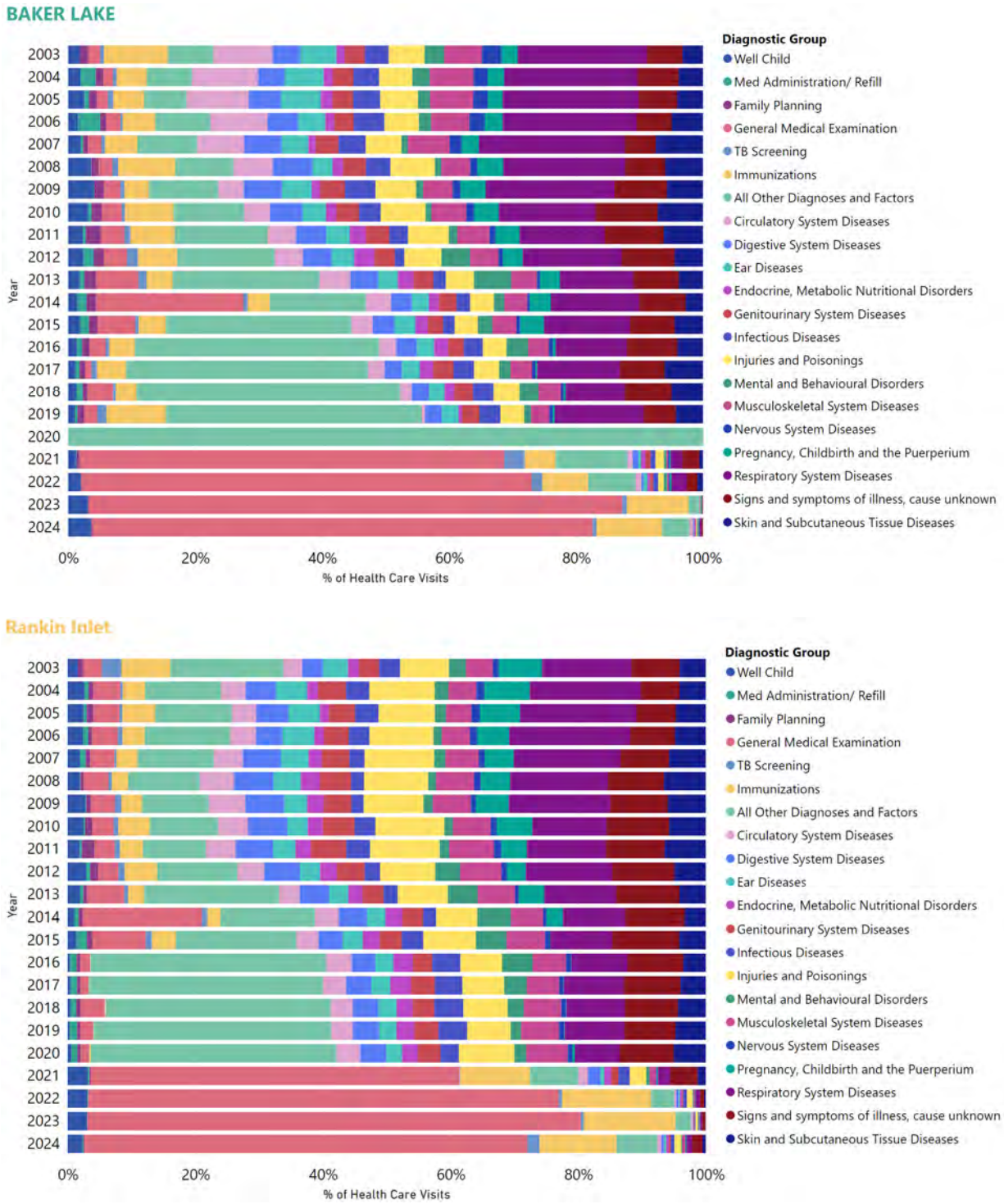
MELIADINE

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

Data & Trends

Chart 48 shows the annual health centre visits by reason for Baker Lake and Rankin Inlet.

Chart 48. Baker Lake and Rankin Inlet community health centre visits by reason for visit



(GN Department of Health, 2025)

Interpretations

The Baker Lake and Rankin Inlet Community Health Centre data (2003–2024) show how the distribution of health care visits by diagnostic group has shifted over time. Examining long-term trends can help distinguish between changes in underlying health conditions, service delivery patterns, and short-term disruptions (e.g., pandemic-related service changes), and provide useful insight for community health care needs.

The data show some notable trends. First, there was a **decline in acute infectious and respiratory conditions** (pre-2020 trend). In both communities, respiratory system diseases represented a large share of visits in the early to mid-2000s (e.g., over 20% in Baker Lake and up to 19% in Rankin Inlet), but gradually declined through the 2010s. Infectious diseases also generally decreased over time. Respiratory illnesses, previously a leading category, declined sharply in Baker Lake from 13% of total visits in 2017 to 0.3% in 2024, and in Rankin Inlet from 9% to 0.8% over the same period. The decline in respiratory illnesses may be linked to the formal Tuberculosis elimination programs launched in 2017, including the creation of the Inuit Tuberculosis Elimination Task Force, representing the commitment to eliminate the disease by 2030 (Nunavut Tunngavik Inc, 2021).

The data show a rise in **non-specific and administrative categories** in the mid-2010s. The category “All Other Diagnoses and Factors” influencing health status and contact with health services increased substantially beginning around 2013–2016 in both communities, reaching particularly high proportions prior to 2020 (100% in Baker Lake in 2020), but then sharply decreased between 2020 and 2024, and was largely replaced by the “General Medical Examination” category. In both communities, data for 2021 to 2024 show unusually high proportions for “General Medical Examination” (e.g., exceeding 70% in several years) and increases in immunizations and TB screening. These changes are likely attributable to COVID-19-related service reorganization, including mass vaccination and changes in how visits were conducted and recorded. As a result, post-2020 data do not appear to be directly comparable to earlier years.

In both Baker Lake and Rankin Inlet, visits coded under **Mental and Behavioural Disorders** represent a relatively small share of total health centre visits across the full time series, generally ranging between about 1% and 5%. There are modest increases visible in the early-to-mid 2010s (e.g., peaking around 5–6% in some years in both communities), followed by declines in proportional share in later years. However, after 2020, proportions dropped sharply across most categories, possibly due to shifts in service availability, delivery or coding during and after the pandemic, rather than communities no longer needing such treatments.

Overall, the shift in reasons for visitations in some categories might suggest improvements in prevention, vaccination, or treatment, but may also reflect changes in coding practices and may not be comparable across years – especially data after 2020. Given the absence of project-driven migration (Section 7.1), the FEIS predictions for Whale Tail and Meliadine, anticipating increased demand for community health services, are not supported by the available data, because the overall health centre visit volumes remain within historically observed levels (Section 8.1). However, it remains uncertain whether, or to what extent, the project has influenced demand for specific service categories (FEIS prediction for Meadowbank), given that both sites periodically refer workers to community health clinics (Section 8.1).

The analysis of health centre usage by reason underscores the alignment with the ISVs of *inuuqatigiitsiarniq*—respecting others and caring for people—and *pijitsirniq*—serving and providing for family and/or community. Monitoring of this indicator reflects a collective commitment to acknowledging and addressing health needs, thereby nurturing the well-being of both individuals and the broader community. It also showcases a community-oriented approach in which caring for oneself and others is fundamental to creating a supportive, resilient work environment [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).

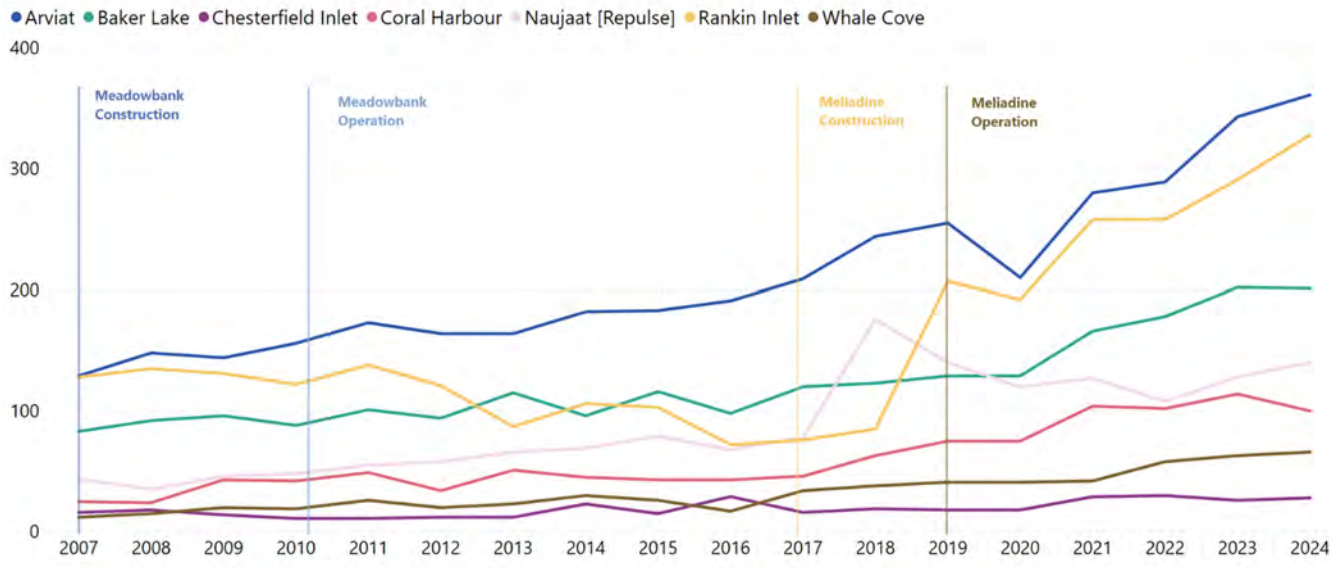
MELIADINE

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

Data & Trends

Chart 49 shows the number of people in the Kivalliq region on a public housing waiting list, by community. Updated data for 2025 were not available at the time of writing the report.

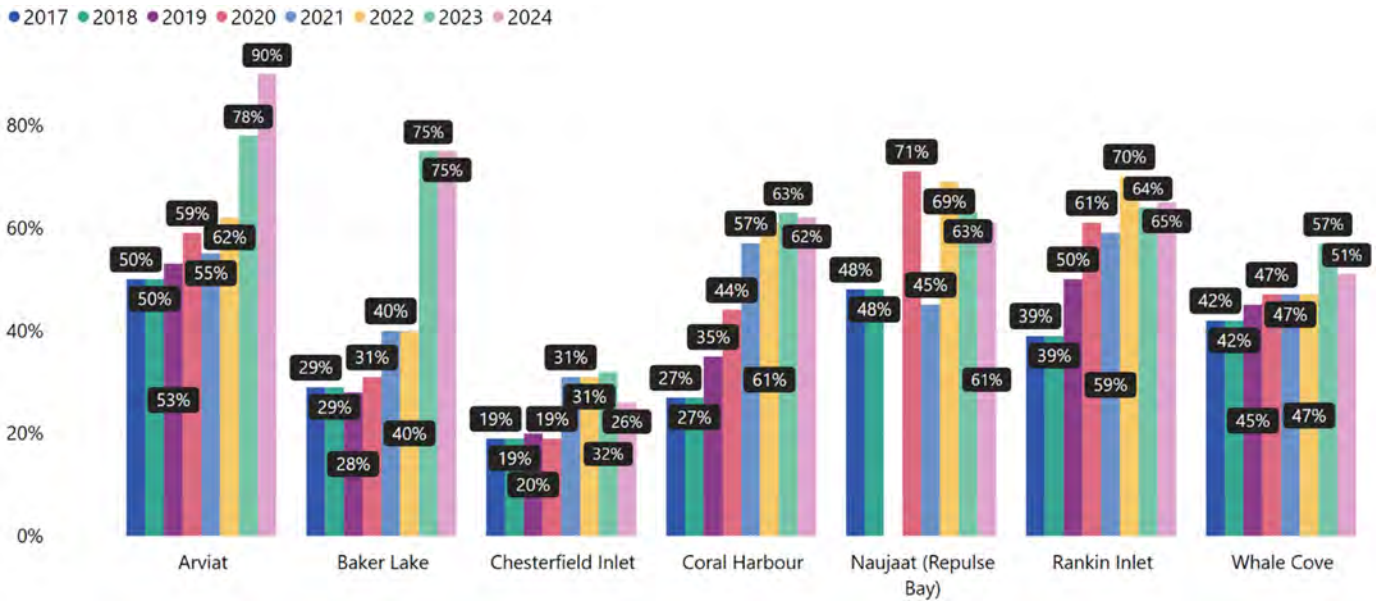
Chart 49. Persons on waitlist for public housing by community



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

Chart 50 shows the housing needs by community as a percentage of housing stock (each community's housing demand).

Chart 50. Housing needs by community as a percentage of housing stock



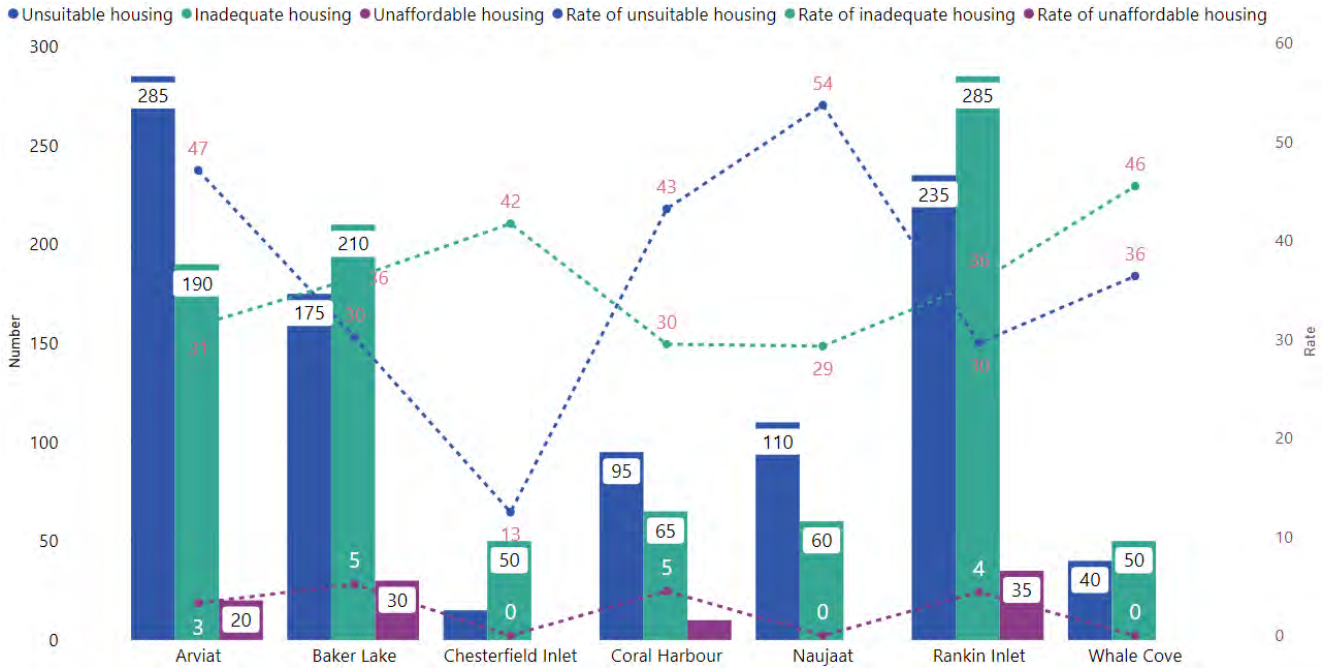
(Nunavut Housing Corporation, 2024; Nunavut Housing Corporation, Personal Communication, 2025). Data for 2019 for Naujaat was not available.

Chart 51 shows the number/rates of households living in dwellings considered unsuitable, inadequate, or unaffordable based on 2016 and 2021 Census data.

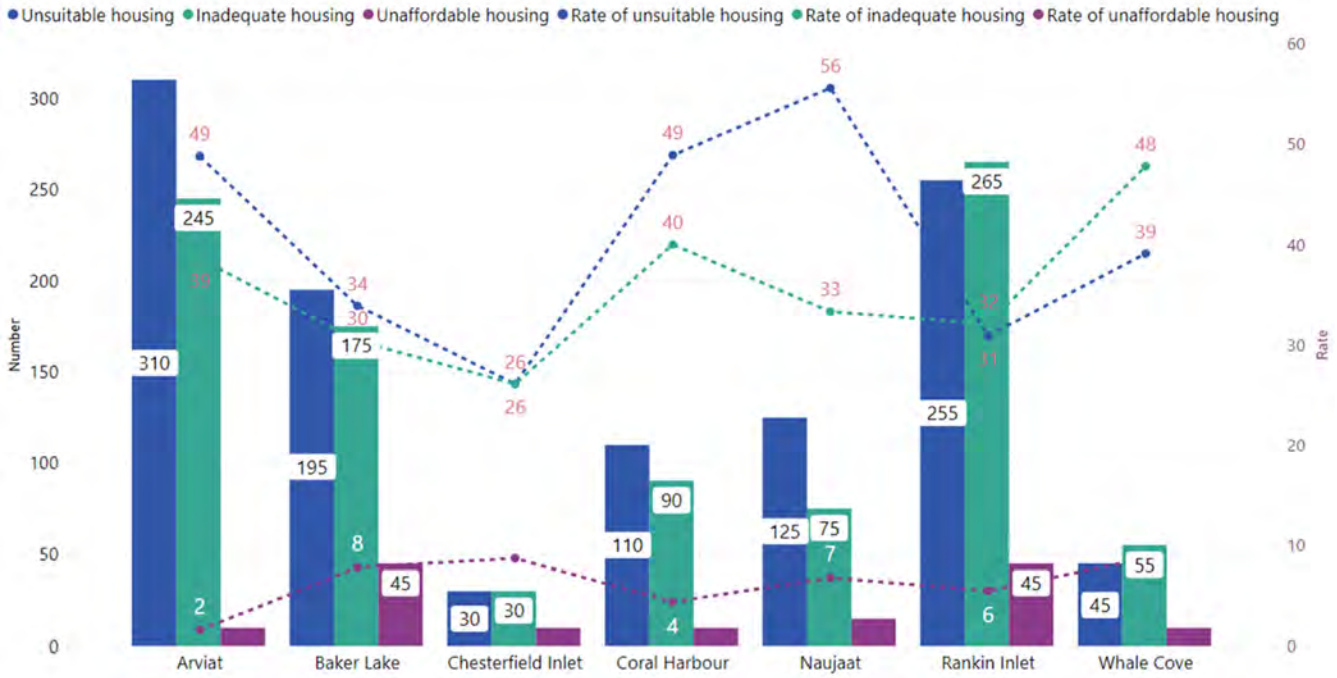
Chart 51. Number of people in core housing need, 2016 and 2021

The most recent update to this dataset is available for 2021. 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, 2023a)

The 2025 Inuit and Nunavummiut Employment Survey asked several questions regarding housing. With respect to the type of housing respondents live in, 58% indicated that they lived in public housing, 25% in a house owned by a friend/family, 7% owned their houses, 7% rented from a private company, and 3% lived in government housing (Question 42 in Appendix E). The majority of respondents' households consisted of 4 people (20%) or 5 or more people (50%); 12% lived in households with 3 people, and 18% reported single- or double-occupancy (Question 43 in Appendix E). Over half of the respondents had 3 or more bedrooms (53%); 38% 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, 2025).

Many wish to own a home: 75% of respondents indicated they wished to own a home in the last 12 months (Question 16 in Appendix E), and 84% want to buy a house/condo in the future (Question 17 in Appendix E). The survey found that 73% of respondents were not aware of the Nunavut Down Payment Assistance Program (Question 19 in Appendix E), but only 40% 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, 2025).

Interpretation

Housing conditions in Kivalliq communities remain challenging. The number of people on public housing waitlists is trending upward in the region, with the highest numbers 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 only slight decreases in the number of persons on waitlists 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 critical[25]), and Chesterfield Inlet (26%, rated as having comparatively less severe need[26]).

Updated NHC data for 2025 were not available at the time of writing the report.

Housing pressures in the Kivalliq region remain severe, characterized by a high reliance on public housing, persistent overcrowding, and limited private-market options. Territory-wide audit and planning documents from 2024–2025 highlight ongoing allocation, inspection, and maintenance challenges that affect Kivalliq communities alongside the rest of Nunavut (OAG, 2025). On the supply side, the Nunavut 3000 strategy continues to add units that directly benefit Kivalliq. Of the 3000 units planned across Nunavut by 2030, 514 units were targeted for construction in the Kivalliq; of this, 260 building permits were issued between 2022 and 2024, and 113 units were completed and granted occupancy.

In 2025, Nunavut also deployed 54 modular homes territory-wide, including 30 assigned to Kivalliq communities: Arviat (10 units), Baker Lake (10 units), and Rankin Inlet (10 units). These units complement the broader public-housing construction program, which by late 2024 included 258 completed public housing units and 278 under construction across Nunavut. Together, the near-term modular deployment and active construction pipeline represent the most immediate relief available to overcrowding and long waitlists in the Kivalliq region (CMHC & NHC, 2025).

Public housing in Nunavut uses a rent-geared-to-income scale, which has been reviewed for potential “disincentives to work”, as tenants can face sharp rent increases when their income rises (NHC, 2024; NVision Insight Group Inc., 2021). Stakeholder interviews cited in the review and subsequent reporting indicate that some tenants avoid taking jobs or higher-paying shifts because they expect rent to increase faster than their ability to pay, a perception the NHC has sought to address through rent-scale changes and communication efforts (Nunavut News, 2021; NVision Insight Group Inc., 2021).

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 2023–2024 Nunavut Construction Corporation Development (NCCD) program shows Kivalliq sites advancing through framing, rough-ins, and interior finishing. By July 2025, several buildings in Baker Lake and Rankin Inlet had reached interior finishing; however, the same units also recorded schedule risks (e.g., granular shortages, equipment issues, and temporary-accommodation constraints) that could push their completion into 2026. The 2025–2026 program adds a further 114 NHC-funded units, primarily modulars, with deliveries slated for winter 2025 in Arviat, Baker Lake, Rankin Inlet and other communities, plus student-built duplexes in Rankin Inlet that support local trades development while adding units by fall 2026 (CMHC & NHC, 2025).

Agnico Eagle recognizes that housing accessibility is a key factor in long-term workforce stability and well-being for employees in Nunavut, and has aligned its approach with Project Certificate Requirement 61 by engaging the GN and the NHC on measures to support home ownership and affordable housing in the Kivalliq region. To support employee readiness for home ownership, Agnico Eagle’s hiring and training pathway leverages Ilitaqsiniq’s pre-employment curriculum, which includes financial literacy, personal budgeting, and financial planning to build foundational financial skills and housing readiness.

