



AGNICO EAGLE

Annual Report on the Implementation of the Responsible Gold Mining Principles

2022

This report is intended to reflect on the activities performed by Agnico Eagle Mines Limited (Agnico Eagle) for the calendar year 2022 regarding the implementation of the the World Gold Council's (WGC) Responsible Gold Mining Principles (RGMPs). In February 2022, Agnico Eagle and Kirkland Lake Gold Ltd. completed a merger of equals where Agnico Eagle Mines Limited acquired 100% of Kirkland Lake Gold Ltd. Kirkland Lake Gold was also a WGC member and engaged in the RGMP implementation process prior to the merger. This report summarizes the activities of all Agnico Eagle operations including the Fosterville, Detour Lake, and Macassa Mines during the year of 2022.

Commitment to the RGMPs

In 2022, we restated our commitment towards the Responsible Gold Mining Principles by further detailing the RGMPs implementation boundary. The commitment is publicly available on Agnico Eagle's website (<https://www.agnicoeagle.com/>).

As a member of the World Gold Council (WGC), Agnico Eagle is committed to producing gold in a responsible manner. To underscore our commitment, we fully endorse the WGC's Responsible Gold Mining Principles ("RGMPs" or "the Principles").

Accordingly, we:

- develop and implement policies, systems, processes, and controls that conform with the Principles;
- disclose information to support external stakeholders understanding of how we achieve conformance;
- secure annual independent assurance review to strengthen credibility and stakeholders' confidence in the process and conclusions; and,
- disclose instances or events that have given rise to a situation of non-conformance and the steps taken to remedy the situation.

The Principles apply to – and must be implemented at – all gold mining operations over which the Company has direct control, including Exploration and Closed Sites within 3 years of acquisition or commencement of activities.

2022 Activities

External Assurance

In accordance with the RGMPs implementation schedule, four (4) Agnico Eagle mines were visited and externally evaluated by a third-party assurance provider in 2022.

Meliadine Mine, which began commercial production in 2019, was externally assured in 2022 by EEM EHS Management (see Independent Assurance Letter in Appendix 1).

Fosterville, Macassa and Detour Lake Mines were assured in 2022 by Perspective Consulting Inc. (see Independent Assurance Report in Appendix 2).

The third-party assurance providers found all four (4) mines to be in full conformance with the RGMPs as defined by the “Year 3” assurance requirements set out in the Assurance Framework for the Responsible Gold Mining Principles (available [here](#)).

Conformance with the RGMPs

To support the monitoring of conformance with the RGMPs at all Agnico Eagle mines, including ones not scheduled for external assurance in any given year, Agnico Eagle uses a self-assessment tool to evaluate the Company’s policies, internal systems, processes, controls and performance against all ten Principles.

In 2022, the self-assessment was done by internal senior subject matter experts at both a corporate level and at the six (6) mines that had been externally audited in 2021: Kittilä, Meadowbank, LaRonde, Goldex, Pinos Altos and La India. The findings of the self-assessment were then assured by EEM EHS Management (see Independent Assurance Report in Appendix 3).

Based on the monitoring procedures performed both internally and externally, Agnico Eagle conformed with the Responsible Gold Mining Principles for the year 2022.

Moving forward

In 2023, we will take the opportunity to reinforce the alignment with external standards including the RGMPs by updating our Risk Monitoring and Management System (RMMS). Amongst other initiatives, we plan to finalize the development of a Chance Finds process and continue to keep up to date our risk management and training processes. We will also substantiate RGMPs implementation evaluation at exploration and closed sites. We finally plan to continue to reinforce our processes by closely following the development of new external requirements and improving our practices as required in a timely matter.



Carol Plummer
Executive Vice President
Operational Excellence



Mohammed Ali
Vice President
Sustainability & Regulatory Affairs

Appendix 1

EEM EHM Management

Independent assurance letter - Responsible Gold Mining Principles

November 2022



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Tel.: 514.481.3401
eem.ca

Montreal, November 25, 2022

Agnico Eagle Mines Limited
145 King Street East, Suite 400
Toronto, Ontario, Canada

To the Directors of Agnico Eagle Mines Limited

Re: Independent assurance letter - Responsible Gold Mining Principles

In 2021, EEM EHS Management inc. (EEM) was mandated to provide limited assurance on Agnico Eagle Mines Limited's (AEM) conformance to the *Responsible Gold Mining Principles (RGMP)*. In March 2022, EEM issued an Independent Assurance Report in accordance with the requirements of Type 2 assurance as provided in the *AccountAbility AA1000 Assurance Standard V3* for a moderate level of assurance (which is equivalent to a limited assurance engagement for the *Principles*). The licensed report 000-270/V3-24DYW was registered with Accountability.

Since Meliadine Mine was only scheduled to be audited in 2022, AEM and EEM agreed to issue the initial assurance letter excluding Meliadine Mine, located near the western shore of Hudson Bay in the Kivalliq District of Nunavut, about 25 km north of Rankin Inlet. This letter completes the initial mandate and is an addendum to the initial letter.

Assurance scope

The scope of the assurance consisted of a review of the disclosures made by AEM for their *RGMP* progress with regards to Meliadine Mine in their *2021 RGMP Statement*. The site verified as part of this assurance was limited to AEM's head office as well as Meliadine mine.

Respective responsibilities of AEM and EEM

AEM was responsible for ensuring that the company designs, implements, operates, and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the *Principles*. It was also responsible for the preparation and presentation of the report on implementing the *RGMP*.

EEM's role consisted in providing an independent opinion to AEM to validate their *2021 RGMP conformity statement* for the Meliadine mine operations. Our responsibilities were to carry out a limited assurance engagement with respect to the *Principles* and express a conclusion based on the work performed. We conducted our assurance engagement in accordance with the requirements of Type 2 assurance as provided in the *AccountAbility AA1000 Assurance Standard V3* for a moderate level of assurance (which is equivalent to a limited assurance engagement for the *Principles*), and in accordance with the guidance set out in the *Assurance Framework for the Responsible Gold Mining Principles* and the *Guidance on implementing and assuring the RGMPs: Supplement to the Assurance Framework*.

The extent of evidence-gathering procedures performed in a limited assurance engagement is less than for a high level of assurance, and therefore a lower level of assurance is provided.

Assurance approach

The evaluation conducted by EEM from September 26 to November 1, 2022 consisted of:

- A sampling of practices with in-person visits at the Meliadine Mine from October 24 to 28, 2022.
- Assessment of the suitability of policies, procedures, and internal controls that AEM has in place to conform with *RGMP*.
- Review of the company's *2021 RGMP Statement*.

These activities meet the requirements that are expected of World Gold Council (WGC) members companies in the second year of implementation of the *Principles*.

The adherence to the AA1000 principles and inherent limitations remained the same for during this independent assurance.

Assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention to indicate that modifying AEM's statement regarding conformance with *RGMP* to include the Meliadine mine under their *2021 RGMP Statement* is not fairly stated, in all material