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

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

In 2025, NHC and Agnico Eagle signed an MoU to deliver 20 modular homes to Kivalliq communities (NHC, 2025). Announced at the Nunavut Mining Symposium on April 10, 2025, the agreement confirmed that all 20 units (10 for Rankin Inlet and 10 for Baker Lake) would be purchased by NHC and shipped by Agnico Eagle, whose in-kind logistical support was valued at approximately $1.75 million (Nunatsiaq News, 2025). Following these allocations, all units had arrived by sealift in July 2025, with NHC indicating they were expected to be ready for occupancy by winter of 2026 once service connections and site preparation were completed (Nunatsiaq News, 2025). The homes will be assigned through the standard public housing process and form part of the broader Nunavut 3000 housing strategy. While modest relative to the overall housing need, the partnership reflects emerging industry-government collaboration to help address critical infrastructure gaps in Kivalliq communities.

Agnico Eagle's initiatives to increase employment opportunities for Inuit, provide competitive incomes, support financial literacy, and increase local housing supply are directly relevant to addressing housing challenges in these communities. These supports are crucial for improving living standards and enabling families to transition from public housing to home ownership. This approach aligns with *pijitsirniq*, as it exemplifies serving and providing for family and/or community [ISV].

9.6 Food security

Predictions

MEADOWBANK

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

WHALE TAIL

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

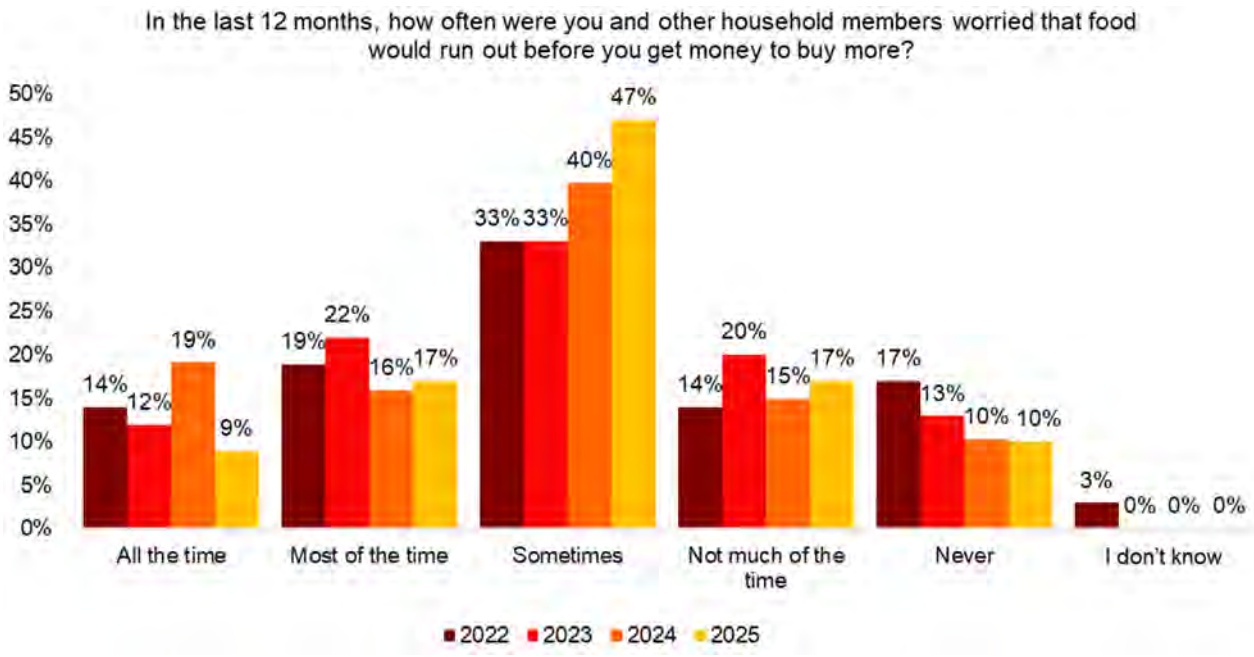
MELIADINE

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

Data & Trends

Food security remains a challenge in the region. Chart 52 presents survey results from 2022 to 2025 pertaining to food security. In 2025, 73% reported that they worried their food would run out before they got more money, all, most, or some of the time, and only 27% never or not much of the time (Question 23 in Appendix E). Most (34%) consume equal parts country food and store-bought food, 31% mostly store-bought food and 27% mostly country food and some store-bought food; only 4% had a diet exclusively consisting of all country food (Question 22 in Appendix E). The majority (59%) also participated in hunting, trapping and fishing activities (Question 26 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

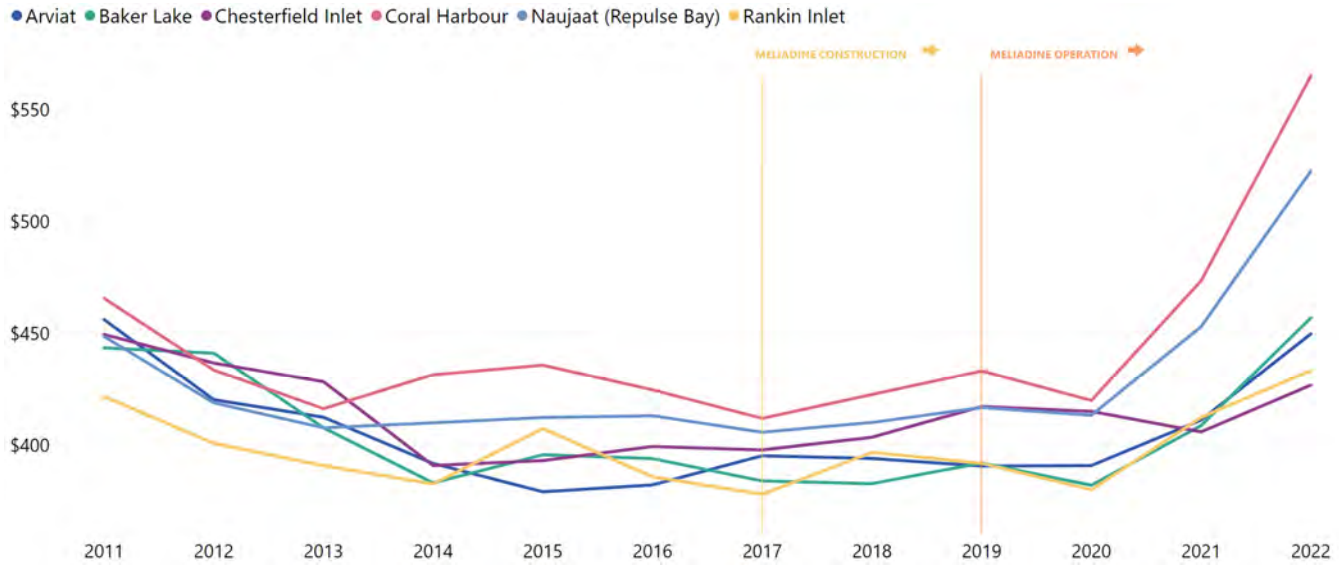
Chart 52. Survey results pertaining to food security



(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; 2023; 2024; 2025)

Chart 53 shows the cost of the Revised Northern Food Basket (RNFB) from 2001 to 2022. Information for 2023 to 2025 was not available at the time of preparing this report.

Chart 53. Cost of Revised Northern Food Basket (RNFB)



(Government of Canada, 2022)

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.

Agnico Eagle, through the Inunnguiniq Initiative, committed to investing $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 2025, 21 schools have onboarded with the Breakfast Club of Canada, representing 3,123 Nunavummiut students. Three (3) community visits and special breakfast events were held throughout the year to highlight program milestones and ongoing partnership efforts. The events took place in Coral Harbour (April 2025), Rankin Inlet at the Maani Ulujuk Illinniarvik School (September 2025), and Chesterfield Inlet (November 2025).

Agnico Eagle, as part of its commitment to individual well-being and health, continued its support of the Abluqta Food Bank in Baker Lake. This support included new shelving in the storage sea can, assistance for relocation due to required building closure ($300), and expertise and equipment to demolish the former building ($8,500). Agnico Eagle also helped prepare and distribute more than 140 food hampers for Elders and community members in need on January 25, with participation from employees at the Meadowbank site, Food Banks Canada, PCM Consulting, and the Breakfast Club of Canada ($3,000). Additional contributions included unused cookware donated to the Ikurraq Food Bank in Rankin Inlet, and a food donation to the Quluq Centre in Rankin Inlet ($400).

In 2025, Agnico Eagle invested $762,200 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 of food costs and potential changes in food security. The RNFB tends to be higher in Coral Harbour and Naujaat, likely due to their geographic locations and higher transportation costs. While the cost of the RNFB was generally stable from 2014 to 2020, it increased notably in 2021, consistent with rising inflation across Canada. Between 2021 and 2022, the RNFB continued to rise across all Kivalliq communities with available data: Arviat (+9%), Baker Lake (+12%), Chesterfield Inlet (+5%), Coral Harbour (+19%), Naujaat (+15%), and Rankin Inlet (+5%); the RNFB remains unavailable for Whale Cove. The GN Bureau of Statistics conducted the 2025 Nunavut Food Price Survey, but RNFB results for Kivalliq communities have not yet been publicly released (GN Bureau of Statistics, 2025).

Food insecurity has intensified across Nunavut in 2025, with the wind-down of universal Hamlet Food Voucher Programs cited as a key stressor (APTN News, 2025). The 2025 Inuit and Nunavummiut Employment Survey results point to persistent and, in some respects, growing food insecurity in the Kivalliq region. While the share of respondents reporting constant worry about food running out declined somewhat in 2025 (9%), the proportion experiencing this concern most of the time or at least sometimes has increased, reaching 64% (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025). The findings reflect broader structural pressures in Nunavut, such as high food and shipping costs, inflation, and large multi-generational households, that strain household budgets (Sections 3.1 and 9.5). This also means employees must choose between food and other basic necessities, underscoring the growing gap between wages and the cost of living. At the same time, diets remain mixed between country and store-bought food, though there is a clear shift toward greater reliance on store-bought food, which may increase vulnerability to price volatility and supply chain disruptions.

Improving food security requires taking both short- and long-term action, as well as collaboration among regional partners. In the short term, this can include subsidized employee food programs, community freezers, and partnerships with local food programs. In the long term, this may require addressing affordability by ensuring wages keep up with the cost of living and supporting traditional harvesting through access to equipment and flexible time off for hunting and fishing.

Agnico Eagle continues to make notable efforts to reduce food insecurity in the Kivalliq region, and from 2021 to 2025, Agnico Eagle has donated $1,792,800 to reduce food insecurity. Overall, income earned by Kivalliq Projects employees, as well as Agnico Eagle's financial support for programs aimed at improving food security, align with the FEIS prediction for Whale Tail. The FEIS prediction for Meliadine that the project could influence diet through stress, income-related changes in harvesting capacity, and shifts in traditional food availability, is more challenging to assess, as findings show mixed outcomes, such as continued harvesting alongside increased reliance on store-bought food and persistent food insecurity concerns.

Agnico Eagle's steps to address food insecurity and support community well-being in the Kivalliq region directly reflect the ISVs *inuuqatigiitsiarniq* and *piliriqatigiinniq*. Support provided to the Baker Lake Abluqta Food Bank and Breakfast Club of Canada underscores Agnico Eagle's dedication to *inuuqatigiitsiarniq* by ensuring that community members, especially students and vulnerable households, have access to nutritious food, thereby respecting and caring for the community's well-being. Contributions to donating unused cookware to the Ikurraq Food Bank in Rankin Inlet and a food donation to the Quluq Centre in Rankin Inlet also demonstrate *piliriqatigiinniq*, fostering community cooperation and shared responsibility in improving health and food security outcomes. These efforts, coupled with a significant financial commitment of $762,200 in 2025, 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.

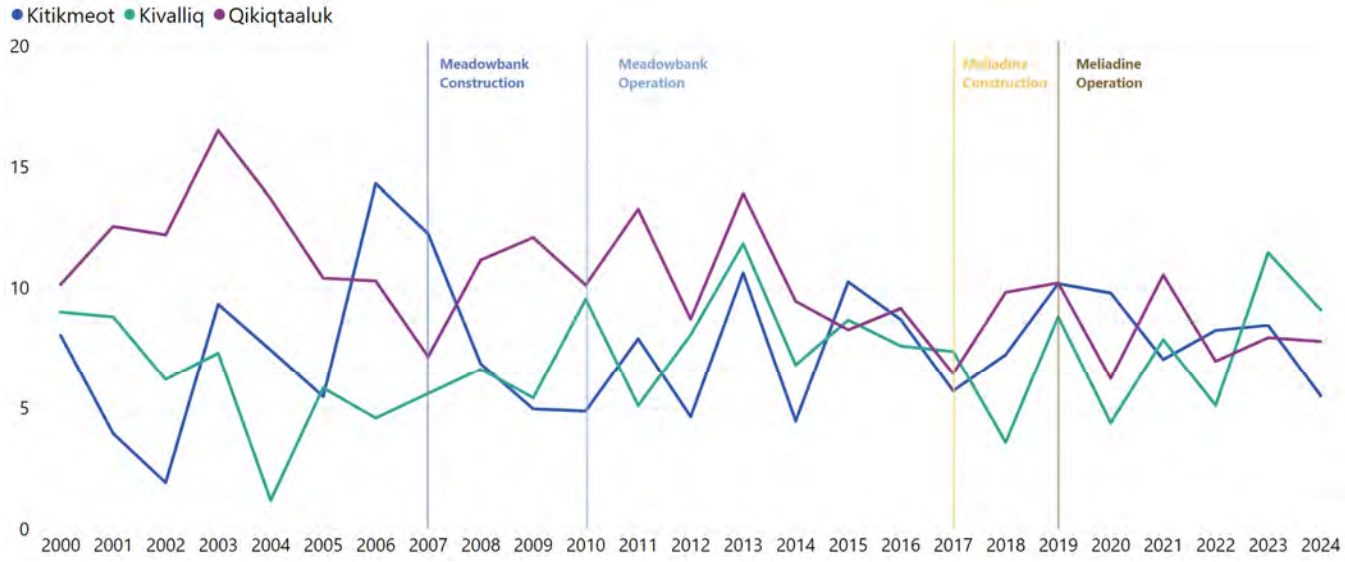
MELIADINE

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

Data & Trends

Chart 54 shows the suicide rate per 10,000 people by region from 2000 to 2024, the latest year for which data is available. Statistics on suicides can show patterns and trends over time, such as whether the number of deaths is increasing or decreasing, and help guide prevention efforts.

Chart 54. Suicides per 10,000 people by region



(Nunavut Bureau of Statistics, 2025)

Interpretation

The updated Nunavut suicide dataset (2000–2024) confirms that suicide remains a persistent challenge across all regions, including the Kivalliq, though community-level numbers fluctuate year-to-year. Across Nunavut broadly, GN and Nunavut Tunngavik Inc. formally re-declared suicide a crisis in June 2025, noting that the territory recorded 32 deaths by suicide in 2024, a level consistent with the ten-year average (2014-2023) (CBC News, 2025). 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 (Nunavut Suicide Prevention Partners, 2024).

Due to the persistent and territory-wide nature of this crisis, it is difficult to assess the impacts of Agnico Eagle's Kivalliq 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 GN's fourth suicide prevention action plan, *Inuusivut Annirnaqtut 2024–2029*, was released in October 2024 and remains the primary strategic framework guiding prevention efforts. The plan aims to "de-normalize" suicide and work toward reducing Nunavut's suicide rate to at or below the Canadian average, emphasizing coordinated, evidence-informed actions on prevention, intervention, and postvention (Nunavut Suicide Prevention Partners, 2024). To contextualize this goal, the age-standardized suicide mortality rate for Canada is approximately 10–11 deaths per 100,000 people in 2023 (PHAC, 2026). For comparison, Nunavut's 2023 suicide rate was approximately 84 deaths per 100,000, demonstrating the scale of the disparity and underscoring the urgency of the plan's objectives (GN, 2025). 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 (Nunavut Suicide Prevention Partners, 2024).

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 lifestyles through activities, including on the land, in partnership with Ilitaqsiniq (Nunavut Literacy Council). In 2025, this included the ongoing $250,000 in funding for the Arctic Rose Foundation to support Nunavut youth's challenges.

Agnico Eagle's expanded mental-health training across its Kivalliq operations reflects ***pilimmaksarniq***, supporting the development of knowledge and practical skills essential for resilience. In 2025, staff at both Meadowbank and Meliadine completed MHFA and The Working Mind, and employees participated in site-wide presentations on mental-health awareness and stigma reduction. These activities build practical capacity and equip workers to recognize concerns, respond appropriately, and support one another in challenging situations.

Agnico Eagle's efforts to strengthen relationships and provide culturally grounded emotional support also demonstrate ***inuuqatigiitsiarniq***. Elder counselling offered at Meadowbank and Meliadine, and a Sunday peer-support group at Meliadine, create a safe and confidential environment for workers to share experiences, and assistance in arranging telepsychology and counselling services. Truth and Reconciliation Month programming, which included storytelling, reflective spaces, and on-site Elder sessions, further encouraged respectful connection and care among employees and across communities.

Agnico Eagle also supported ***tunnganarniq*** by nurturing welcoming environments that promote good spirits and emotional well-being. Meadowbank's Zen Room, featuring Indigenous art and culturally meaningful resources, provided a calm space for grounding, while regional activities such as film screenings, cultural programming, and wellness-focused events encouraged openness, inclusivity, and positive engagement. Beyond the sites, the healing-spaces initiative in Baker Lake, including a new community cabin completed in 2025, contributed to supportive environments that fostered mental wellness for residents.

Together, these initiatives respond to existing mental-health challenges in the Kivalliq region and contribute meaningfully to the overall well-being of employees, families, and communities, aligning with ISV through skill development, relational support, and the creation of positive, culturally grounded spaces [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 2025, all respondents to **Tukisigiaqniq** participated in some form of traditional and cultural activities such as family gatherings, travelling on the land, hunting, trapping, and fishing.

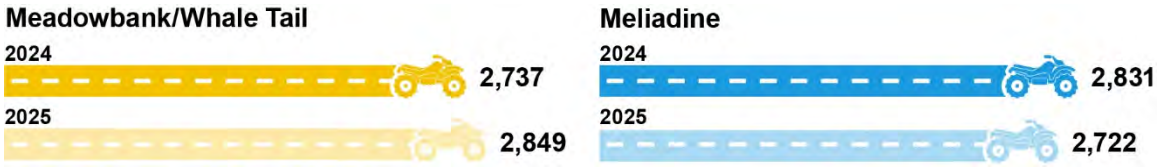
Participation in traditional activities is, however, impacted by working at the mine, with 47% of employees participating less:

Despite Agnico Eagle's efforts to provide more materials and internal communications in Inuktitut to its employees, the use of Inuktitut on-site continues to decline.

Tukisigiaqniq results highlight 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, some (16%) speak it less at home due to working at the mine.

The **All-Weather Access Road (AWAR)** remains accessible to Kivalliq residents for traditional activities; however, its use varies from year to year. Participants at the Socio-Economic Monitoring Committee meetings in Rankin Inlet in 2025 expressed their appreciation for being able to use AWAR and noted that it greatly reduces the time needed to travel to cultural sites.

AWAR use in 2024 and 2025:



In 2025, the **Kivalliq Inuit Elders' Advisory Committee (KEAC)** played an active role in shaping community and environmental initiatives, participating in 16 meetings, seven (7) initiatives, and eight (8) on-site counselling sessions, for a total of 31 engagements.

Agnico Eagle hosts cultural celebrations at both sites and made monetary contributions of **$84,000 in 2025** 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).

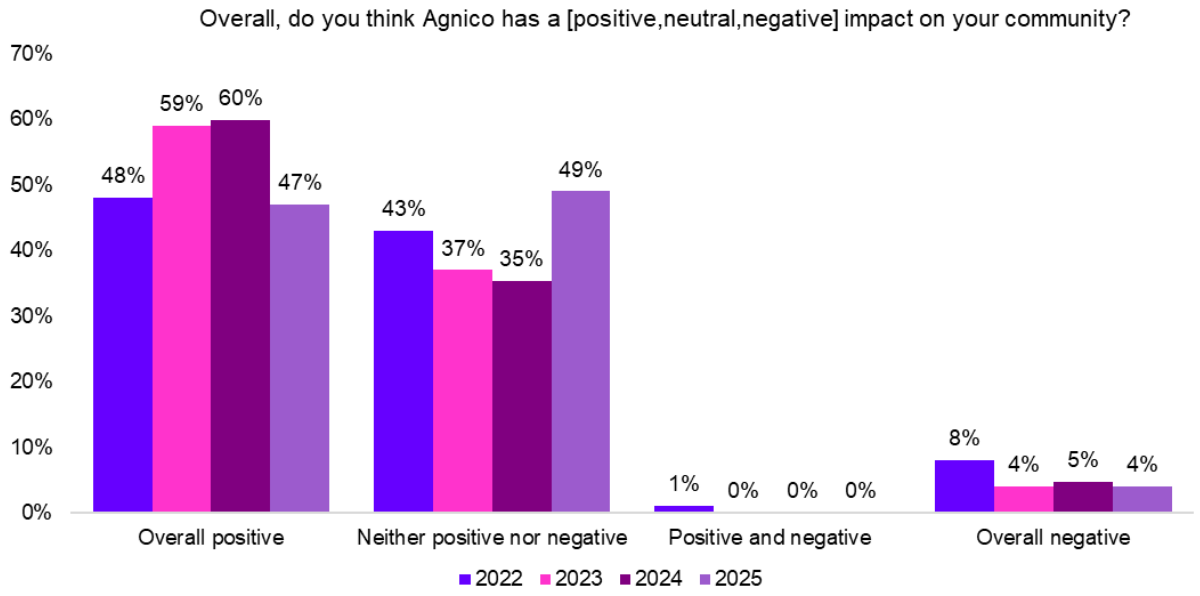
MELIADINE

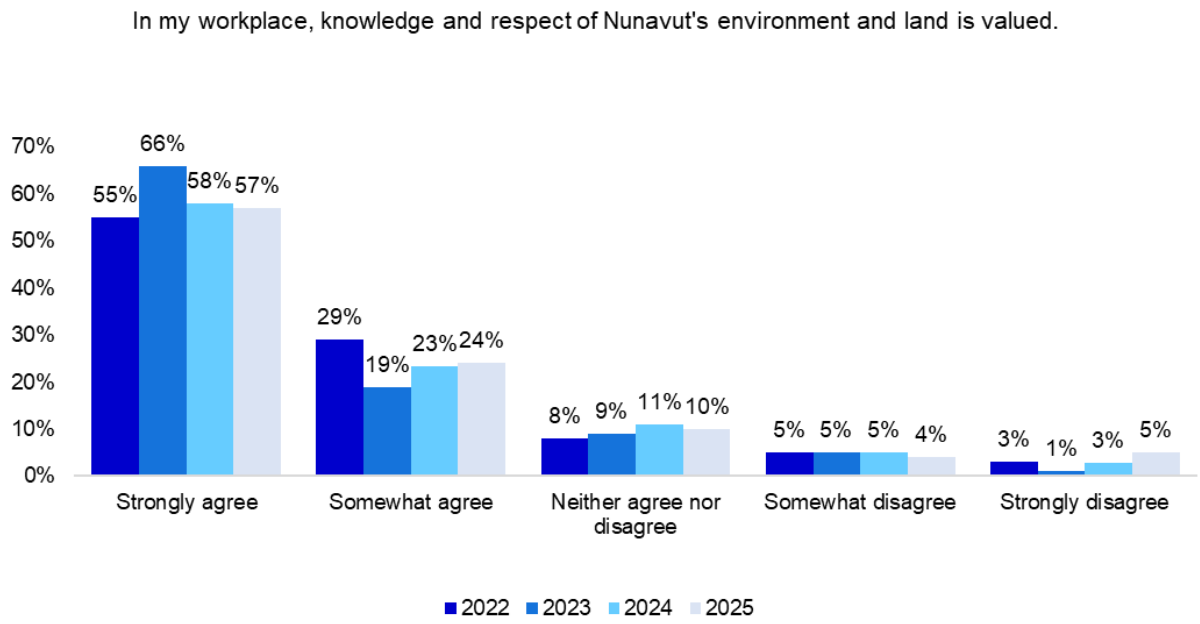
"The Project may contribute to weakening of traditional culture" (Golder Associates, 2014, p. 9-246).

Data & Trends

Chart 55 below presents survey results from 2022 to 2025 on the perceived impacts of Agnico Eagle on local communities.

Chart 55. Survey result of the perceived overall impact of Agnico Eagle on communities

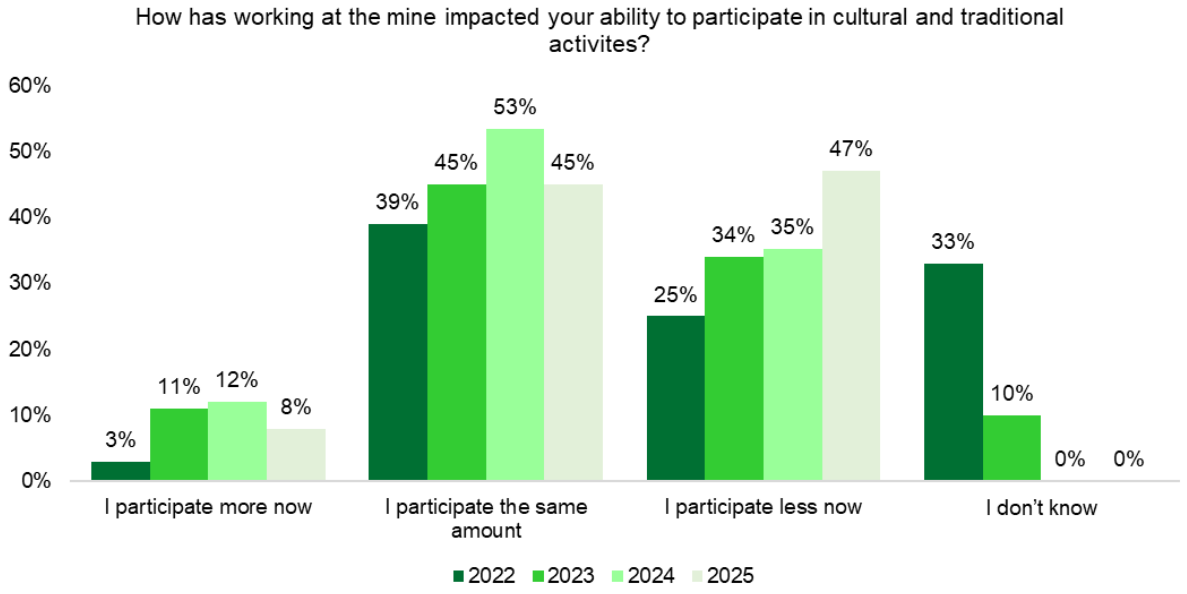


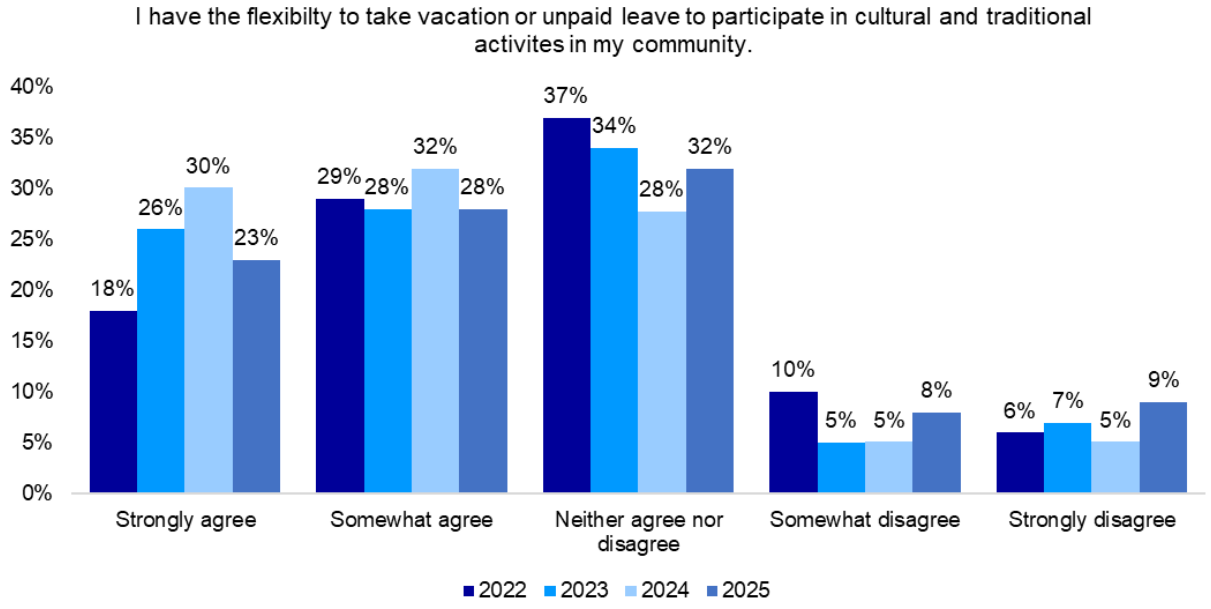


(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; 2023; 2024; 2025)

Chart 56 provides survey results from 2022 to 2025 pertaining to the impact of the mines on the ability of employees to participate in cultural and traditional activities.

Chart 56. Survey results pertaining to image and impact of mining on participation in cultural and traditional activities





(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; 2023; 2024; 2025)

Interpretation

Through the Inuit and Nunavummiut Employment Survey, Agnico Eagle seeks to understand workers' perceptions of culture and traditional lifestyles, as well as Agnico Eagle's overall impact.

The survey findings point to a generally positive, yet increasingly neutral, perception of Agnico Eagle across communities and the workplace. From 2022 to 2024, a clear majority of respondents viewed the company's impact on their community as positive (rising from 48% to 60%), while negative perceptions remained consistently low (4–8%). In 2025, however, positive sentiment declined to 47% and neutral views increased to 49%, indicating a shift toward more mixed or uncertain perceptions rather than growing opposition (Question 50 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

A 2025 perception survey conducted in Kivalliq communities indicates generally high levels of trust and respect toward Agnico Eagle. Positive views are linked to perceptions of strong communication, confidence in regulatory oversight, responsiveness to community concerns, willingness to adapt practices, and a visible commitment to social investment. Most respondents also described their interactions with Agnico Eagle staff as positive and respectful. At the same time, environmental management was identified as a perceived area of weakness, particularly among Rankin Inlet residents, and some respondents, especially in smaller communities, expressed concern that benefits are not shared equitably. The results of the perceptions survey indicate that efforts should focus on increasing Agnico Eagle contact and visibility in Kivalliq communities, particularly given low reported contact rates, and enhancing communication about community benefits, their fairness, and social investments (Voconiq, 2025).

These mixed perceptions contrast the consistently strong workplace indicators: across all four years, roughly 80% or more of employees agreed that knowledge and respect for Nunavut's environment and land are valued in the workplace, with disagreement remaining in the single digits to low teens (Question 33 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025). This was also confirmed in the perception survey, where Agnico Eagle employees consistently reported higher trust and acceptance than former or never-employed respondents (Voconiq, 2025).

At the same time, trends related to cultural participation raise important considerations for long-term workforce well-being and retention. The share of employees reporting that they participate less in cultural and traditional activities increased steadily from 25% in 2022 to 47% in 2025, while those reporting the same or greater participation declined (Question 27 in Appendix E) (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

Although about half of respondents in most years agreed they have the flexibility to take vacation or unpaid leave for cultural activities (peaking at 62% in 2024 before declining to 51% in 2025), a substantial proportion remained neutral or disagreed, suggesting uneven access or perceived barriers (Question 32 in Appendix E). All survey participants reported participating in some form of traditional and cultural activities in 2025, with over half participating in family gatherings, hunting, trapping, and fishing (Question 26 in Appendix E). Other activities included travelling on the land, gathering plants and berries, building cabins and igloos, sewing and crafts, and community events. (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

Declining participation in cultural and traditional activities and varying perceptions about having sufficient time to participate in such activities somewhat align with the FEIS predictions for Whale Tail and Meliadine, which anticipated that the projects might contribute to the weakening of traditional culture. Addressing this gap, through clearer policies, scheduling flexibility, and visible support for land-based and community activities, may be key to strengthening both employee well-being and overall community sentiment in the coming years.

Agnico Eagle's support of the ISVs *avatittinnik kamatsiarniq* and *inuuqatigiitsiarniq* is evident in the positive and/or neutral community impact and support for cultural participation among Inuit employees. Inuit employees recognize Agnico Eagle's beneficial influence on their communities and the respect for the environment and land, demonstrating Agnico Eagle's commitment to environmental stewardship and cultural respect directly relevant to *avatittinnik kamatsiarniq*. Supporting the employees' participation in traditional activities and 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 *inuuqatigiitsiarniq*. Despite mixed changes in participation levels in cultural activities in recent years, the overall engagement and flexibility for employees to partake in these traditions reflect Agnico Eagle's dedication to fostering a workplace that honours 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).

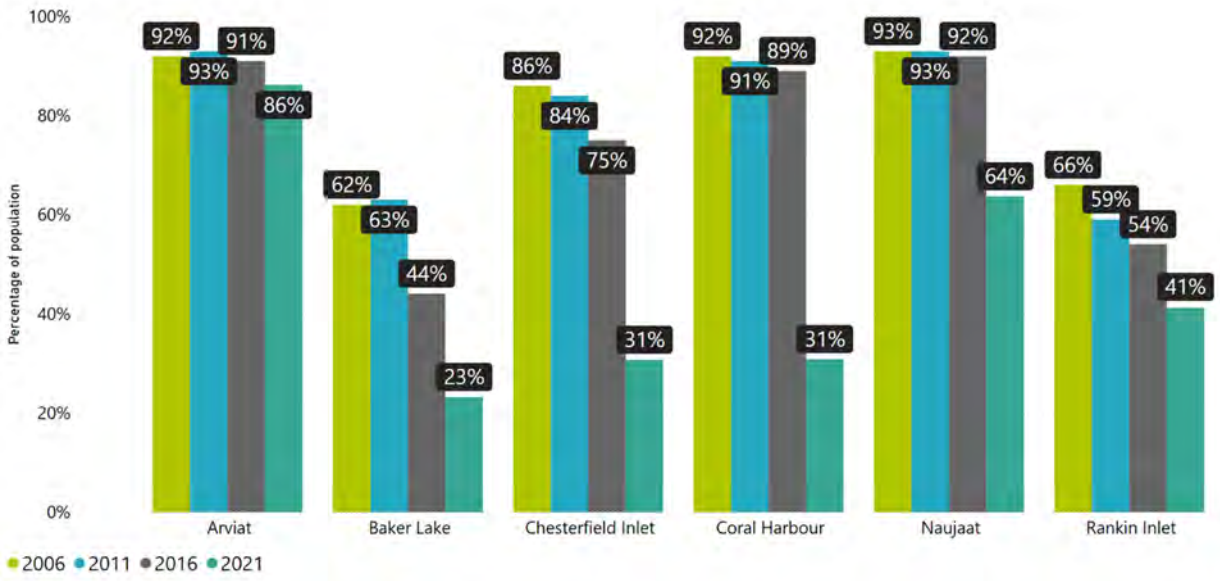
"The proposed AWAR would improve [community] access into the LSA, Meliadine Lake, and cabin locations in the portion of the RSA close to the LSA." (Golder Associates, 2014, p. 9-103).

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 57 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.

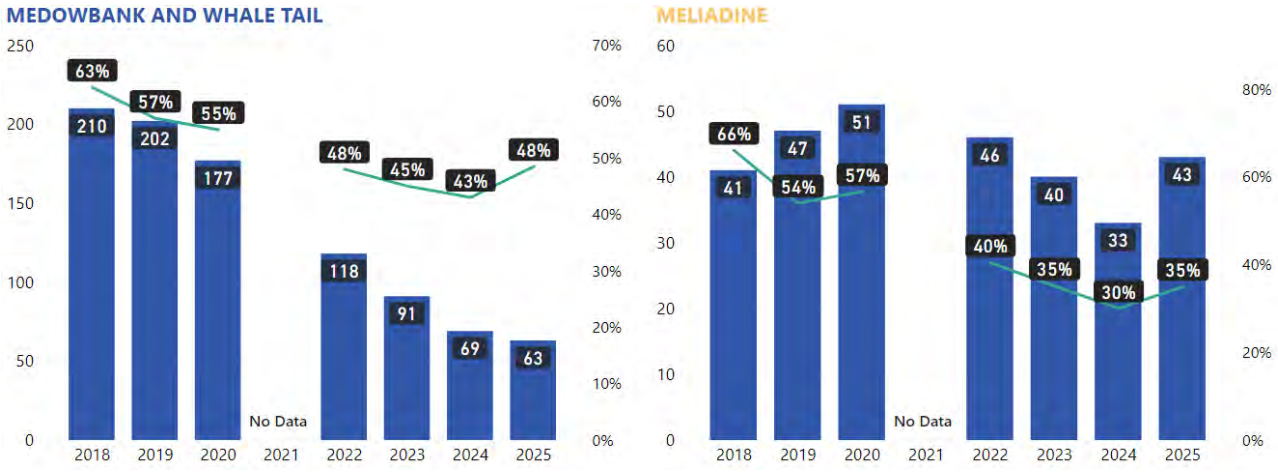
Chart 57. Proportion of total population identifying Inuktitut as their mother tongue by community



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

Chart 58 shows the number of Agnico Eagle employees that use Inuktitut as their first language.

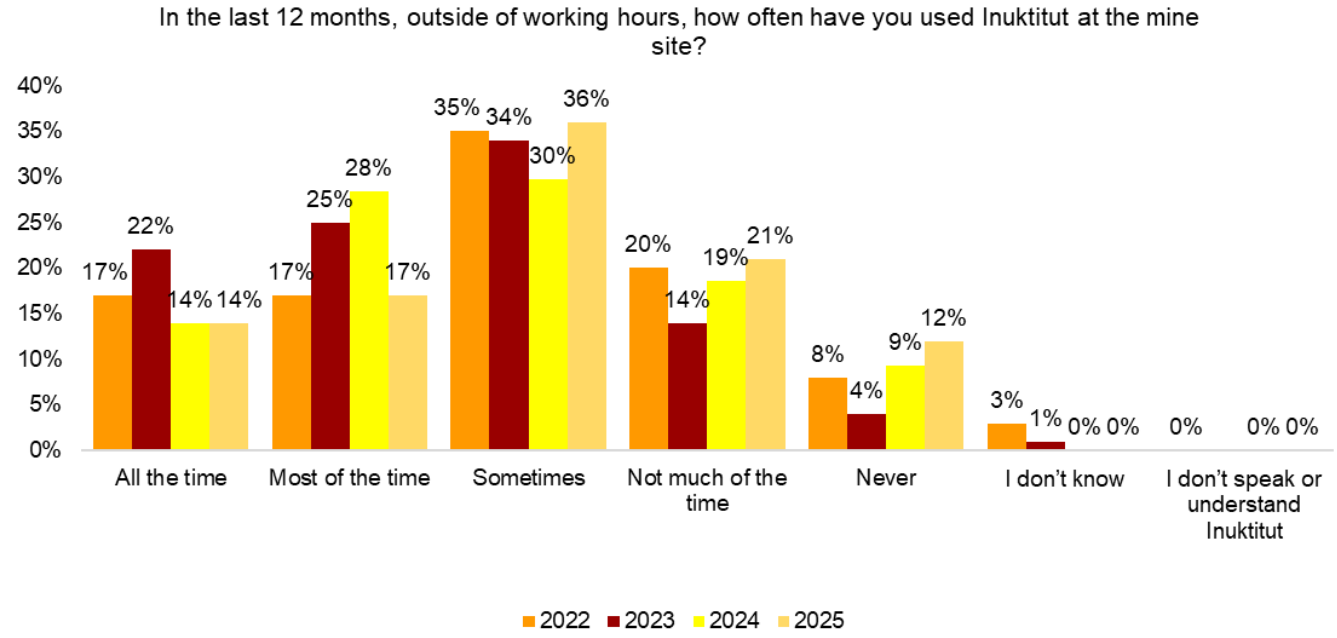
Chart 58. Number of Agnico Eagle Employees with Inuktitut as First Language

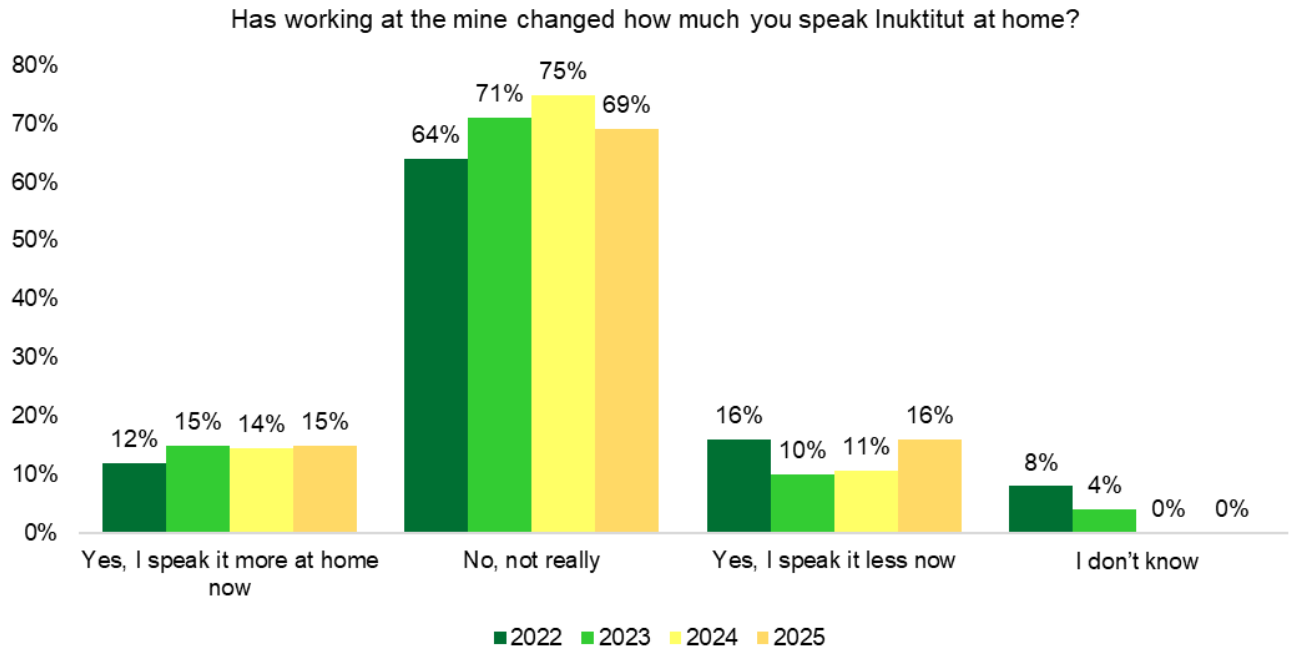


(Agnico Eagle Mines, 2025). Data for 2021 is not available for this indicator.

Chart 59 below presents the 2022, 2023, 2024, and 2025 Inuit and Nunavummiut Employment Survey results regarding the use of Inuktitut.

Chart 59. Survey results pertaining to the use of Inuktitut





(Agnico Eagle Inuit and Nunavummiut Employment Survey, 2022; 2023; 2024; 2025)

Use of Inuktitut

Use of Inuktitut outside working hours at the mine remains common, though the intensity of use has softened somewhat. In 2023, about 81% of workers reported using Inuktitut at least sometimes at the site, compared with 67% in 2025. Regular use (all or most of the time) was highest in 2023 at 45% and declined to 31% in 2025. At the same time, the share reporting limited use (not much or never) rose to about one-third in 2025. This shift toward more "sometimes" responses suggests that while Inuktitut is still present socially at the mine, it may be used less consistently than in previous years (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

At home, however, language use appears more stable. Across all years, roughly two-thirds to three-quarters of workers said mine employment has not changed how much Inuktitut they speak at home. Around 12–15% said they speak it more, while 10–16% said they speak it less, with the higher end of that range appearing again in 2025. Importantly, most workers (between 76% and 86% each year) say it is either very or somewhat important to be able to use Inuktitut at the mine. In 2025, half described it as "somewhat important", indicating that while the value placed on the language remains strong, there may be an opportunity to better support its everyday use at the site (Agnico Eagle Inuit and Nunavummiut Employment Survey, 2025).

***Inuit Language Protection Act* and Nunavut Language Policy**

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 Counsellors 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 2025, 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, and at various events and engagements across Nunavut throughout the year. This approach enables all employees and community members to 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 facilitate effective engagement with the public [ISV].
- The Workplace Discrimination Harassment Violence Policy, Tobacco Control Policy, Return-to-Work Policy, and Nunavut Language Policy have 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.
- 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.

All-Weather Access Roads (AWARs)

Two all-weather access roads (AWARs) connect Agnico Eagle mines to nearby communities, one connects Baker Lake to the Meadowbank Complex, and another connects Rankin Inlet to Meliadine. Because the roads are accessible for hunting, Agnico Eagle collects usage data on them. 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]. At the 2025 SEMC in Rankin Inlet, community members highlighted the importance of those roads to communities and that they drastically reduce the time land users need to travel to access hunting and cultural sites. The AWAR connecting Rankin Inlet to Meliadine was used for traditional activities by the community 2,722 times in 2025 (down from 2,831 in 2024). The AWAR connecting Baker Lake to Meadowbank was used for traditional activities 2,849 times in 2025 (compared to 2,737 times in 2024).

Kivalliq Elders' Advisory Committee (KEAC)

In 2021, Agnico Eagle developed a Kivalliq Elders' Advisory Committee (KEAC), a group that provides invaluable guidance to 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 2025, KEAC played an active role in shaping community and environmental initiatives, participating in 16 meetings, seven (7) initiatives, and eight (8) on-site counselling sessions, for a total of 31 engagements. 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. 2025 highlights for KEAC include:

Environmental Stewardship & Advocacy

- Positive feedback on the Meliadine Shellfish Monitoring Program and recommended the inclusion of Marble Island in next year's program.
- IQ-focused workshop at Meliadine to discuss caribou observations, potential mine-related impacts, and possible mitigation measures.
- Sea-lift and operations update sessions held in Baker Lake and Chesterfield Inlet.
- TK/IQ gathering in Chesterfield Inlet focused on marine mammals, cabins, hunting areas, and other local land-use activities.
- Beverly and Qamanirjuaq Caribou Management Board (BQCMB) public meetings to hear herd health updates and engage with stakeholders, including receiving Elder observations on caribou migration patterns and influencing factors.
- KEAC executive meeting where Elders noted natural, cyclical changes in caribou migration, largely influenced by climate change, and emphasized recording and sharing IQ for youth.

- Elders expressing appreciation for respectful engagement and environmental stewardship, supporting post-closure monitoring, and noting interest in maintaining Meadowbank road access for hunting, while acknowledging associated constraints.
- Elder insights that mine site lighting can improve wildlife safety by reducing the likelihood of animals approaching or running into infrastructure.
- Towards Sustainable Mining audit through interviews with four (4) Rankin Inlet Elders.

Culture & Wellness

- Input on the Inunnguiniq cabin for Baker Lake, including preferred siting considerations.
- Eight (8) on-site counselling sessions to support Agnico Eagle Inuit employees.
- One (1) day workshop to share perspectives on Agnico Eagle's legacy in Baker Lake.
- Guidance on the Legacy Wheel draft following the workshop.
- KEAC meeting delegates to discuss the reconciliation action plan with Elders, noting the lack of a single-word Inuktitut translation for "reconciliation" and highlighting customary use of prayers to open meetings and farewells when closing gatherings.
- Interviews with Elders for Agnico Eagle's new podcast, *The Arctic Edge: Stories from Canada's Frontier*.
- KEAC participation at the annual Prospectors & Developers Association of Canada (PDAC) convention, where three (3) members attended as Agnico Eagle's IQ Advisor, and one received the Skookum Jim Award.

Youth Empowerment

- Support for Inuk youth education initiatives, emphasizing learning by experience through employment at Agnico Eagle mines.

Cross-Cultural Training Program

Agnico Eagle provides a 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. In 2025, the Cross-Cultural Training Program included:

- 16 Cultural Awareness courses delivered at Meadowbank Complex and 38 at Meliadine.
- 75 Meadowbank and Whale Tail Agnico Eagle participants who completed 263 hours of training, and 53 contractors who completed 186 hours of training.
- 74 Meliadine Agnico Eagle participants who completed 259 hours of training, and 38 contractors who completed 133 hours of training.

To expand access and ensure consistency across operations, Agnico Eagle is also transitioning the Cultural Awareness course into an e-learning format. Developed with Nova Concept and scheduled for release in Q2 2026, the new module will become mandatory for all employees, including new hires prior to their first day on site. The digital course incorporates the same video content used in live sessions, such as *Beneath the Surface and Rhoda's Dream – Burying the Baby*, and introduces a new IQ values montage in which Elders speak to the meaning and relevance of IQ principles today. Development work is progressing on schedule, and the e-learning platform is expected to increase reach, accessibility, and long-term program consistency across Agnico Eagle's Nunavut operations.

Cultural Activities

Agnico Eagle continues to promote cross-cultural understanding, connection, and celebration across its Nunavut operations. In 2025, both the Meliadine Mine and Meadowbank Complex delivered a wide range of cultural awareness activities, traditional events, and opportunities for employees to learn from Inuit knowledge holders and community members.

In 2025, **Meliadine** delivered an extensive cultural programming schedule, hosting 38 cultural awareness activities throughout the year. Key initiatives included:

- A Nunavut Day celebration on July 9, which featured a keynote speech by KEAC, musical performances by local singers and a band, Inuit games, craft tables, and cultural demonstrations, along with earlier throat-singing performances held in May during a Country Food Night.
- Two (2) Arts & Crafts Fairs held on November 1 and 15, which welcomed local vendors from Rankin Inlet, included square dancing and jigging contests, and showcased handmade crafts from 16 artisans.
- 12 Elder-led Sewing Nights hosted throughout the year to support traditional skills development.
- 12 Country Food Nights offering employees opportunities to share and experience traditional Inuit foods.
- Elder-led storytelling sessions held in March and September to support cultural exchange and intergenerational learning.
- Eight (8) organized visits to Rankin Inlet between June and August, enabling employees to engage directly with community activities and local artisans.
- Truth and Reconciliation Month programming in September, which included an Orange Shirt Day campaign, a movie night, and storytelling and sewing events focused on awareness and reflection.
- On-site Elder counselling provided in March, offering culturally grounded emotional and mental-wellness support through KEAC Elders.

In 2025, the **Meadowbank Complex (including Amaruq and Whale Tail)** hosted 16 cultural awareness activities focused on cultural learning, traditional food sharing, and community connection. Key initiatives included:

- A Nunavut Day celebration where a local hunter prepared caribou on site, with Agnico Eagle staff serving the meal as part of the festivities.
- National Indigenous Peoples Day caribou feasts held on June 20 at Amaruq and June 21 at Meadowbank, with caribou and bannock.
- Sewing Nights beginning in February, offering opportunities for employees to learn or practice traditional sewing techniques.
- Soapstone carving sessions held in May at both Meadowbank and Whale Tail, providing hands-on experience with traditional carving skills.
- Country Food Nights hosted on July 19 at Meadowbank and July 21 at Whale Tail, where employees were invited to share traditional foods.
- Truth and Reconciliation Month programming in September, which included a Zen Room featuring Indigenous art and resources, movie nights screening The Grizzlies, a Purple Saxifrage Reflection Portrait to prompt reflection on reconciliation, and a live broadcast presentation by Elder Eddy Bear to both Meadowbank and Amaruq on September 30.

- On-site Elder counselling sessions provided by KEAC Elders in March and October, which included access to country food as part of the support offering.
- An Arts and Crafts Fair held in December, inviting local artists to the site to present and sell their work.
- A community Christmas Feast for Baker Lake held on December 6, reinforcing connections with local community members.

In total, in 2025, Agnico Eagle made monetary contributions of $84,000 to support traditional activities.

Interpretation

Use of Inuktitut at the mine has declined slightly, with 2025 survey data showing fewer employees using it regularly on-site, though most still value the ability to speak the language and report that mine employment has not substantially affected use at home. Regional trends show varying declines in Inuktitut as a mother tongue, with Arviat maintaining the highest prevalence and Coral Harbour experiencing the largest drop.

Agnico Eagle continues to support Inuit language and culture through the Nunavut Language Policy, translated materials and signage, cross-cultural training, and services provided by Inuit HR Counsellors and Community Coordinators. The company also fosters cultural engagement via the Kivalliq Elders' Advisory Committee, all-weather access roads for traditional activities, and financial and programmatic support for cultural events, storytelling, and traditional skills development.

These initiatives reflect ongoing efforts to uphold IQ principles, including *piliriqatigiinniq* (collaboration), *pilimmaksarniq* (skills development), and *tunnganarniq* (innovation), while supporting employee inclusion, community engagement, and cultural preservation. Determining whether the observed declines in language use are attributable to the mine specifically is challenging, as broader social and generational factors also influence trends [ISV].

In 2025, Agnico Eagle's Nunavut operations demonstrated a sustained and multi-dimensional commitment to integrating Inuit culture and traditional ways of life into day-to-day site operations.

Across Meliadine and Meadowbank, 54 cultural activities were delivered throughout the year—not as standalone events, but as recurring, embedded features of site life that spanned Elder-led sewing nights, country food sharing, storytelling sessions, land-based celebrations, and Truth and Reconciliation programming. Combined with over 841 hours of formal cross-cultural training delivered to 240 employees and contractors across both sites, the data suggests that cultural competency is increasingly being treated as an operational standard rather than an optional program.

The role of Elders stands out as particularly significant. Through 31 KEAC engagements in 2025—spanning environmental stewardship, wellness support, legacy planning, and industry representation—Inuit knowledge holders were not consulted at the margins of decision-making but positioned at its centre.

The All-Weather Access Roads data adds a dimension that is easy to overlook. A combined 5,571 traditional land-use trips recorded across both corridors in 2025—and the community affirmation of their importance at the SEMC—illustrate that operational infrastructure, when governed with community input, can actively support rather than displace traditional ways of life.

Taken together, the 2025 initiatives reflect Agnico Eagle's genuine commitment to ensuring that Inuit cultural identity and traditional ways of life remain accessible, visible, and celebrated—both on site and within the broader communities where the company operates. The $84,000 directed toward traditional activities further reinforces this support, underscoring that cultural and community well-being are not afterthoughts to Agnico Eagle's operations, but priorities worth investing in.

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 holds country food events at its projects.

At Meadowbank / Whale Tail this included:

- 12 events in 2019
- one (1) in 2020
- none (0) in 2019
- two (2) in 2022
- no events in 2021, due to the COVID-19 pandemic and restrictions
- five (5) in both 2023 and 2024
- two (2) country food nights in 2025

At Meliadine, this included:

- 11 events in 2019
- three (3) in 2020
- none (0) in 2021
- six (6) in 2022
- 12 in 2023
- 20 on-site activities in 2024, including country food, tea and bannock, sewing night, Elder's visit, NU Day, and an arts and craft market
- 21 country food nights in 2025

In addition, in 2025, Agnico Eagle hosted a National Indigenous Peoples Day Caribou Feast serving caribou and bannock, held at Amaruq (June 20) and Meadowbank (June 21), as well as a Christmas community feast for Baker Lake residents (December 6). Attendance at the country food nights and other events is no longer tracked because all workers, Inuit and non-Inuit, are invited to join.

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 is now in full use, 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 generally increased over time. Agnico Eagle has expanded its efforts to improve access to country food through coordinated work between Community Relations, on-site kitchen teams, and recreational staff. At Meliadine, this has included significant renovations to the country kitchen, featuring Inuit art, upgraded appliances, and enhanced storage capacity, to better support regular preparation of traditional foods. Meliadine also increased the number and diversity of cultural and country food-related activities in 2024 and 2025. Meanwhile, the Meadowbank Complex continues to maintain a year-round country kitchen and has reintroduced more frequent country food nights, complemented by special cultural events such as National Indigenous Peoples Day feasts and community holiday meals.

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 honours 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)

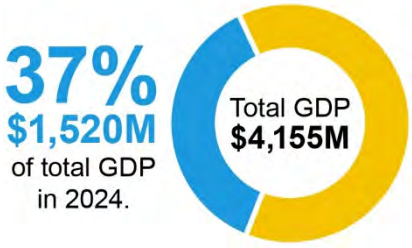
Whale Tail: *"The Expansion Project will continue to contribute to territorial economic activity."* (Golder Associates, 2018, p. 7)

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 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 94.8% to **$436.2M**, for a total to-date impact of **$1.66B** from all sources.

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



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 60 below presents the main payments made by Agnico Eagle to the GN, GoC, NTI, and KIA.

Chart 60. Project payments, royalties, and taxes ($M)

Meadowbank:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	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	$4.9	**$33.5**
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	$1.0	**$43.8**
NTI Payments							$5.0	$10.8	$16.3	$16.8	$22.2	$29.9	$125.0	**$226.0**
Sub-Total	**$4.8**	**$4.6**	**$40.6**	**$43.1**	**$49.1**	**$12.3**	**$7.2**	**$13.5**	**$22.0**	**$21.7**	**$27.5**	**$35.1**	**$130.9**	**$407.5**

Meadowbank and Whale Tail:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
GN payroll taxes					$5.4	$2.9	$3.7	$4.0	$4.7	$6.1	$6.5	$6.2	$6.5	**$46.0**
GoC payroll taxes					$30.4	$32.7	$38.7	$40.9	$48.7	$57.2	$60.5	$58.8	$60.1	**$428.1**
Sub-Total					**$35.8**	**$35.7**	**$42.4**	**$44.9**	**$53.5**	**$63.3**	**$67.0**	**$65.0**	**$66.6**	**$474.1**

Whale Tail:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
KIA IIBA payments					$6.5									**$6.5**
KIA royalties							$2.1	$7.1	$10.4	$12.0	$16.1	$22.7	$33.2	**$103.7**
NTI royalties							$3.9	$10.8	$13.4	$15.1	$20.8	$29.1	$124.0	**$217.2**
Sub-Total					**$6.5**		**$6.0**	**$18.0**	**$23.7**	**$27.1**	**$36.9**	**$51.8**	**$157.3**	**$327.4**

Meliadine:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
GN payroll taxes			$0.3	$0.2	$0.5	$1.5	$2.6	$3.1	$3.5	$4.4	$4.7	$4.8	$4.8	**$30.4**
GN property tax						$1.5		$2.1	$2.2	$2.5	$2.9	$3.9	$5.0	**$20.0**
GoC payroll taxes			$1.3	$1.6	$2.8	$17.8	$30.0	$34.9	$39.1	$42.9	$47.1	$48.7	$49.3	**$315.6**
KIA IIBA payments			$1.5	$1.5										**$3.0**
KIA royalties							$4.9	$9.3	$10.1	$10.8	$11.2	$14.7	$22.2	**$83.2**
Sub-Total			**$3.1**	**$3.3**	**$3.3**	**$20.8**	**$37.4**	**$49.4**	**$54.9**	**$60.6**	**$66.0**	**$72.1**	**$81.4**	**$452.2**

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

(Agnico Eagle Mines, 2025)

Interpretation

Payments from taxes, royalties, and IIBA commitments to the NTI and KIA increased by 94.8%, from $224.0M in 2024 to $436.2M in 2025. This increase is largely attributed to payments to the NTI from Meadowbank and Whale Tait, which increased from $58.9M in 2024 to $249.0M in 2025, representing the largest year-over-year increase since 2010. The cumulative payments from all sources to date are $1.66 billion.

Given the location of the mines on Inuit-owned land, all resource royalties flow directly to NTI and the KIA as the Inuit authority. Chart 60 does not include additional payments to the KIA, such as land-use/rental payments, water compensation, payments associated with quarrying permits, and production leases; as a result, the actual cumulative total is expected to be much higher.

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.

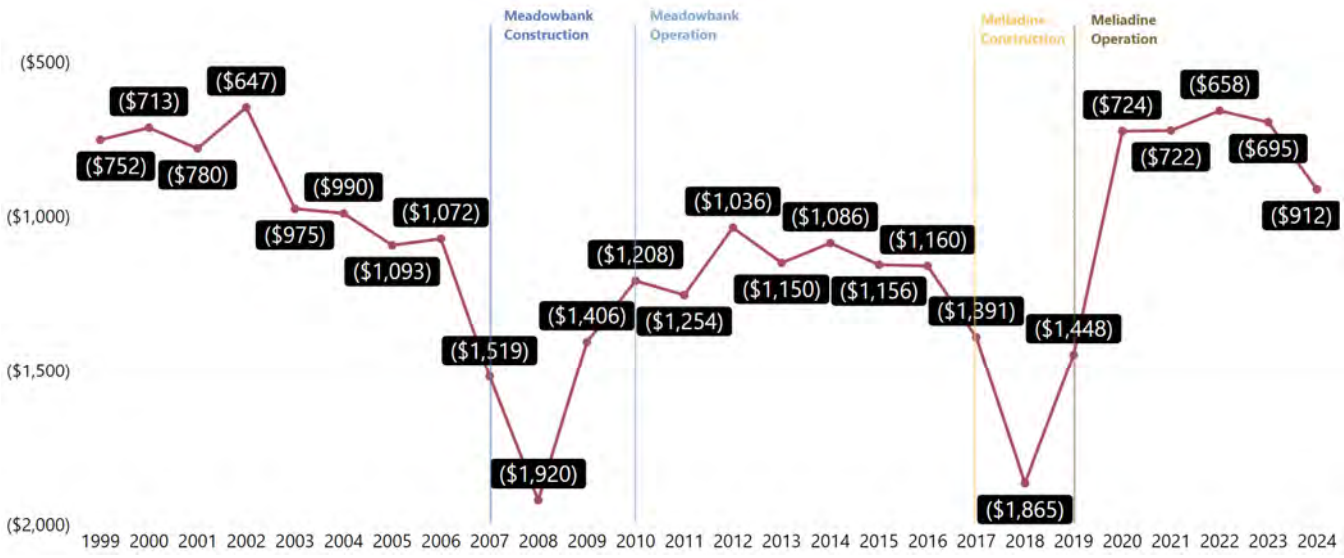
MELIADINE

"*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 61 depicts Nunavut's trade balance from 1999 to 2024 (the latest year for which data is available) in 2017 dollars[27]. The trade balance is calculated by subtracting the value of total goods and services imports from total goods and services exports.

Chart 61. Nunavut trade balance ($M)



(Statistics Canada, 2025b)

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 narrowed from 2018 to 2021, driven largely by rising exports, it

[27] Statistics Canada updated the 2022, 2023, and 2024 estimates in November 2025; therefore, the amounts differ from previously reported values.

widened again in 2022 to $658M, then to $695M in 2023, and further to $912M in 2024, reflecting imports once again outpacing export growth. Overall, the trade deficit has fluctuated over the years, and therefore Meliadine's FEIS prediction that the project would increase Nunavut's trade deficit cannot be confirmed or disproved based on current data.

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 62 shows the value of Nunavut's gross domestic product (GDP) in chained 2017 dollars from 2000 to 2024. Statistics Canada replaced the previous dataset with updated statistics in November 2025; thus, the data in this chart have been updated accordingly.

Chart 62. Nunavut GDP by all industries and mining, quarrying and oil & gas ($M)

(Statistics Canada, 2025c)

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-related GDP leading up to 2011 coincides with Meadowbank construction expenditures, and thus the impact on GDP tends to be greater than that of mine operations and of 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 2014 to 2024 was 5% for all industries and 10% for mining. In 2024, mining accounted for approximately $1,520M, or 37% of total GDP ($4,155M).

In 2024, Agnico Eagle produced 3.5 million ounces in payable gold, 378,886 ounces of which were produced from Meliadine, and 504,719 ounces were produced from the Meadowbank complex (Agnico Eagle Mines, 2025). 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 predictions.

Agnico Eagle's alignment with the ISV *pijitsirniq*, through its contributions to Nunavut's GDP and 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. In 2025, the program experienced a staffing transition as the Adult Educator who led the program moved to another division within Agnico Eagle, leaving the role vacant from June to November. A new Adult Educator has since been hired and is now fully onboarded. Recent updates include: • **Branch 1 – Workplace Essential Skills:** In 2025, several workshops were delivered at Meliadine and Meadowbank, covering topics such as communication under stress, work-life balance, professionalism, and teamwork. These sessions saw strong attendance across both sites. • **Branch 2 – Apprenticeship:** In 2025, the apprenticeship program successfully supported seven (7) apprentices. One (1) apprentice completed his HDET Level 3 journeyperson certification and departed to work in his home community. Of the remaining six (6) apprentices, five (5) attended technical training – four (4) successfully advanced and one (1) is awaiting an opportunity to re-write the exam in Rankin Inlet – and the sixth is an HDET Level 1 apprentice scheduled to attend trade school in April 2026. The same training conditions remained in effect throughout 2025, though most programs were delivered at the Fairview Campus of Northwestern Polytechnic (NWP), which is expected to close in June 2026. At that time, all apprenticeship programs will transition to the Grande Prairie Campus. NWP will remain the preferred institution for technical training; however, additional coordination will be required to ensure apprentices continue receiving the same level of academic and pastoral support following the campus transition. • **Branch 3 – Leadership**: In 2025, new enrollments in the Leadership branch were limited due to the five-month vacancy of the Adult Educator position. Efforts in 2026 will focus on promoting the program and strengthening communication with departments to identify potential candidates.
Nunavut Leadership Development Program (LDP)	Employment	The LDP, launched in 2017, comprises five (5) modules to develop employees' leadership skills in supervisory roles. In 2025, a total of 66 sessions were delivered across the sites: 15 sessions of Module 1 (Communicating for Performance), 13 sessions of Module 2 (Coaching to Enhance Capabilities), six (6) sessions of Module 3 (Mobilization in Action), and 32 sessions of one-on-one coaching with individual Supervisors, Coordinators, or General Supervisors. Across all sites, a total of 342 attendees enrolled in the various programs: 144 attendees for Module 1; 122 for Module 2; 76 for Module 3. Of these, 13 Inuit employees participated in LDP sessions throughout the year. Also, 43 individuals undertook Team Building or one-on-one coaching sessions. Also, two (2) Diversity, Equity, and Inclusion (DEI) sessions were held with 17 participants, along with one Cultural Foundations and DEI supplemental session, also attended by 17 participants.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		In 2025, Agnico Eagle expanded cultural learning opportunities for employees through a new Cultural Foundations module within the LDP. The module consists of two parts: • Part 1: A three-hour DEI workshop delivered by the LDP coach. • Part 2: "The Inuit Experience", delivered by Ilitaqsiniq, focusing on Inuit history, ISVs, and cultural perspectives. At Meliadine, both parts are delivered in a single day at Ilitaqsiniq facilities in Rankin Inlet. At Meadowbank, Ilitaqsiniq travels to site and delivers the program over two days. Nine (9) sessions are scheduled for each site for 2026. This training supports employees' cultural competency and reflects Agnico Eagle's commitment to integrating IQ and ISVs into workplace practices.
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. This 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, and Mining Awareness. The Sanajiksanut program supports various initiatives to facilitate access to employment for the Inuit. 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 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 held in Kivalliq communities to provide information about the mines, camp life, career opportunities, and applying for jobs through different channels. In 2025, 21 employment information sessions were held in all seven (7) Kivalliq communities (Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet, and Whale Cove). Agnico Eagle completed a total of 21 sessions with 1,335 Inuit participants. In 2025, Agnico Eagle also conducted two Career Days, one for each community: Coral Harbour and Baker Lake (at Meadowbank Complex). These in-person events provided essential information to community members interested in working at the mine site. 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 2025, CLOs were present in six (6) communities: Arviat, Baker Lake, Coral Harbour, Naujaat, Rankin Inlet, and Whale Cove. 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 Mandatory Training were combined into the Pre-employment Training Program (a 10-day community-based training program). This change reduced the number of steps, thereby decreasing the delay in applicants gaining employment. The Pre-employment Training Program is for individuals who have applied online but do not have work experience relevant to the positions Agnico Eagle hires for. IQ principles and Adult Educator Principles are integrated into the training approach. In 2025, 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 2025, 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 572 Inuit employees, of which 142 Inuit employees were hired in 2025 (84 at Meadowbank Complex/Whale Tail, 49 at Meliadine, and nine (9) for the Nunavut Service Group). 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 2025, Agnico Eagle employed one (1) Summer Student at Meliadine with the Environment Department; two (2) at Meadowbank with the Process Plant Department and Environment Department; one (1) in Baker Lake with the Community Relations Department; one (1) in Rankin Inlet with the Community Relations Department; one (1) south-based with the Community Relations Department (Social Performance); one (1) in Rankin Inlet with the Permitting Department; and two (2) at Meadowbank with the Environment Department through the Marine Mammal & Seabird Observer (MMSO) program. Per Agnico Eagle policies, students must be 18 years or older to work at the operation and 16 years or older to work in Baker Lake or Rankin Inlet offices.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
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 remains so as of 2025.
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 toward the delivery of virtual science-related initiatives with Kivalliq schools, but due to COVID-19 and pandemic-related restrictions, Agnico Eagle did not participate in any KSEC initiatives or programs. In 2022 and 2023, Agnico Eagle did not receive any requests for funding from KSEC. In 2023, Agnico Eagle organized a 1-day visit to Meadowbank for 30 students and instructors, who had the opportunity to take a bus tour and visit the indoor facilities, including the maintenance shop and the Geology core shack. In 2024 and 2025, Agnico Eagle contributed $25,000 towards the delivery of virtual science-related initiatives with Kivalliq schools. Additionally, KSEC held its annual camp in Rankin Inlet and offered opportunities to learn about science, mining, rocks, minerals, and more.
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 and Agnico Eagle Mines. A major focus of the KMTS program was supporting Agnico Eagle's Mine Training Initiatives. Since 2017, KMTS has been unable to secure 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 2025, this program remains 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 2025, official MoU meetings were reinitiated between Agnico Eagle and the Government of Nunavut (GN) Department of Community Services (previously named Economic Development and Transportation). To date, more than 19 meetings have been held between Agnico Eagle and GN representatives from the Departments of Community Services, Environment, Education, and NAC.
Adult Educators	Employment Education & Training	For pre-apprentices and apprentices, the Adult Educator works with employees to improve math skills, test-taking skills, reading comprehension, and scientific concepts, based on the types of questions they may encounter in technical training. 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 2025, the full-time Adult Educator who was present at the Meadowbank Complex and Meliadine moved to another

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		division within Agnico Eagle, leaving the role vacant from June to November. A new Adult Educator has since been hired and is now fully onboarded since November 9, bringing extensive experience in the trades, including previous work as a trade school instructor across multiple disciplines, along with a Bachelor of Education. In December, he visited NWP in Grande Prairie, where he met with support staff and apprentices currently in training. As he settles into the role, 2026 will focus on building his familiarity with the RISE program and promoting enrollment across all branches. The total funding for Adult Educators in 2025 was $105,000.
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 2025, with the support of Mining Matters, Agnico Eagle conducted two Career Days, one in each community: Coral Harbour and Baker Lake (at Meadowbank Complex). For the Career Day in Coral Harbour, the event was attended by high school students and was open to the public in the evening. A total of 204 students and community members attended. For the Career Day in Baker Lake, 66 students from Jonah Amitaaq Secondary School (JASS) visited Meadowbank Complex to participate. Both 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 Career Day at Meadowbank Complex also included visits to the mine dispatch sector, maintenance, and ERT. The event aimed to increase youth interest in careers in the mining industry. In 2025, 204 participants from Coral Harbour and 66 from Baker Lake attended in April and December, respectively, for a total of 270. The total sponsorship for this event was approximately $70,900 in 2025[28]. Agnico Eagle also invested $22,800 in 2025 in the Mining Matters Science Program.
Spokesperson Program (previously known as the Role Model Program)	Employment Education & Training	The Spokesperson Program (formerly the Role Model Program) was established in 2015 to recognize exemplary Inuit employees. In late 2023, the program underwent a comprehensive overhaul following feedback from current and former participants. A cross-functional committee comprising members from HR, Community Relations, and Learning & Development was formed to reimagine how the company recognizes and elevates its successful Inuit employees. Through consultations, it became clear that participants were uncomfortable with the "Role Model" title, the use of formal photos and posters, and the expectation of public speaking without adequate support. In response, the program was redesigned with a broader, more inclusive approach – replacing "Role Models" with "Spokespersons", open to employees from any department, including contractors and temporary or permanent staff. Agnico Eagle established new guidelines ensuring each Spokesperson receives dedicated training and preparation support from the Communications, Community Relations, and HR teams.

[28] 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 2025, four Inuit Spokespersons participated in the Kivalliq Trade Show – two Haul Truck Drivers from Meadowbank and two from Meliadine, an E&I Road Supervisor and a Crusher Operator. At the event, they engaged with community members and prospective employees, sharing their experiences working at Agnico Eagle's mine sites and the career pathways that led them to their skilled positions - including the training and development programs that supported their growth.
Career Path Program	Employment Education & Training	The Career Path Program was designed in 2012 to support the upward mobility of Inuit employees, with the intention of promoting only Inuit and not hiring external candidates (southerners) to fill positions within the program. In 2025, the Training and Process Plant Departments launched the revised Process Plant Career Path, which now provides earlier access to two operator positions. Improvements were made across all Career Paths to strengthen hands-on learning through updated instructor checklists and evaluations. The Meadowbank Complex implemented improvements to the Career Path program for the Underground (UG) Department, which also affected the UG Trainee Program. Previously, trainees were hired through CMAC; however, with the updated UG Career Path, new trainees are now hired directly by Agnico Eagle. All other Career Path programs largely remained the same. The Flex Driver Program is a cross-training initiative designed to equip long-haul truck operators with transferable skills across multiple types of open pit equipment. The intention behind the program is to develop a more versatile and adaptable workforce, ensuring that operators are not limited to a single piece of equipment and can contribute across various operational areas as needed. Participants require 84 hours of training to complete the program. Due to the nature of their primary long-haul truck responsibilities, training is completed on an as-available basis, which means the program can take several months or more to complete. Operators may receive one or two days of training before returning to their main role for several rotations.
Kivalliq Career Fairs	Employment Education & Training	Agnico Eagle participates in various career fairs held in the Kivalliq region, including the Kivalliq Trade Show, the Nunavut Mining Symposium, and various community-level Career Fair days. In 2025, with the support of Mining Matters, Agnico Eagle conducted two Career Days, one for each community: Coral Harbour and Baker Lake (at Meadowbank Complex). Overall, there was a total of 270 participants from both Coral Harbour and Baker Lake, with a total sponsorship of approximately $70,900[29]: • For the Career Day in Coral Harbour, the event was attended by high school students and was open to the public in the evening. A total of 204 students and members of the community attended. • For the Career Day in Baker Lake, 66 students from JASS visited Meadowbank Complex to participate. A total of 66 students participated.

[29] 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)
		The events aimed to increase youth interest in careers in the mining industry. The Sanajiksanut Team was there to meet potential candidates at both events and have them apply for potential job opportunities. Also, four Inuit Spokespersons (previously called 'Role Models') participated in the Kivalliq Trade Show, sharing their career paths and experience working at Agnico Eagle's mine sites with community members and prospective employees. 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 better manage training activities and monitor the proper delivery of e-learning training. In 2025, at Meliadine, the Training Department developed a new e-learning module and updated an existing one. A new version of the TMS, developed internally since 2019, continued to advance, with several administrative tools improved in 2025 to enhance the user experience and strengthen training compliance tracking. At Meadowbank, a few key administrative tools within the TMS were enhanced to improve user experience and support more effective tracking of training compliance.
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 trades: millwright, electrician, heavy-duty equipment technician, welder, housing maintainer, plumber, oil heating systems technician, and underground electrical trades. In 2025, seven (7) apprentices were supported, including one (1) who achieved his HDET Level 3 journeyperson certification and returned to work in his home community. At Meadowbank, two (2) apprentices advanced in Heavy Duty Equipment Technology (Level 2). At Meliadine, four (4) apprentices trained across a range of trades: one (1) HDET (Level 3), one (1) Oil Heating Systems Technician (Level 3), one (1) Plumbing (Level 2), and one (1) Underground Electrical Technician. Throughout 2025, technical training continued to be supported across both sites, with four apprentices advancing and one awaiting an exam rewrite opportunity in Rankin Inlet.
Education Initiatives Portfolio promotion	Employment Education & Training	Agnico Eagle developed a portfolio that summarizes all the education initiatives available to 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 2025, with the support of Mining Matters, Agnico Eagle conducted two (2) Career Days, one (1) for each community: Coral Harbour and Baker Lake (at Meadowbank Complex). Both 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 Career Day at Meadowbank Complex also included visits to the mine dispatch sector, maintenance, and ERT. For 2025, 204 participants from Coral Harbour and 66 from Baker Lake attended in April and December, respectively, totalling 270 participants.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
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 and 2025 for this initiative was not available.
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 JASS. In 2025, Agnico Eagle partnered with 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 100 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 2025, CLOs were present six (6) communities: Arviat, Baker Lake, Coral Harbour, Naujaat, Rankin Inlet, and Whale Cove.
Financial Literacy Training	Income Education & Training Individual and Community Wellness	In 2025, no time was dedicated to the Financial Literacy Training at either Meadowbank Complex or Meliadine Mine because the Adult Educator position was vacant from June to October, resulting in a pause in planned activities. Agnico Eagle intends to reinvest time and resources in 2026 to strengthen financial literacy initiatives and ensure consistent delivery across sites.
Contractor Training Programs	Employment Contracting & Business Opportunities Education & Training	As per the IIBA, Agnico Eagle requires contractors to provide a consistent Inuit workforce and to provide career development and training for their Inuit employees. In 2024, Agnico Eagle invited contractors to provide an update to Business and Opportunities Committee (BOC). Kivalliq Contractors Group Ltd. remains committed to strengthening Inuit employment across both the Meliadine and Meadowbank sites through ongoing training, skills development, and long-term career progression. The Career Path program continues to evolve, with new equipment added to in-house training to reflect operational needs and expand advancement opportunities for Inuit workers. Recruiting and training new Inuit beneficiaries remains a priority, with a focus on entry-level integration and progression toward skilled roles. Cross-training initiatives are also underway to expand operational flexibility, including equipment-specific training to support workforce development heading into 2026.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Agnico Eagle Nunavut IIBA Procurement Process	Contracting & Business Opportunities Nunavut Economy	Following 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 before submitting a tender. Additionally, NTI-registered companies are eligible for preference points in the bid assessment process. The analysis results are shared with all IIBA Business and Opportunities Committee (BOC) representatives. Since 2017, with the signing of the IIBAs for Meadowbank and Whale Tail, and the revision of the Meliadine IIBA, all three (3) sites have followed the updated procurement process.
IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training	Contracting & Business Opportunities Nunavut Economy	As per the IIBAs, Agnico Eagle provides workshops and assistance to Inuit Firms to promote and facilitate their access to Agnico Eagle's business opportunities, as well as entrepreneurial training and support to Inuit businesses. In 2022, Agnico Eagle introduced its Workshop and Assistance Ecosystem project. The objective of this project was to list all available business training and financial support for Kivalliq businesses and to identify where Agnico Eagle has added value in supporting Inuit firms. With implemented processes and activities, Agnico Eagle delivered training that other regional organizations offered. Agnico Eagle wants to support organizations in building local capacity rather than duplicating efforts or 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 2025, three (3) remain in the program and are expected to complete successfully at Meadowbank in early 2026. At Meliadine, this program has not 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 2025, no trainees completed the program at Meadowbank. At Meliadine, this program has not been rolled out.
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 2025, no trainees successfully completed the program at Meliadine, and no trainees were enrolled at Meadowbank.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Underground (UG) 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 hired for our Underground Department. In 2025, five (5) successfully completed the program at Meliadine. At Meadowbank, the program was revamped in 2025 to allow new recruits to be hired directly by Agnico Eagle, rather than the previous pilot approach, in which trainees were hired through CMAC and then transferred to Agnico Eagle upon program completion. In 2025, three (3) trainees are currently underway and are expected to complete by early 2026.
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 reached as many youths as possible through novel initiatives and programs to improve mining awareness. In 2025, Agnico Eagle organized a one-day mining awareness activity, known as Career Days, in Coral Harbour and Baker Lake (at Meadowbank Complex). A total of 204 and 66 members from Arviat and Rankin Inlet attended, respectively, for a total of 270 participants.
Site Visits	Education & Training Individual and community Wellness	In 2025, Agnico Eagle supported the Kivalliq Science Educators' Community (KSEC) program, which delivered its annual camp in Rankin Inlet, allowing students to learn about science, mining, rocks, and minerals.
Mental Health	Individual and Community Wellness	In 2025, Agnico Eagle expanded mental-health preparedness by offering Mental Health First Aid (MHFA) and 'The Working Mind' training to key personnel across sites. Meadowbank continued issuing monthly mental-health communications and maintained statistics on mental-health related clinic visits. At Meliadine, employees had access to mental-health talks, telepsychology and counselling support, on-site private spaces for telehealth appointments, and acute mental-health assessments when needed. Meliadine also delivered four (4) MHFA courses and additional 'The Working Mind' sessions during the year. In 2025, employees accessed Employee Assistance Program (EAP) services 103 times, and a further 66 cases were recorded between June and November of 2025 across other EAP support streams, primarily counselling services and Life Smart coaching.
Emergency Response Team (ERT) Training	Education & Training Health and Safety	In 2025, Meadowbank Complex ERT had 128 active Emergency Responders for Surface and Underground operations. Seven (7) Inuit members were part of the active responders. Meliadine ERT had 78 active ERT members, including one (1) Inuit team member. In 2025, the Meadowbank Complex delivered several basic emergency response courses to onboard new members and provided weekly training for both underground and surface ERT teams. At Meliadine, ERT members completed four (4) specialized training sessions, including Rope Rescue to enhance high-angle and confined-space response, and Advanced First Aid – Wilderness to increase medical response capacity in remote and austere environments. In 2025, Agnico Eagle participated in the Northwest Territories Mining Heritage Society Foundation (NMHSF) Mine Rescue Competition in Yellowknife.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Inuktitut Use	Culture and Traditional Lifestyle	Agnico Eagle applies the *Inuit Language Protection Act* to facilitate the use of Inuktitut at its sites by providing documentation and services in Inuktitut, including policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, human resource counsellors, Community Coordinators, and religious events. Note that the *Nunavut Mine Act* requires, for safety reasons, that all work communications during operating hours use English as the common language. Section 10.2 in this report provides additional information on the use of Inuktitut.
Inuit Arts and Crafts	Culture and Traditional Lifestyle	At Meliadine, two (2) Arts & Crafts Fairs were held on November 1 and 15, which welcomed local vendors from Rankin Inlet, included square dancing and jigging contests, and showcased handmade crafts from 16 artisans. At Meadowbank Complex, one (1) Arts and Crafts Fair was held in December.
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 2025, Agnico Eagle celebrated Nunavut Day at Meliadine and Meadowbank Complex. At Meliadine, festivities featured traditional food, games, and demonstrations of Inuit practices, clothing, and tools. A local band performed alongside throat singing and traditional songs, and Elders shared stories. Arts and crafts activities were incorporated into the celebration. Two (2) Arts and Crafts Fairs were also organized to provide opportunities for Inuit employees on site and local artists from Rankin Inlet to present and sell their work. One of the fairs welcomed 16 artists and 25 dancers from Rankin Inlet. At the Meadowbank Complex, a local hunter prepared caribou on site, with Agnico Eagle staff serving the meal as part of the celebration. To honour Truth and Reconciliation Day and Month, both divisions organized initiatives to create space for healing and understanding. Activities included storytelling with Elders, quiet reflection areas, movie screenings, and access to mental health and Elder support.
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 2025, 16 and 38 Cultural Awareness courses were delivered at Meadowbank Complex and Meliadine, for a total of 54 courses.
Access to Country Food	Culture and Traditional Lifestyle Individual and community Wellness	In 2025, Meadowbank Complex hosted two (2) country food nights, one at Meadowbank (July 19) and the other at Whale Tail (July 21). In addition, Agnico Eagle hosted a National Indigenous Peoples Day Caribou Feast serving caribou and bannock prepared by Susan Toolooktook and Martha from Baker Lake, held at Amaruq (June 20) and Meadowbank (June 21), as well as a Christmas community feast for Baker Lake residents (December 6). Meliadine hosted 21 country food nights. The Country Kitchen is always open, and employees can safely store their traditional foods there.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Site Tours for Baker Lake Residents and Others	Individual and community Wellness	Each year, Agnico Eagle offers a variety of ways for residents of Baker Lake, as well as other groups or individuals from the Kivalliq, to visit the Meadowbank Complex. In 2025, site visits involving the residents of Baker Lake were organized: • January 29, 2025: A Meadowbank Complex tour and visit was held with site representatives, employees, and the KIA IIBA Coordinator. The visit introduced the new coordinator to site operations and helped build an understanding of day-to-day activities. • April 2, 2025: The Mayor and SAO of Baker Lake visited the Meadowbank Complex. The visit included a meeting with management, lunch on site, and an outdoor tour of the operation. • August 20, 2025: A group of 29 community members and Council representatives visited the Amaruq site for a full-day tour. The group toured the Amaruq camp facilities in the morning, had lunch on site, and then visited the pit operations and maintenance shop. On the return to Baker Lake, the group stopped at Meadowbank for dinner before departing. • August 20, 2025: KIA and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) reviewers visited the Meadowbank Complex to deepen their understanding of the mine, with a focus on tailings storage facility (TSF) and water management components. The visit provided an opportunity to discuss TSF closure considerations and address technical questions. • December 3, 2025: A total of 66 students from Grades 10 to 12 visited the Meadowbank Complex for an afternoon site tour. Students met with 14 departments and contractors to learn about Nunavut operations, career paths, and future projects, and toured multiple areas, including mine dispatch, the maintenance shop, and the ERT shop.
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 2025, the following visits to Meliadine were organized: • August 24, 2025: A total of 19 community members and Rankin Inlet Council representatives toured the site, interacted with staff at departmental booths, and shared a meal with employees. • September 18, 2025: Five (5) Heavy Equipment Operator students from NAC participated in a site visit requested by NAC, which provided hands-on exposure to mining operations, equipment, and safety procedures. • September 26, 2025: 32 students from Maani Ulujuk Illinniarvik School attended a Nunavut Mining Week educational tour to learn about mining careers and gain insight into Meliadine's operations. • October 29, 2025: Participants of the Northern Perspectives Conference, including representatives from the Kivalliq Chamber of Commerce, visited the Meliadine Mine to engage with staff and learn about ongoing projects and operational priorities.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
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 Harbour. 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 2025, the total sponsorship for these camps was $47,000.
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 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. In 2025, Agnico Eagle continued its support to the Abluqta Food Bank in Baker Lake by installing new shelving in its storage sea can, providing assistance for its relocation due to required building closure ($300), and supplying expertise and equipment to demolish the former building on Abluqta's new lot ($8,500).
Community Funding Agreements	Individual and community Wellness	In 2025, Agnico Eagle renewed Community Initiatives Fund (CIF) agreements with all seven Kivalliq hamlets, reaffirming the company's commitment to community well-being across the region. The CIF is designed to support community-driven activities that strengthen health, cultural, and social vitality - with each hamlet empowered to direct funding according to local priorities, in alignment with Agnico Eagle's Charitable Donations & Sponsorships Policy. This year's agreements represented a total regional investment of $342,000, distributed across all seven communities: Coral Harbour ($19,000), Arviat ($34,000), Chesterfield Inlet ($40,000), Whale Cove ($19,000), Baker Lake ($66,000), Naujaat ($19,000), and Rankin Inlet ($145,000). Each community is accountable for the transparent use of funds through annual expense reporting.
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 at least twice per year, ideally four (4) times per year. In 2025, 14 meetings were held with the Senior Administrative Officer (SAO) of Baker Lake, and nine (9) meetings were held with the SAO of Rankin Inlet. These meetings support consistent communication and help ensure that shared files, concerns, and questions are addressed in a timely manner. In addition, 16 meetings were held with SAOs from other communities across the Kivalliq region in 2025.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		Legacy Wheel Workshops: In preparation for the closure of the Meadowbank Complex, Agnico Eagle initiated a Legacy Wheel process to better understand community priorities for the post-closure period. The Public Affairs team designed and delivered a workshop series to gather input from key interest groups in Baker Lake. The objective was to identify the top five priorities for each group and consolidate them into a collective Legacy Wheel to guide Agnico Eagle's legacy planning efforts. Workshops were held with seven (7) community groups: youth, women, men, business owners and organizations, Hamlet Council, HTO, and Kivalliq Elders Advisory Committee (KEAC). **Coffee and Chats:** Coffee and Chat sessions continued in 2025 to provide informal, accessible opportunities for community members to speak directly with Agnico Eagle representatives. The purpose of these sessions is to: • Maintain a visible and approachable presence in the community; • Listen and respond to questions, concerns, and suggestions; • Share up-to-date information on operations; • Support transparent and open dialogue; and • Gain an understanding of community perspectives. In 2025, one (1) Coffee and Chat session was held in Rankin Inlet for the Meliadine Mine, and two (2) sessions were held in Baker Lake for the Meadowbank Complex. **President and CEO Visit:** During the week of June 10, Agnico Eagle's President and CEO, accompanied by Vice-Presidents for Nunavut and Canadian operations, visited Rankin Inlet and Baker Lake. The delegation met with a range of local groups, including KIA, non-profit organizations, business partners, Hamlets, and regional leaders, to discuss ongoing priorities and strengthen partnerships.
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 2025.
Sexual Health	Individual and community Wellness	In 2025, 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 centres 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, while at Meliadine, toolbox talks maintained awareness.
Spouse Visits	Individual and community Wellness	In 2025, Meadowbank and Amaruq sites had a total of 26 spouses participating in the spousal visit program (11 during Christmas and 15 during New Year). Each visit lasted four (4) days, with the Christmas group onsite from December 23 to 26, 2025, and the New Year group from December 30, 2025, to January 2, 2026. At Meliadine, 24 spouses participated (seven (7) during the Christmas period and 17 during the New Year period), with each visit lasting five (5) days.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Elder Counselling	Individual and community Wellness Health and Safety	In 2025, Meliadine delivered on-site Elder counselling in March, offering culturally grounded emotional and mental-wellness support through KEAC Elders. In Meadowbank, on-site Elder counselling sessions were also provided by KEAC Elders in March and October, which included access to country food as part of the support offering. A total of eight (8) elder counselling sessions were held.
Preventative Health	Individual and community Wellness Health and Safety	In 2025, Meadowbank Complex clinics offered workers hepatitis A and B vaccinations and flu vaccinations. Clinic personnel responded to injury or illness trends by promoting healthy practices or offering awareness sessions for workers, such as informing them about the potential risks of contact with sodium chloride. Medical staff also conducted pre-employment medical assessments for Nunavummiut and annual ERT and Mine Rescue medical examinations. The Medical Surveillance Program is ongoing. In 2025, 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 2025, Meadowbank Complex Health & Safety Department continued the Daily Communicator, a two-pager sent site-wide daily that covered various safety topics, incidents from the day before, mitigation measures, and other related health and safety preventive information for workers. Supervisors use the information from the Daily Communicator during their morning line-ups. In 2025, the Meliadine Clinic worked collaboratively with Public Health to support sexual health education, prevention efforts, and access to appropriate care.
Joint Occupational Health & Safety Committee (JOHSC) and Occupational Health & Safety Committee (OHSC) Training	Education & Training Health and Safety	In 2025, at Meadowbank, two (2) different mental health-related courses were offered to key personnel: Mental Health First Aid (MHFA) and the Working Mind, providing employees with more tools to support people experiencing mental health-related issues and crises while at the site. At Meliadine, four (4) MHFA courses and The Working Mind training sessions were offered throughout the year.
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 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, operational, and closure activities. Agnico Eagle's IQ Coordinator led the selection of the committee members through consultations with wildlife organizations and local leaders. In 2025, key highlights include: *Environmental Stewardship & Advocacy* • Positive feedback on the Meliadine Shellfish Monitoring Program and recommended the inclusion of Marble Island in next year's program. • IQ-focused workshop at Meliadine to discuss caribou observations, potential mine-related impacts, and possible mitigation measures. • Sea-lift and operations update sessions held in Baker Lake and Chesterfield Inlet. • TK/IQ gathering in Chesterfield Inlet focused on marine mammals, cabins, hunting areas, and other local land-use activities. • Beverly and Qamanirjuaq Caribou Management Board (BQCMB) public meetings to hear herd health updates and engage with stakeholders, including receiving Elder observations on caribou migration patterns and influencing factors. • KEAC executive meeting where Elders noted natural, cyclical changes in caribou migration, largely influenced by climate change, and emphasized recording and sharing IQ for youth. • Elders expressing appreciation for respectful engagement and environmental stewardship, supporting post-closure monitoring, and noting interest in maintaining Meadowbank road access for hunting, while acknowledging associated constraints. • Elder insights that mine site lighting can improve wildlife safety by reducing the likelihood of animals approaching or running into infrastructure. • Towards Sustainable Mining audit through interviews with four (4) Rankin Inlet Elders. *Culture & Wellness* • Input on the Inunnguiniq cabin for Baker Lake, including preferred siting considerations. • Eight (8) on-site counselling sessions to support Agnico Eagle Inuit employees. • One (1) day workshop to share perspectives on Agnico Eagle's legacy in Baker Lake. • Guidance on the Legacy Wheel draft following the workshop. • KEAC meeting delegates to discuss the reconciliation action plan with Elders, noting the lack of a single-word Inuktitut translation for "reconciliation" and highlighting customary use of prayers to open meetings and farewells when closing gatherings. • Interviews with Elders for Agnico Eagle's new podcast, *The Arctic Edge: Stories from Canada's Frontier*.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		• KEAC participation at the annual Prospectors & Developers Association of Canada (PDAC) convention, where three (3) members attended as Agnico Eagle's IQ Advisor, and one received the Skookum Jim Award. *Youth Empowerment* • Support for Inuk youth education initiatives, emphasizing learning by experience through employment at Agnico Eagle mines.
Food Security Program/Initiative	Individual and community Wellness	In 2025, Agnico Eagle supported several community-based organizations working to improve food security. In total, Agnico Eagle provided $762,200 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. In 2025, the Inuit Employment Growth Initiative advanced significantly with the launch of the Sanajitaaqta Project, a new coordinated effort led by a dedicated project manager to consolidate all Inuit employment initiatives across Nunavut operations. This strengthened approach helped increase Inuit employment, enhance skill development, and support more consistent program delivery across both the Meliadine and Meadowbank sites. Targeted activities were implemented throughout the year to further progress Inuit recruitment, retention, and advancement. Across both sites, Agnico Eagle continued to expand Inuit-focused programs that support cultural continuity, employee well-being, and workforce development: • Expanded Inuit cultural programming at both sites, including sewing nights, country food gatherings, Nunavut Day celebrations, participation in art fairs, and other cultural activities that foster pride, engagement, and retention. Meadowbank also introduced a carving program and salt-dough crafting sessions. • Elder support remained a core component, with on-site visits providing guidance and one-on-one counselling. At Meliadine, monthly visits by Kivalliq Elders included cultural storytelling and informal meet-and-greet sessions. • The Extended Leave Program continued to help employees maintain their benefits and connection to the organization, supporting ten participants across the two sites (seven at Meliadine and three at Meadowbank). Promotion of this program is ongoing. • Efforts under the Department of National Resources (DNR) initiative continued, with active recruitment from semi-skilled talent pools at both sites. At Meadowbank, contacted individuals are progressing through the rehiring process. • Trainee programs remained a key mechanism for developing Inuit employees for skilled roles, with ongoing participation at both operations. • Within camp management at Meadowbank Complex, 15 Inuit employees transitioned to permanent roles as of November 2025.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		• Engagement with Inuit contractors, including Peter's Expediting Ltd., Kivalliq Contractors Group Ltd., and Arctic Fuel Services Ltd., continued to advance Inuit business participation through component rebuild opportunities, training program development, and other operational initiatives in Baker Lake.
Good Deeds Day	Initiative	In 2022, Agnico Eagle launched the Good Deeds Day initiative, in which both mine sites provided employees with the opportunity 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 in Rankin Inlet could participate, as the all-weather access road was closed due to caribou migration. In October 2023, about 15 employees from the Meadowbank complex were planned to support the food bank's monthly food distribution, but the activity was cancelled due to the food bank's responsible person's resignation. No updates are available for 2024 and 2025.

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 2025.

Employee Location	Meadowbank + Whale Tail			Meliadine		
	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total
Kivalliq Community						
Arviat	19	0	19	12	0	12
Baker Lake	72	2	74	7	0	7
Chesterfield Inlet	3	0	3	6	0	6
Coral Harbour	1	0	1	10	0	10
Naujaat	3	0	3	2	0	2
Rankin Inlet	3	0	3	29	0	29
Whale Cove	1	0	1	9	0	9
Other Nunavut						
Kitikmeot	2	0	2	0	0	0
Qikiqtani	1	0	1	2	0	2
Other Canada						
Alberta	2	26	28	3	25	28
British Columbia	0	17	17	1	13	14
Manitoba	5	7	12	10	3	13
New Brunswick	0	37	37	0	47	47
Northwest Territory	0	0	0	0	0	0
Nova Scotia	2	17	19	0	7	7
Newfoundland & Labrador	0	27	27	1	12	13
Ontario	13	175	188	24	105	129
Prince Edward Island	0	3	3	0	0	0
Quebec	3	644	647	7	530	537
Saskatchewan	0	3	3	0	3	3
Other						
International	0	2	2	0	0	0
Grand Total	130	960	1090	123	745	868

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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. 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. The KLMA is produced every 3 years, and in 2024, another iteration of the KLMA was produced (Aglu and ERM, 2025).

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 perceptions of the projects' impacts on culture and traditional lifestyles, among other topics. Results are integrated throughout the VSEC sections where relevant. In 2020 and 2021, Agnico Eagle planned to roll out the Survey, but this was delayed due to the impacts of COVID-19. A survey was rolled out in 2022, 2023, 2024 and 2025, with results included in this SEMR.

Appendix E: 2025 Inuit and Nunavummiut Employment Survey

In 2025, Agnico Eagle administered an Inuit and Nunavummiut Employment Survey in English and Inuktitut to gather data and insights on perceptions of the Kivalliq Projects' impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. Similar surveys were administered in 2022, 2023, and 2024, allowing for year-over-year comparisons. A total of 138 employees participated in the 2025 survey, all of whom were Inuit. Among participants, 129 resided in Nunavut, while 9 lived outside the territory. Survey participation in 2025 decreased by 37% from 219 respondents in 2024.

It is important to note that not all participants responded to every question, a pattern consistent with previous surveys. As a result, the number of respondents varies by question. In addition, while survey questions are generally consistent from year to year, some may be added or removed to reflect changing information needs. Consequently, results may not be available for all questions across the 2022, 2023, 2024, and 2025 survey cycles.

The 2025 survey results, together with comparative analysis from the previous three years, are summarized below.

Demographics

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

	2023		2024		2025	
	#	%	#	%	#	%
Meadowbank Complex	165	68%	148	68%	75	54%
Meliadine	76	32%	71	32%	63	46%
Total	**241**	**100%**	**219**	**100%**	**138**	**100%**

Meadowbank employees accounted for a smaller share of survey respondents in 2025 (54%) than in 2023 and 2024 (68%); this question was not asked in 2022. Respectively, Meliadine's share of engaged employees increased. Despite this change, survey participation does not generally align with the overall distribution of Inuit employees, where Meliadine operations generally account for a higher number of Inuit FTEs. Data in Section 1.2 (Charts 2 and 3) indicates that of the total Inuit project employment in 2025 at Agnico Eagle's Kivalliq Projects, 152 FTEs (45%) were worked by Inuit employees at Meadowbank / Whale Tail, and Inuit employees worked 189 FTEs (55%) at Meliadine. This points to potential differences in survey engagement or accessibility between sites, rather than the underlying distribution of Inuit employment across operations.

Question 2: Who do you work for?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Agnico Eagle	128	82%	198	84%	183	84%	88	67%
Contractor	23	15%	39	16%	35	16%	44	33%
I don't know	5	3%	0	0%	1	0%	0	0%
Total	**156**	**100%**	**237**	**100%**	**219**	**100%**	**132**	**100%**

Agnico Eagle employees consistently represented the majority of survey respondents from 2022 through 2024 (around the mid-80% range), but their share declined to 67% in 2025. Over the same period, contractor representation increased, reaching one-third of respondents in 2025.

Data in Section 1.2 (Charts 2 and 3) indicates that of the total Inuit employment in 2025 at Agnico Eagle's Kivalliq Projects, 226 FTEs (66%) were Inuit employees directly hired by Agnico Eagle, while 115 (34%) were hired by contractors, being aligned with the distributions of survey respondents.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
1 year or less	20	13%	62	26%	59	27%	38	28%
1-3 years	32	20%	27	11%	49	22%	33	24%
3-5 years	50	32%	64	27%	35	16%	16	12%
5+ years	55	35%	86	36%	75	35%	49	36%
Total	**157**	**100%**	**239**	**100%**	**218**	**100%**	**136**	**100%**

Employees with one year or less of tenure accounted for a larger share of survey respondents in 2023–2025 (26–28%) than in 2022 (13%), while the mid-tenure group (three to five years) represented a smaller share over the same period (27% in 2023, down to 12% in 2025). Employees with more than 5 years of service consistently accounted for the largest share (35–36%) across the five years. This trend likely reflects a combination of on-site workforce composition and/or higher survey engagement among newer and longer-term employees.

The tenure profile captured by the survey further shows a strong core of long-term employees who can provide experience, mentorship, and continuity, alongside a steady inflow of new hires that replenishes the workforce. The main concern is the "missing middle" (3–5 years of tenure), indicating a potential retention gap during a critical stage when employees are trained but not yet senior. Addressing mid-career retention through career development, support, and incentives will be key to maintaining a sustainable workforce.

Employment tenure could be attributed to a range of interacting factors, such as changing requirements for project roles (transition from contractor to operational workforce), individual preferences, or job performance. Section 1.4 describes reasons for resignations and voluntary departure, which in 2025, included family situation (25%), moving to another job (17%), not liking the job (15%), not liking camp life and/or missing family (6%), conflict with an employee/supervisor (6%), lack of access to child support (6%), and other reasons (25%). 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 to address Inuit turnover rates are described in Section 1.4. Additional initiatives are included in Appendix A.

Question 4. What is your gender?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Female	58	36%	79	33%	65	30%	46	33%
Male	101	64%	158	66%	150	69%	89	65%
Prefer not to say	0	0%	3	1%	3	1%	3	2%
Total	**159**	**100%**	**240**	**100%**	**218**	**100%**	**138**	**100%**

Male employees consistently account for the majority of survey respondents across all years (65–69%), while female employees account for roughly one-third (30–36%). A small number of respondents each year chose “prefer not to say” (0–2%).

Data in Section 2.3 indicate that of the total employment in 2025 at Agnico Eagle’s Kivalliq Projects (3,325 FTEs), 340 FTEs (or 10%) were worked by female employees, while male employees worked 2,985 (or 90%). However, of the total Inuit employment in 2025 at Agnico Eagle’s Kivalliq Projects, 109 FTEs (or 32%) were worked by Inuit female employees, while Inuit male employees worked 232 FTEs (or 68%), being aligned with the distribution of the survey. This distribution broadly reflects the workforce composition at Kivalliq Projects and in the mining industry, underscoring that it remains male-dominated; however, with better, more gender-balanced outcomes for the Inuit workforce.

A higher proportion of men in the survey group and employed at the project workforce aligns with broader national trends showing that women remain significantly underrepresented in Canada’s mining sector. Women’s participation in mining across Canada tends to be stagnant, with most women employed in administrative, finance, HR, and other support functions, while technical, trades, supervisory, and operational roles continue to be dominated by men (MiHR, 2024). Persistent gender segmentation in mining and the systemic and occupational barriers can limit women’s access to technical and operational career pathways (Peltier-Huntley, 2022). Opportunities remain for the industry and Agnico Eagle to increase female recruitment, retention, and advancement. One such initiative is Agnico Eagle’s distribution of ‘Women in Mining’ videos, intended to improve awareness and support hiring efforts for Inuit women. In 2025, Women Inuit Spokespersons also participated in Career Awareness activities and events, such as the Kivalliq Trade Show, to share their experiences and career paths at the mine site. Additional gender-specific initiatives implemented by Agnico Eagle are described in Section 2.1.

Question 5. Are you an Inuk employee?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes, I am Inuk	157	99%	241	100%	218	100%	138	100%
No, I am not Inuk	2	1%	0	0%	1	<1%	0	0%
Total	**159**	**100%**	**241**	**100%**	**219**	**100%**	**138**	**100%**

Almost all survey respondents identified as Inuk each year, consistently accounting for 99–100% of responses, with only one or two respondents identifying as non-Inuk from Nunavut. Generally, very few non-Inuit employees are hired from within Nunavut, though this varies from year to year. For example, Agnico Eagle did not hire any non-Inuit employees from Nunavut in 2024, while in 2025, two non-Inuit employees from Baker Lake were hired at Meadowbank/Whale Tail (Appendix B). Comparable data for contractors, who may employ non-Inuit workers from Nunavut, are not available.

Question 6. Do you live in Nunavut?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes, I live in Nunavut	138	87%	221	92%	203	93%	129	93%
No, I live outside of Nunavut	21	13%	20	8%	16	7%	9	7%
Total	**159**	**100%**	**241**	**100%**	**219**	**100%**	**138**	**100%**

The majority of survey respondents each year reported living in Nunavut, consistently representing 87–93% of total responses. A smaller proportion, 7–13%, lived outside of Nunavut. This reflects the predominantly Nunavut-based Inuit workforce at Kivalliq Projects.

Appendix B and Section 7.1 show that of the 253 Agnico Eagle Inuit employees, 71 (28%) resided outside of Nunavut. For contractors, this was 14 FTEs (13% of 113 Inuit employee FTEs). Employment by the Kivalliq community is also presented in Section 1.3 of this SEMR.

Well-Being

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
All the time	40	25%	66	28%	53	25%	32	23%
Most of the time	79	50%	127	53%	112	52%	67	49%
Sometimes	23	15%	38	16%	40	19%	31	23%
Not much of the time	9	6%	7	3%	8	4%	6	4%

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Never	1	1%	1	<1%	1	0%	1	1%
I don't know	5	3%	0	0%	0	0%	0	0%
Total	**157**	**100%**	**239**	**100%**	**214**	**100%**	**137**	**100%**

Most respondents reported feeling happy at the mine in the past 12 months, with roughly three-quarters indicating they felt happy "all the time" or "most of the time" each year (72–81%). The proportion of employees feeling happy "sometimes" increased slightly in 2024–2025 (19–23%), while very few reported feeling happy "not much of the time" or "never" (3–7%). Overall, these results suggest generally positive morale among employees, with only a small minority expressing dissatisfaction.

Agnico Eagle works to understand employees' perceptions of health and wellness at both mine sites and implements initiatives to improve well-being, such as on-site family visits, country food nights, cultural activities, access to EAP, and mental health support. However, camp environments tend to work better for men. Gender-specific initiatives, described in Section 1.2, aim to increase women's retention and career advancement; however, developing women-specific support systems and social activities could further collectively contribute to women's well-being.

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		2025	
	#	%	#	%	#	%	#	%
All the time	38	24%	67	28%	57	26%	38	28%
Most of the time	39	25%	89	37%	85	39%	46	34%
Sometimes	46	29%	48	20%	52	24%	30	22%
Not much of the time	20	13%	30	13%	14	7%	15	11%
Never	4	3%	5	2%	9	4%	6	5%
I don't know	9	6%	0	0%	0	0%	0	0%
Total	**156**	**100%**	**239**	**100%**	**217**	**100%**	**135**	**100%**

Most respondents report spending time with someone they like at the mine "all the time" or "most of the time", consistently representing 49%–65% of respondents each year. A smaller proportion indicated "sometimes" (20–29%), and very few reported "not much of the time" or "never" (11%-16%). Overall, these results suggest that social interactions at the mine are generally positive, with the majority of employees regularly spending time with colleagues they enjoy being with.

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		2025	
	#	%	#	%	#	%	#	%
All the time	22	14%	54	23%	54	25%	21	15%
Most of the time	33	21%	59	25%	48	22%	40	29%
Sometimes	40	26%	60	25%	54	25%	34	25%
Not much of the time	23	15%	36	15%	32	15%	33	24%
Never	26	16%	29	12%	27	13%	9	7%
I don't know	12	8%	0	0%	0	0%	0	0%
Total	**156**	**100%**	**238**	**100%**	**215**	**100%**	**137**	**100%**

Fewer than half of respondents each year report having someone to talk to "all the time" or "most of the time", though this proportion increased from 35% in 2022 to around 44–48% in later years. About one-quarter of respondents indicated they had support "sometimes", while 27–31% reported having little or no support ("not much of the time" or "never"), remaining fairly consistent over the years. This suggests that while some employees feel well-supported, about a third of the workforce may not consistently have access to emotional or social support at the mine, highlighting an area for potential improvement in workplace well-being.

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		2025	
	#	%	#	%	#	%	#	%
All the time	27	17%	45	19%	45	21%	20	15%
Most of the time	19	12%	44	19%	29	13%	27	20%
Sometimes	34	22%	69	29%	65	30%	39	29%
Not much of the time	40	26%	51	21%	51	23%	26	19%
Never	25	16%	29	12%	28	13%	23	17%
I don't know	11	7%	0	0%	0	0%	0	0%
Total	**156**	**100%**	**238**	**100%**	**218**	**100%**	**135**	**100%**

Across the four years, 29–38% of respondents reported worrying about keeping their job "all the time" or "most of the time", while roughly 22–30% worried "sometimes." Between 33–42% of employees reported little or no concern about job security ("not much of the time" or "never"). Results suggest that while many feel secure, attention to job stability and communication may help reduce anxiety among those who are more concerned.

Anxiety about job security affects employees' ability to make long-term personal and financial plans, even when employment is ongoing. Addressing this uncertainty requires clear and transparent communication about mine life, operational outlook, and job stability, supported by regular updates on company performance. Individual career discussions with supervisors or HR, clear performance expectations, and greater visibility into succession planning can also help build confidence and reduce perceptions of precarity.

Broad measures and programs implemented by Agnico Eagle to specifically encourage Inuit employment and skill/career progression are described in Sections 1.2 and 4.4, respectively, as well as in Appendix A. For example, Agnico Eagle has made efforts to address challenges encountered in 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		2025	
	#	%	#	%	#	%	#	%
All the time	60	38%	119	50%	102	47%	63	47%
Most of the time	76	49%	88	37%	96	44%	60	44%
Sometimes	17	11%	24	10%	17	8%	9	7%
Not much of the time	2	1%	7	3%	2	1%	2	1%
Never	0	0%	0	0%	0	0%	1	1%
I don't know	2	1%	0	0%	0	0%	0	0%
Total	**157**	**100%**	**238**	**100%**	**217**	**100%**	**135**	**100%**

Respondents consistently reported strong confidence in their job-related skills. In 2024 and 2025, 91% felt confident "all or most of the time", up from 87% in 2022 and 2023. Those feeling confident "sometimes" or "not much of the time" remained low, at 8-9% in 2024 and 2025, compared to 12–13% in earlier years.

The results point to a strong foundation of competence and confidence among employees, suggesting that current training and mentorship programs are working effectively. Observation-based learning and mentoring are valued and should remain core approaches to skills development. Going forward, strengthening clear skill-development pathways, linking skills growth to career advancement, and recognizing progress can help sustain this strength. At the same time, targeted efforts are needed to better support employees who do not yet feel fully supported.

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. Collectively, these efforts foster 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		2025	
	#	%	#	%	#	%	#	%
Yes	130	83%	198	84%	165	77%	107	78%
No	26	17%	37	16%	50	23%	30	22%
Total	**156**	**100%**	**235**	**100%**	**215**	**100%**	**137**	**100%**

The majority of respondents reported discussing important work values, such as working hard, being on time, and being safe, with children or youth at home or in the community. Between 77% and 84% of employees reported doing so each year, while 16–23% did not. These results suggest that employees are actively sharing workplace values outside of work, reflecting a strong connection between the mine and the broader community. 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		2025	
	#	%	#	%	#	%	#	%
Overall, my personal relationships are better since working at the mine	39	25%	6	2%	64	29%	32	24%
Overall, my personal relationships are about the same	81	51%	210	90%	138	64%	89	66%
Overall, my personal relationships are worse since working at the mine	12	8%	18	8%	15	7%	13	10%
I don't know	25	16%	0	0%	0	0%	0	0%
Total	**157**	**100%**	**234**	**100%**	**217**	**100%**	**134**	**100%**

Most respondents reported that working at the mine has had a neutral or positive effect on their personal relationships. Across the four years, 51–66% indicated that their relationships are about the same (with an outlier of 90% in 2023), while 24–29% felt their relationships improved. A smaller proportion, 7–10%, reported that their relationships worsened since starting work at the mine. These results suggest that for the majority of employees, mine employment does not negatively impact personal relationships, although a minority do experience some strain.

Agnico Eagle supports employees in balancing work and personal life through 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 (Section 9.1 and Appendix A).

Financial Health

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
We pay all of our bills with no problem	39	25%	67	28%	61	28%	27	20%
We pay most of our bills with no problem	1	1%	0	0%	0	0%	0	0%
We pay most of our bills and debt on time but sometimes can't	68	44%	139	59%	137	63%	91	67%
We can't pay most of our bills on times, and we are falling behind on payments	35	22%	30	13%	20	9%	17	13%
I don't know	13	8%	0	0%	0	0%	0	0%
Total	**156**	**100%**	**236**	**100%**	**218**	**100%**	**135**	**100%**

Most respondents reported being able to meet their financial obligations, though often with some difficulty. The largest share indicated they could pay most bills and debt on time but sometimes struggled, gradually increasing from 44% in 2022 to 67% in 2025. A smaller proportion reported paying all bills without difficulty (decreasing from 28% in 2023 and 2024 to 20% in 2025), while 13% in 2025 indicated they were falling behind on payments (being comparable to previous years). As such, while regular employment supports basic financial stability for many workers, a meaningful share continue to experience financial strain, highlighting ongoing and increasing vulnerability despite steady income. Financial challenges can impact housing conditions, food security, and health outcomes.

Agnico Eagle offers financial literacy training to help manage individual and household finances. In 2025, financial literacy training was not delivered at Meadowbank/Whale Tail or Meliadine, as the Adult Educator position was vacant from June to October, resulting in a temporary pause in planned activities. Agnico Eagle intends to reinvest time and resources in 2026 to strengthen financial literacy initiatives and ensure consistent delivery across sites. Other measures to enhance financial literacy included 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		2025	
	#	%	#	%	#	%	#	%
Yes	71	46%	105	45%	103	49%	54	40%
No	85	54%	130	55%	107	51%	81	60%
Total	**156**	**100%**	**235**	**100%**	**210**	**100%**	**135**	**100%**

Fewer than half of respondents reported setting money aside for major purchases or long-term goals each year, with results remaining relatively consistent over time. Between 40% and 49% reported being able to save, while 51–60% reported not being able to save. This suggests that despite regular employment, many employees have limited capacity to save, reflecting ongoing financial pressures and competing household expenses.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes	116	74%	158	72%	140	70%	100	75%
No	40	26%	62	28%	61	30%	34	25%
Total	**156**	**100%**	**220**	**100%**	**201**	**100%**	**134**	**100%**

The majority of respondents expressed a desire to own a home, consistently representing around 70–75% of employees each year. A smaller proportion, 25–30%, indicated they did not wish to own a home. Homeownership remains a strong aspiration among employees; however, many are currently unable to achieve it. The 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, Nunavut Housing Corporation rent subsidies, and innovative construction systems adapted for the North.

Question 17. What do you wish to buy?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
House	99	79%	144	78%	143	83%	82	78%
House-Vehicle	1	<1%	0	0%	0	0%	0	0%
House-Cabin	1	<1%	0	0%	0	0%	0	0%
Condo	1	<1%	13	7%	3	2%	6	6%
Truck	1	<1%	0	0%	0	0%	0	0%
I don't know	23	18%	28	15%	26	15%	17	16%
Total	**126**	**100%**	**185**	**100%**	**172**	**100%**	**105**	**100%**

Among respondents who indicated a desire to make a purchase, the overwhelming majority consistently prioritized buying a house, accounting for 78–83% of responses each year. A small share (1–7%) expressed interest in a condo, while virtually no respondents indicated other combinations, such as house-vehicle, house-cabin, or truck. Around 15–18% of respondents were unsure about what they wished to buy. These results underscore that homeownership is the primary financial goal for most employees, reinforcing the importance of housing-related supports and planning.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes	78	62%	124	67%	101	60%	68	65%
No	8	6%	9	5%	23	14%	34	32%
I don't know	40	32%	53	28%	44	26%	3	3%
Total	**126**	**100%**	**186**	**100%**	**168**	**100%**	**105**	**100%**

A majority of respondents expressed that Agnico Eagle should help them save for a down payment, with 60–67% answering "yes" across the years. A smaller proportion, 5–14%, said "no", while the remainder were unsure, although uncertainty decreased sharply from 32% in 2022 to 3% in 2025. As such, there is strong employee interest in company-supported housing initiatives, with nearly half of respondents viewing company assistance as the only viable path to ownership.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes	33	26%	43	23%	39	24%	28	27%
No	92	74%	142	77%	125	76%	75	73%
Total	**125**	**100%**	**185**	**100%**	**164**	**100%**	**103**	**100%**

Awareness of the Nunavut Down Payment Assistance Program (NDAP) remains low among respondents. Only about one-quarter of employees (23–27%) reported awareness of the program across the four years, while roughly three-quarters (73–77%) were not aware. This suggests that increased communication and education about NDAP could help more employees access available homeownership support.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes	52	34%	70	32%	60	29%	35	26%
No	101	66%	152	68%	144	71%	98	74%
Total	**153**	**100%**	**222**	**100%**	**204**	**100%**	**133**	**100%**

Most respondents did not seek financial advice over the past 12 months, with 66% in 2022 gradually increasing to 74% in 2025, reporting that they had not sought guidance from friends, family, professionals, or the internet. Those seeking advice decreased slightly, from 34% in 2022 to 26% in 2025. This trend highlights declining interest, which may reflect frustration or hopelessness, as well as the ongoing need for financial literacy initiatives and information campaigns within Agnico Eagle and in Kivalliq communities to ensure employees have access to available resources and support.

Collectively, supporting employee homeownership initiatives, providing information about the Nunavut Down Payment Assistance Program (NDAP), and offering financial literacy training focused on home buying could help address financial and housing challenges and improve long-term well-being.

Question 21. Why did you not seek out financial advice?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
I don't know where to start	41	36%	57	35%	57	36%	28	29%
There is no financial advice available in my community	12	10%	11	7%	15	10%	10	10%
I don't have the time	12	10%	16	10%	5	3%	53	3%
I am not interested in receiving financial advice	11	10%	19	12%	15	10%	12	13%
I don't feel comfortable talking about money	7	6%	8	5%	17	11%	6	6%
There is no financial advice in my workplace	2	2%	1	<1%	0	0%	0	0%
Other	14	12%	17	10%	12	8%	12	13%
Multiple responses:	16	14%	35	21%	35	22%	25	26%
• I don't know where to start	*13*	*11%*	*23*	*14%*	*23*	*15%*	*20*	*21%*
• There is no financial advice available in my community	*7*	*6%*	*15*	*9%*	*20*	*13%*	*11*	*11%*
• There is no financial advice in my workplace	*5*	*4%*	*12*	*7%*	*12*	*8%*	*7*	*7%*
• I don't have the time	*6*	*5%*	*10*	*6%*	*15*	*10%*	*8*	*8%*
• I don't feel comfortable talking about money	*10*	*9%*	*10*	*6%*	*13*	*8%*	*14*	*15%*
• I am not interested in receiving financial advice	*2*	*2%*	*6*	*4%*	*5*	*3%*	*2*	*2%*
• Other	*1*	*1%*	*3*	*2%*	*0*	*0%*	*1*	*1%*
Total	**115**	**100%**	**164**	**100%**	**156**	**100%**	**96**	**100 %**

The main reason people did not seek financial advice was uncertainty about where to start (47-50%). A lack of available financial advice, either in the community or the workplace (22-31%), was another common barrier, particularly in 2024 and 2025. Time constraints, discomfort talking about money, and a lack of interest in receiving financial advice were moderate but uneven factors. Taken together, the results suggest that practical barriers (not knowing where to start and limited access) matter more than lack of interest, and many respondents face several overlapping reasons rather than just one.

Information about specific financial resources in Kivalliq communities, how to access these services, and their availability remains 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		2025	
	#	%	#	%	#	%	#	%
All country food	6	4%	10	4%	5	3%	6	4%
Mostly country food and some store-bought food	57	37%	53	23%	40	19%	36	27%
Equal parts of country food and store-bought food	60	38%	97	41%	87	41%	46	34%
All store-bought food	12	8%	16	7%	22	10%	6	4%
Mostly store-bought food and some country food	21	13%	60	25%	58	27%	42	31%
Total	**156**	**100%**	**236**	**100%**	**212**	**100%**	**136**	**100%**

Across all survey years, most respondents describe their diet as a mix of country food and store-bought food, rather than relying exclusively on one or the other. The share reporting equal parts country and store-bought food remains the largest single category in most years (38% in 2022, 41% in 2023 and 2024, and 34% in 2025). Over time, there is a clear shift toward greater reliance on store-bought food: respondents reporting mostly store-bought food with some country food increased from 13% in 2022 to 31% in 2025, while those reporting mostly country food with some store-bought food declined from 37% in 2022 to 19% in 2024, with a partial rebound to 27% in 2025. Diets consisting entirely of country food or entirely of store-bought food remain uncommon across all years (generally under 10%), indicating that mixed diets continue to be the norm despite the gradual change in balance.

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		2025	
	#	%	#	%	#	%	#	%
All the time	22	14%	29	12%	41	19%	12	9%
Most of the time	30	19%	51	22%	34	16%	23	17%
Sometimes	52	33%	79	33%	85	40%	64	47%
Not much of the time	21	14%	51	20%	32	15%	23	17%
Never	27	17%	30	13%	22	10%	14	10%
I don't know	5	3%	0	0%	0	0%	0	0%
Total	**157**	**100%**	**236**	**100%**	**214**	**100%**	**136**	**100%**

A majority of respondents report some level of concern that food would run out before there was money to buy more. The most common response every year is “sometimes”, increasing from 33% in 2022 and 2023 to 40% in 2024 and 47% in 2025, indicating growing food insecurity. The combined share reporting worry all or most of the time ranges from 31% in 2022 and 34% in 2023 to a peak of 35% in 2024, before declining to 26% in 2025. In contrast, respondents reporting little or no worry (not much of the time or never) declined from 31% in 2022 to 23% in 2024, then increased to 27% in 2025.

Overall, while persistent worry (all or most of the time) appears to ease somewhat in 2025, the data suggest that concern about food running out remains widespread, with an increasing share of households experiencing this worry at least occasionally. This means employees must choose between food and other basic necessities, underscoring the growing gap between wages and the cost of living in the North, driven by factors such as remote locations, high shipping costs, and inflation that have persisted in recent years. In addition, many Inuit employees live in large, multi-generational households, further increasing demand for food.

Addressing food security requires both immediate measures, such as subsidized food programs for employees, community freezers, and partnerships with local food initiatives, and longer-term solutions that address underlying affordability challenges, including wage adequacy and support for traditional activities through access to equipment and flexibility for harvesting time. Agnico Eagle continues to make efforts to reduce food insecurity in the Kivalliq region. For example, in 2025, Agnico Eagle contributed $762,200 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		2025	
	#	%	#	%	#	%	#	%
Loneliness	18	14%	22	11%	17	9%	8	7%
Management of emergency situations	6	5%	7	4%	8	4%	5	5%
Management of the household (e.g., grocery, maintenance, errands)	27	20%	10	5%	12	7%	5	5%
Taking care of kids	27	20%	40	20%	24	13%	19	17%
Other	42	32%	50	25%	45	24%	24	21%
Multiple responses:	11	8%	69	35%	81	43%	50	45%
• Taking care of kids	*7*	*5%*	*53*	*27%*	*57*	*30%*	*36*	*32%*
• Management of the household (e.g., grocery, maintenance, errands)	*10*	*8%*	*45*	*23%*	*49*	*26%*	*34*	*31%*
• Loneliness	*9*	*7%*	*45*	*23%*	*62*	*33%*	*33*	*30%*
• Management of emergency situations	*5*	*4%*	*39*	*20%*	*38*	*20%*	*28*	*25%*
• Other	*1*	*1%*	*19*	*10%*	*9*	*5%*	*11*	*10%*
Not available	1	1%	0	0%	0	0%	0	0%
Total	**132**	**100%**	**198**	**100%**	**187**	**100%**	**111**	**100%**

The most difficult challenges for spouses when project employees were away for work were taking care of kids (gradually increasing as a challenge from 25% in 2022 to 49% in 2025), managing the household (33% in 2024 and 36% in 2025) and feelings of loneliness (42% in 2024 and 37% in 2025). In 2025, spouses were also more likely to experience multiple pressures than a single challenge.

Overall, the absence of an employed household member places significant social and practical burdens on spouses, highlighting the need for supportive measures that address childcare, household management, and emotional well-being.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Camp-life (e.g., toilet, food, camp activities, gym, etc.)	4	3%	4	2%	12	6%	6	5%
Loneliness	20	13%	12	5%	11	5%	8	6%
Relationships with supervisors and colleagues	13	9%	10	5%	4	2%	3	2%
Worries about my family situation	49	32%	72	32%	52	25%	37	28%
Worries about my financial situation	10	7%	14	6%	17	8%	5	4%
Type of work	6	4%	7	3%	1	0%	3	2%
It's hard in the evenings (homesick)	1	<1%	0	0%	0	0%	0	0%
Nothing	2	1%	0	0%	0	0%	0	0%
Other	30	20%	26	12%	20	10%	15	11%
Multiple responses:	15	10%	79	35%	93	44%	55	42%
• Worries about my family situation	*13*	*9%*	*60*	*27%*	*68*	*32%*	*47*	*36%*
• Worries about my financial situation	*7*	*5%*	*41*	*18%*	*49*	*23%*	*27*	*20%*
• Loneliness	*8*	*5%*	*35*	*16%*	*58*	*28%*	*27*	*20%*
• Relationships with supervisors and colleagues	*3*	*2%*	*22*	*10%*	*23*	*11%*	*12*	*9%*
• Camp-life (e.g., toilet, food, camp activities, gym, etc.)	*2*	*1%*	*21*	*9%*	*33*	*16%*	*18*	*14%*
• Other	*2*	*1%*	*19*	*8%*	*9*	*4%*	*11*	*8%*
• Type of work	*1*	*1%*	*4*	*2%*	*22*	*10%*	*9*	*7%*
Total	**150**	**100%**	**224**	**100%**	**210**	**100%**	**132**	**100%**

The most common difficulties for employees while at work (mine site) were worrying about their family situations (a sharp increase from 41% in 2022 to 64% in 2025), loneliness (33% in 2024 and 26% in 2025), and financial concerns (31% in 2024 and 24% in 2025). These trends show that family and personal concerns remain important stressors despite efforts to address various workplace conditions, likely contributing to turnover and challenges in employee well-being.

Family situation and separation are the primary stressors for employees, with many missing important family events and milestones. Spouses at home often struggle to manage on their own, and rotation schedules can take a toll on family connections (Question 24). Measures that could help include enhanced communication support for

families, flexible scheduling to accommodate family emergencies, family support programs for partners at home, special leave for critical family events, and wellness programs for partners and families in their communities.

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		2025	
	#	%	#	%	#	%	#	%
Family get togethers	16	11%	62	26%	25	12%	18	13%
Hunting, trapping and fishing	17	11%	69	29%	22	10%	14	10%
Travelling on the land (E.g., hiking, long walks, dog sledding, ATV and snowmobiling)	7	5%	0	0%	5	2%	2	2%
Sewing and crafts	1	1%	0	0%	1	1%	1	1%
Community events (E.g., square dancing, visiting elders)	0	0%	5	2%	8	4%	2	2%
Other	21	14%	0	0%	25	12%	12	9%
Multiple responses:	88	58%	105	43%	125	59%	84	63%
• Hunting, trapping and fishing	*77*	*51%*	*79*	*33%*	*97*	*46%*	*65*	*49%*
• Family get togethers	*60*	*40%*	*74*	*31%*	*92*	*44%*	*61*	*46%*
• Travelling on the land (E.g., hiking, long walks, dog sledding, ATV and snowmobiling)	*65*	*43%*	*58*	*24%*	*80*	*38%*	*66*	*50%*
• Community events (E.g., square dancing, visiting elders)	*38*	*25%*	*45*	*19%*	*47*	*22%*	*31*	*23%*
• Gathering plants and berries	*17*	*11%*	*32*	*13%*	*27*	*13%*	*15*	*11%*
• Building cabins and igloos	*20*	*13%*	*23*	*10%*	*18*	*9%*	*13*	*10%*
• Other	*15*	*10%*	*22*	*9%*	*15*	*7%*	*8*	*6%*
• Sewing and crafts	*24*	*16%*	*18*	*7%*	*29*	*14%*	*16*	*12%*
Total	**150**	**100%**	**241**	**100%**	**211**	**100%**	**133**	**100%**

All survey participants reported participating in some form of traditional or cultural activity. Traditional and cultural activities most respondents participated in during time off were hunting, trapping, and fishing (decreasing from 62% in 2022 and 2023, to 56% in 2024 and 59% in 2025) and family get-togethers (56% in 2024 and 59% in 2025). Travelling on the land notably increased from 40% in 2024 to 52% in 2025. Community events maintained steady participation (21-26%). 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		2025	
	#	%	#	%	#	%	#	%
I participate more now	4	3%	26	11%	24	12%	11	8%
I participate the same amount	59	39%	105	45%	112	53%	60	45%
I participate less now	39	25%	81	34%	74	35%	62	47%
I don't know	51	33%	24	10%	0	0%	0	0%
Total	**153**	**100%**	**236**	**100%**	**210**	**100%**	**133**	**100%**

Participation in cultural and traditional activities decreased in recent years, with 65% respondents in 2024, but 53% in 2025 reporting that they participate the same amount or more. A substantial share reported participating less, and this effect strengthened over time, rising from 25% in 2022 to 47% in 2025, suggesting a reduced ability to engage in cultural and traditional activities.

The results suggest that cultural participation among employees is declining. Rotation schedules may interfere with hunting seasons, family gatherings, and other land-based activities, contributing to cultural disconnection that can eventually affect job satisfaction and retention. To address this, measures could include implementing a flexible cultural leave policy, aligning rotation schedules with key cultural seasons, providing special leave for cultural events without penalty, and supporting traditional activities through time off during peak seasons, bringing cultural programs to the mine, Elder-led initiatives, expanded country food programs, and cultural activities at camp.

Agnico Eagle continues to support traditional activities on-site and in Kivalliq communities. In 2025, Agnico Eagle celebrated Nunavut Day at both mine sites: at Meliadine, the celebration included traditional food, games, and demonstrations of Inuit practices, clothing, and tools, accompanied by performances from a local band, throat singing and traditional songs, storytelling by Elders, and arts and crafts activities; and at the Meadowbank Complex, a local hunter prepared caribou on site, with Agnico Eagle staff serving the meal as part of the celebration.. Agnico Eagle also made monetary contributions of $84,000 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		2025	
	#	%	#	%	#	%	#	%
All the time	26	17%	51	22%	30	14%	19	14%
Most of the time	27	17%	58	25%	61	28%	23	17%
Sometimes	55	35%	81	34%	64	30%	49	36%
Not much of the time	31	20%	33	14%	40	19%	29	21%
Never	13	8%	10	4%	20	9%	16	12%
I don't know	5	3%	3	1%	0	0%	0	0%
I don't speak or understand Inuktitut	0	0%	1	<1%	0	0%	0	0%
Total	**157**	**100%**	**237**	**100%**	**215**	**100%**	**136**	**100%**

Use of Inuktitut outside working hours at the mine site was common, with most respondents reporting that they used it at least sometimes, most or all the time (dropping from 81% in 2023 to 67% in 2025). Regular use, defined as using Inuktitut all or most of the time, was highest in 2023 at 45%, before declining in 2025 (31%). At the same time, limited use (not much of the time or never) remained a consistent minority but increased from 28% in 2024 to 33% in 2025. A notable deviation in 2025 is the shift away from frequent use toward more occasional use ("sometimes"), suggesting reduced opportunities or comfort using Inuktitut at the site outside working hours. Taken together, the results indicate that while Inuktitut remains widely used socially at the mine, the intensity of use fluctuates over time and appears to have weakened somewhat in 2025.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes, I speak it more at home now	19	12%	37	15%	31	14%	20	15%
No, not really	98	64%	168	71%	161	75%	94	69%
Yes, I speak it less now	24	16%	23	10%	23	11%	21	16%
I don't know	13	8%	9	4%	0	0%	0	0%
Total	**154**	**100%**	**237**	**100%**	**215**	**100%**	**135**	**100%**

Working at the mine did not change how much most respondents speak Inuktitut at home, with a clear majority across all years reporting no real change (about 64–75%). A smaller but consistent share reported speaking Inuktitut more at home (around 12–15%), and fewer respondents reported speaking Inuktitut less at home (about 10–16%), although this share increased again in 2025. As such, mine work does not appear to affect home use of Inuktitut for most workers.

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		2025	
	#	%	#	%	#	%	#	%
Very important	59	38%	100	42%	95	44%	50	36%
Somewhat important	59	38%	102	43%	90	42%	68	50%
Not at all important	16	10%	27	12%	29	14%	19	14%
I don't know	21	14%	8	3%	0	0%	0	0%
Total	**155**	**100%**	**237**	**100%**	**214**	**100%**	**137**	**100%**

Being able to use Inuktitut at the mine site was important to most respondents, with roughly 76–86% saying it was either very or somewhat important; those reporting it was somewhat important increased to 50% in 2025, making it the most common response. A smaller but steady minority (about 10–14%) reported that it was not at all important. While the results indicate the importance of the ability to use Inuktitut at the mine site, this was felt less strongly by some respondents in 2025.

Language is central to cultural identity, and employees want to maintain it. While the majority are successfully maintaining Inuktitut at home despite mine work, 16% speak it less (Question 29) and 14% do not view the use of language at the mine site as important. A gap remains between the high importance placed on Inuktitut (86%) and its use on mine site (67% sometimes, most or all of the time, Question 28), suggesting potential barriers to workplace use. Initiatives such as language circles, practice groups, and programs that recognize and value bilingualism could help support increased use and reinforce cultural and linguistic connections.

Supporting these results, 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 of Inuktitut (speaking, reading, or writing) 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 Maligaq) 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		2025	
	#	%	#	%	#	%	#	%
Strongly agree	89	57%	166	69%	135	62%	89	66%
Somewhat agree	47	30%	45	19%	57	26%	36	27%
Neither agree nor disagree	15	9%	21	8%	14	6%	6	4%
Somewhat disagree	3	2%	4	2%	10	5%	2	1%
Strongly disagree	3	2%	4	2%	3	1%	3	2%
Total	**157**	**100%**	**240**	**100%**	**219**	**100%**	**136**	**100%**

Employees overwhelmingly agree that respect for coworkers, positive working relationships, and consideration of others are encouraged in the workplace. The majority strongly agreed that this was the case, ranging from 57% in 2022 to 66% in 2025. Only a small minority expressed neutrality or disagreement, with at most 6% somewhat or strongly disagreeing in any year, decreasing to 3% in 2025. A notable point in 2025 is the high level of strong agreement (66%), and 27% who somewhat agreed, indicating sustained and possibly increasing perception of a respectful and considerate workplace.

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 2025, 16 and 38 Cultural Awareness courses through the Cross-Cultural Training Program were delivered at Meadowbank Complex and Meliadine for a total of 54 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		2025	
	#	%	#	%	#	%	#	%
Strongly agree	27	18%	63	26%	65	30%	30	23%
Somewhat agree	43	29%	67	28%	69	32%	37	28%
Neither agree nor disagree	56	37%	80	34%	60	28%	43	32%
Somewhat disagree	15	10%	12	5%	11	5%	11	8%
Strongly disagree	9	6%	16	7%	11	5%	12	9%
Total	**151**	**100%**	**238**	**100%**	**216**	**100%**	**133**	**100%**

Employees' ability to take vacation or unpaid leave to participate in cultural and traditional activities shows some improvement over time but remains mixed, with slightly less positive outcomes in 2025. Across the years, roughly half of respondents agreed (strongly or somewhat) that they have this flexibility, increasing from 47% in 2022 to 62% in 2024, before slightly declining to 51% in 2025. Those neither agreeing nor disagreeing remained substantial, ranging from 28–37%, while disagreement was consistently low but slightly higher in 2025 (17%). The results suggest that while flexibility exists for some, many employees still face barriers to taking leave for cultural participation or fear repercussions or consequences of asking or taking time off. This indicates that additional measures may be needed to support employees' engagement in cultural and traditional activities.

To remediate this, cultural leave policies should be clarified and communicated explicitly to ensure employees understand that cultural activities are valued and supported. Supervisor training can help by guiding managers on approving leave requests, scheduling around cultural seasons, and encouraging employee participation. Barriers and fears should be removed by eliminating penalties for taking cultural leave, integrating cultural time into planning, and normalizing time off for cultural activities.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Strongly agree	84	55%	158	66%	127	58%	77	57%
Somewhat agree	44	29%	46	19%	51	23%	33	24%
Neither agree nor disagree	13	8%	20	9%	24	11%	14	10%
Somewhat disagree	8	5%	13	5%	11	5%	5	4%
Strongly disagree	5	3%	2	1%	6	3%	7	5%
Total	**154**	**100%**	**239**	**100%**	**219**	**100%**	**136**	**100%**

Employees consistently perceive that knowledge and respect for Nunavut's environment and land are valued in the workplace. A majority strongly agreed, ranging from 55% in 2022 to 66% in 2023, and remaining above 55% through 2025, while those who somewhat agreed ranged from 19–29%. Neutral responses were relatively low (8–11%), and disagreement remained small, though slightly higher in 2025 (9%) compared with earlier years. Overall, the results suggest a sustained and strong workplace culture that recognizes and values environmental knowledge and respect for the land.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Strongly agree	68	44%	120	51%	108	50%	58	43%
Somewhat agree	52	33%	74	32%	63	29%	45	34%
Neither agree nor disagree	23	15%	22	9%	22	10%	18	13%
Somewhat disagree	8	5%	12	5%	13	6%	4	3%
Strongly disagree	4	3%	7	3%	11	5%	9	7%
Total	**155**	**100%**	**235**	**100%**	**217**	**100%**	**134**	**100%**

Employees generally feel supported in developing new skills. The majority agreed, both strongly or somewhat, with support ranging from 77% in 2022 to 82% in 2023–2024, before slightly declining to 77% in 2025. Disagreement remained low throughout, though slightly higher in 2024 (11%) and 2025 (10%). As such, most employees perceive strong workplace support for skill development, with only a small minority feeling unsupported, 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		2025	
	#	%	#	%	#	%	#	%
Arviat	18	12%	28	12%	20	9%	10	7%
Baker Lake	71	45%	132	55%	120	55%	66	49%
Chesterfield Inlet	3	2%	4	2%	8	4%	6	4%
Coral Harbour	7	4%	11	5%	8	4%	7	5%
Naujaat	0	0%	3	1%	1	0%	5	4%
Other Nunavut Region	1	1%	1	<1%	0	0%	3	2%

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Other Southern Region	20	13%	21	9%	19	9%	7	5%
Rankin Inlet	31	20%	36	15%	35	16%	28	21%
Whale Cove	4	3%	4	2%	7	3%	4	3%
Total	**155**	**100%**	**240**	**100%**	**218**	**100%**	**136**	**100%**

Most respondents live in Nunavut communities, with Baker Lake consistently accounting for the largest share, ranging from 45% in 2022, 55% in 2023 and 2024, and 49% in 2025. Rankin Inlet was the next most common community of residence, accounting for 15–21% of respondents across the years. A smaller proportion of employees live in Arviat, Chesterfield Inlet, Coral Harbour, Naujaat, Whale Cove, or other Nunavut regions, while a minority reside outside Nunavut (5–13%). In 2025, there was a slight increase in representation from Naujaat and Rankin Inlet. The results show that the Inuit workforce is largely drawn from Nunavut communities, with Baker Lake and Rankin Inlet providing a larger share of employees.

To compare, Section 1.3 indicates that in 2025, most Kivalliq-based employees at Meadowbank Complex were from Baker Lake (68%), while most Kivalliq-based employees at Meliadine were from Rankin Inlet (27%) and Arviat (26%).

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Yes	14	9%	28	12%	15	7%	15	11%
No	140	91%	204	88%	196	93%	116	89%
Total	**154**	**100%**	**232**	**100%**	**211**	**100%**	**131**	**100%**

Most respondents (89%) have not moved in the past 12 months, with 88–93% remaining in the same residence and community across all years. A smaller share reported moving in 2025 (11%). As such, most employees remain in their own communities.

Question 37. What community did you live in before?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Arviat	3	12%	6	11%	7	19%	3	11%
Baker Lake	7	28%	15	27%	11	29%	2	7%
Chesterfield Inlet	1	4%	4	7%	3	8%	2	7%
Coral Harbour	2	8%	4	7%	3	8%	1	4%
Naujaat	1	4%	4	7%	1	3%	1	4%
Other Nunavut Region	1	4%	5	9%	0	0%	6	21%
Other Southern Region	2	8%	3	5%	4	11%	5	18%

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Rankin Inlet	7	28%	14	25%	7	19%	8	28%
Whale Cove	1	4%	1	2%	1	3%	0	0%
Total	**25**	**100%**	**56**	**100%**	**37**	**100%**	**28**	**100%**

Among respondents who moved in the past 12 months, most previously lived in communities within Nunavut, with Baker Lake and Rankin Inlet consistently representing the largest shares across years. Smaller numbers came from Arviat, Chesterfield Inlet, Coral Harbour, Naujaat, and Whale Cove, while a notable portion also came from other Nunavut or southern regions, particularly in 2025 (21% and 18%, respectively). Generally, residential moves are within Nunavut communities, but in recent years, there has been a slight increase in moves from other Nunavut regions or from the south.

Question 38. Why did you move?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Be closer to friends/family	5	22%	20	43%	13	36%	1	4%
Better housing	2	9%	5	11%	7	19%	3	13%
Closer to work	1	4%	4	9%	2	5%	0	0%
To find a job	1	4%	2	4%	2	5%	1	4%
School	1	4%	0	0%	0	0%	0	0%
Better access to services	0	0%	3	6%	2	5%	0	0%
Better education services	0	0%	1	2%	0	0%	0	0%
Seeing someone	0	0%	1	2%	0	0%	0	0%
Other	8	35%	10	21%	11	30%	9	37%
Multiple responses:	5	22%	1	2%	0	0%	10	42%
• Better housing	*3*	*13%*	*1*	*2%*	*0*	*0%*	*4*	*17%*
• Closer to work	*3*	*13%*	*1*	*2%*	*0*	*0%*	*4*	*17%*
• Be closer to friends/family	*2*	*9%*	*0*	*0%*	*0*	*0%*	*8*	*33%*
• Better access to services	*2*	*9%*	*0*	*0%*	*0*	*0%*	*4*	*17%*
• Other							*4*	*17%*
Total	**23**	**100%**	**47**	**100%**	**37**	**100%**	**24**	**100%**

Residential moves are influenced by both social and logistical considerations, with many employees balancing multiple priorities when relocating. The most common reasons for moving in 2025 included being closer to friends and family (37%) and better housing (30%). Factors such as proximity to work and access to services remained low in 2025. 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		2025	
	#	%	#	%	#	%	#	%
Yes	42	28%	132	59%	57	28%	41	33%
No	106	71%	92	41%	146	72%	85	67%
I don't know	1	1%	0	0%	0	0%	0	0%
Total	**149**	**100%**	**224**	**100%**	**203**	**100%**	**126**	**100%**

When asked whether they wanted to move in the next 12 months, about one-third of respondents indicated yes in 2022 (28%), 2024 (28%), and 2025 (33%), while a notable peak occurred in 2023 (59%). The majority preferred to stay in their current community, ranging from 67–72% in 2022, 2024, and 2025, compared with 41% in 2023. Taken together, the results suggest that most employees remain in their place of residence, with the exception of 2023, when interest in moving was unusually high.

Question 40. Where do you want to move?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Arviat	2	<5%	5	3%	4	6%	2	5%
Baker Lake	0	0%	9	6%	10	15%	3	7%
Chesterfield Inlet	1	2%	2	1%	3	4%	0	0%
Coral Harbour	0	0%	1	1%	0	0%	1	2%
Naujaat	2	<5%	4	3%	0	0%	0	0%
Other Nunavut Region	3	7%	12	8%	3	4%	2	5%
Other Southern Region	31	69%	96	67%	39	57%	28	67%
Rankin Inlet	4	9%	13	9%	9	13%	6	14%
Whale Cove	1	2%	1	1%	1	1%	0	0%
Nowhere	1	2%	1	1%	0	0%	0	0%
Total	**45**	**100%**	**144**	**100%**	**69**	**100%**	**42**	**100%**

Among respondents who wanted to move in the next 12 months, the majority consistently indicated a destination in southern regions, ranging from 57–69% across all years. Within Nunavut, Baker Lake and Rankin Inlet, two of the larger communities that are directly connected to the mine by all-weather roads, were the most common choices, with smaller shares selecting Arviat, Chesterfield Inlet, Coral Harbour, Naujaat, Whale Cove, or other Nunavut communities. The consistently high preference for southern regions in 2022, 2023, and 2025 suggests that many employees see opportunities outside Nunavut.

Question 41. Why do you want to move?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Be closer to friends/family	10	21%	31	21%	15	21%	3	7%
Better housing	4	8%	26	17%	11	16%	10	24%
Closer to work	3	6%	9	6%	5	7%	1	2%
Better access to services	5	11%	26	17%	8	11%	1	2%
To find a job	0	0%	0	0%	1	1%	0	0%
I don't know	2	4%	3	2%	0	0%	0	0%
Other	8	17%	7	5%	16	23%	4	9%
Multiple responses:	16	33%	49	32%	15	21%	24	56%
• Better access to services	*13*	*27%*	*40*	*26%*	*14*	*20%*	*17*	*40%*
• Better housing	*13*	*27%*	*39*	*26%*	*14*	*20%*	*18*	*42%*
• Be closer to friends/family	*5*	*10%*	*16*	*11%*	*3*	*4%*	*8*	*19%*
• Other	*6*	*13%*	*16*	*11%*	*6*	*8%*	*6*	*14%*
• Closer to work	*3*	*6%*	*7*	*5%*	*0*	*0%*	*2*	*5%*
• To find a job	*2*	*4%*	*4*	*3%*	*1*	*1%*	*1*	*2%*
• Change of scenery and college for partner	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
• I like it there	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
• I naturally move a lot	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
• I need space away	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
• Less expensive	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
• More activities for the kids	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
• Move out of Kivalliq	*0*	*0%*	*1*	*1%*	*0*	*0%*	*0*	*0%*
Total	**48**	**100%**	**151**	**100%**	**71**	**100%**	**43**	**100%**

The reasons employees want to move include better housing, better access to services, and being closer to friends or family. Worsening housing conditions in many Nunavut communities (also described in Section 9.5) were the key reason for wanting to leave in 2025 (66%) compared to previous years (35-43%). Better access to services was noted by 42% of respondents in 2025, while being closer to family and friends by 26%, both being comparable to previous years. In 2025, a majority of respondents (56%) also selected multiple reasons, highlighting that recent relocation decisions are often driven by a combination of housing, services, and social considerations rather than a single factor.

Supporting employees in achieving homeownership by providing down payment assistance, exploring employer-assisted housing models, and promoting awareness of the Nunavut Down Payment Assistance Program (NDAP) through targeted campaigns could help retain Nunavummiut in communities.

Households Characteristics

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Public housing	81	53%	144	62%	126	60%	80	58%
A house that friend/family owns	24	16%	47	20%	40	19%	34	25%
A house that I own	20	13%	16	7%	20	9%	9	7%
I rent from a private company	15	10%	17	7%	18	9%	9	7%
Government of Nunavut staff housing	8	5%	5	2%	7	3%	4	3%
I don't know	5	3%	2	1%	0	0%	0	0%
Looking after an apartment for family	0	0%	1	<1%	0	0%	0	0%
No home	0	0%	1	<1%	0	0%	0	0%
Total	**153**	**100%**	**233**	**100%**	**211**	**100%**	**136**	**100%**

Most respondents live in public housing, with 53–62% reporting this across the years, while 16–25% live in a house owned by friends or family, and a smaller share (7–13%) own their own home. Renting from private companies or living in Government of Nunavut staff housing accounts for a minority of respondents, and very few report other arrangements or having no home. The results highlight that public housing continues to dominate housing options in Nunavut, with homeownership remaining relatively uncommon, and a higher share of employees living with family and friends in 2025.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
1	12	8%	21	10%	11	5%	9	6%
2	18	12%	18	9%	20	10%	16	12%
3	26	17%	19	9%	22	10%	16	12%
4	29	19%	43	21%	43	20%	27	20%
5	19	12%	36	18%	48	23%	17	13%
More than 5	49	32%	68	33%	67	32%	51	37%
Total	**153**	**100%**	**205**	**100%**	**211**	**100%**	**136**	**100%**

Household sizes among respondents show that larger households are common, with 32–37% living with more than five people across all years. Households of four or five people account for roughly 31–43%, while smaller households of one to three people represent 25–37% of respondents. In 2025, the share of very large households (more than five people) increased, indicating a slight upward trend in household size among employees. Overall, these results highlight that many employees live in crowded households, reflecting broader housing pressures in the region, 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		2025	
	#	%	#	%	#	%	#	%
0	6	5%	1	1%	0	0%	0	0%
1	46	37%	50	32%	56	33%	37	33%
2	29	24%	37	24%	57	33%	30	26%
3	17	14%	34	22%	26	15%	25	22%
More than 3	23	19%	32	21%	33	19%	21	19%
More than 5	1	1%	0	0%	0	0%	0	0%
Total	**122**	**100%**	**154**	**100%**	**172**	**100%**	**113**	**100%**

Households with children are common among respondents, with the majority having at least one child under 18. Across all years, about one-third of households had one child (32-37%), roughly a quarter had two children (24-33%), and 15–22% had three children. Larger households with more than three children accounted for 19–21% of respondents, while very few households had no children. As such, many employees live in family households with multiple children, reinforcing the finding of housing overcrowding.

Question 45. How many bedrooms does your household have?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
1	14	9%	26	13%	18	9%	12	9%
2	71	46%	77	38%	75	35%	51	38%
3	34	22%	58	28%	75	35%	43	32%
More than 3	35	22%	42	21%	44	21%	29	21%
More than 3-4 bedrooms	1	<1%	1	<1%	0	0%	0	0%
Total	**155**	**100%**	**204**	**100%**	**212**	**100%**	**135**	**100%**

Smaller households with only one bedroom represent 9–13%, while larger homes with more than three bedrooms make up about 21-22% consistently. The remaining live in households with two or three bedrooms. These results indicate that many households may have limited space relative to household size, particularly given the prevalence of larger families in Question 44, highlighting ongoing housing pressure and potential overcrowding in the region. 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		2025	
	#	%	#	%	#	%	#	%
Yes	143	93%	216	90%	204	94%	120	91%
No	9	6%	24	10%	12	6%	12	9%
I don't know	1	1%	0	0%	0	0%	0	0%
Total	**153**	**100%**	**240**	**100%**	**216**	**100%**	**132**	**100%**

The vast majority of respondents believe that Agnico Eagle should have a stronger presence in schools to promote mining opportunities, with 90–94% answering yes across all years. Only a small minority disagreed (6–10%), and very few were unsure. There is an overwhelming mandate (91%) for increased school presence, as Inuit parents want youth to see mining as a viable career. To address this, initiatives such as school engagement programs, employee ambassadors trained to represent the company in communities, and employee-led presentations at community events and school visits can help.

Agnico Eagle continues to implement various initiatives and programs to promote educational awareness and achievement, as 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, Ilitaqsiniq (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		2025	
	#	%	#	%	#	%	#	%
Yes	71	47%	125	55%	85	42%	52	41%
No	78	52%	104	45%	116	58%	76	59%
I don't know	1	1%	0	0%	0	0%	0	0%
Total	**150**	**100%**	**229**	**100%**	**201**	**100%**	**128**	**100%**

Perceptions of Agnico Eagle's presence in the community are mixed, with less than half of respondents feeling the company is present enough in 2024 (42%) and 2025 (41%), while the majority felt it was not (58% in 2024, 59% in 2025). In contrast, in 2023, a higher share of respondents (55%) felt the company was sufficiently present.

Despite Agnico Eagle's community investments, the majority of respondents do not perceive the company as present locally, highlighting a communication gap in which employees or community members may be unaware of community programs, partnerships, social initiatives, or investment levels. As such, Agnico Eagle could be more active and visible in their communities through additional events and initiatives.

Question 48. Where should Agnico Eagle be more present?

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Community events	17	19%	17	15%	25	17%	9	12%
High schools, colleges, and trade schools, etc.	14	16%	8	7%	19	13%	8	10%
Career fairs	4	5%	4	4%	5	4%	0	0%
Better promote our job opportunities	0	0%	6	6%	0	0%	0	0%
Others	2	2%	1	1%	12	8%	5	6%
Multiple responses:	51	58%	74	67%	83	58%	57	72%
• High schools, colleges, and trade schools, etc.	*47*	*53%*	*67*	*61%*	*75*	*52%*	*49*	*62%*
• Community events	*46*	*52%*	*63*	*57%*	*75*	*52%*	*48*	*61%*
• Career fairs	*37*	*42%*	*46*	*42%*	*68*	*47%*	*38*	*48%*
• Others	*7*	*8%*	*10*	*9%*	*17*	*12%*	*7*	*9%*
• Better promote our job opportunities	*0*	*0%*	*9*	*8%*	*0*	*0%*	*0*	*0%*
Total	**88**	**100%**	**110**	**100%**	**144**	**100%**	**79**	**100%**

Respondents consistently indicated that Agnico Eagle should be more present in schools, community events, and career fairs. More presence in high schools, colleges, and trade schools was cited by roughly 69–72% of respondents, community events by 69-73%, and career fairs by 47-51%, highlighting these as key opportunities for engagement. Other areas and better promotion of job opportunities were mentioned less frequently.
The results suggest that employees see schools, community gatherings, and career-focused events as the primary avenues for the company to increase its visibility and connect with local residents. Sharing employee success stories can further showcase the company's impact and make its community work more visible.

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	21	25%	1	<1%	30	22%	17	23%
Online job posting	14	16%	56	41%	26	19%	11	15%
Apprenticeship program	5	6%	16	11%	2	1%	3	4%
Community Employment Information Session	4	5%	15	11%	8	6%	6	8%
Leadership Program (RISE)	1	1%	4	3%	1	1%	6	8%
Career path	0	0%	14	10%	0	0%	0	0%
Other- work experience trip	1	1%	0	0%	0	0%	0	0%
Others	23	27%	1	<1%	20	15%	15	20%

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Multiple responses:	16	19%	30	22%	50	36%	16	22%
• Online job posting	*14*	*16%*	*20*	*14%*	*43*	*31%*	*13*	*18%*
• Community Employment Information Session	*5*	*6%*	*17*	*12%*	*21*	*15%*	*7*	*9%*
• Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	*9*	*11%*	*9*	*7%*	*26*	*19%*	*10*	*14%*
• Leadership Program (RISE)	*2*	*2%*	*6*	*4%*	*8*	*6%*	*0*	*0%*
• Others	*4*	*5%*	*6*	*4%*	*2*	*1%*	*6*	*8%*
• Career path	*0*	*0%*	*5*	*4%*	*0*	*0%*	*0*	*0%*
• Apprenticeship program	*5*	*6%*	*4*	*3%*	*10*	*7%*	*2*	*3%*
• High school, colleges, and trade schools, etc.	*0*	*0%*	*4*	*3%*	*1*	*1%*	*0*	*0%*
• Career Fairs	*0*	*0%*	*3*	*2%*	*0*	*0%*	*0*	*0%*
Total	**85**	**100%**	**138**	**100%**	**137**	**100%**	**74**	**100%**

Use of Agnico Eagle's employment and training tools varies across years, with trainee programs, online job postings, and community information sessions being the most used. Online job postings were cited by 32-55% of respondents, trainee programs by up to 41%, and community employment sessions by 11–23%. Apprenticeship, leadership programs, and career path were surprisingly used less frequently.

Overall, the results suggest that while some employees actively use these resources, participation is uneven, and there may be opportunities to better promote or expand knowledge and access to training and career development programs. Additional information on the list of programs implemented by Agnico Eagle can be found in Sections 1 and 4, as well as Appendix A.

Overall Impact

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

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Overall, I think Agnico has a positive impact	73	48%	137	59%	127	60%	60	47%
Overall, I think Agnico's impact is neither positive nor negative [neutral]	66	43%	86	37%	75	35%	63	49%
Overall, I think Agnico has a positive and negative impact	1	1%	0	0%	0	0%	0	0%
Overall, I think Agnico has a negative impact	13	8%	9	4%	10	5%	6	4%
Total	**153**	**100%**	**232**	**100%**	**212**	**100%**	**129**	**100%**

Overall perceptions of Agnico Eagle's impact have been generally positive but show some softening in 2025. From 2022 to 2024, a majority of respondents viewed the company's impact as positive (48% in 2022, 59% in 2023, and 60% in 2024), while negative perceptions remained low (4–8%). In 2025, however, positive perceptions declined to 47%, and neutral views increased to 49%, suggesting a shift toward more mixed or uncertain sentiment, though explicitly negative views remained relatively limited at 4%.

The 2025 decline in positive perceptions may be linked to broader socio-economic pressures rather than workplace experience. Financial challenges, food insecurity and worsening housing conditions can shape overall community sentiment. This suggests a growing expectations-versus-reality gap: while 72% reported being happy working at the mine, only 47% perceive a positive community-level.

To rebuild positive sentiment, Agnico Eagle's efforts should focus on addressing root causes, particularly issues affecting Inuit employees and their families, such as financial stress, food insecurity, and housing. At the same time, community investments need to be made more visible through regular, structured communication campaigns to ensure employees and residents clearly understand the company's contributions and impact.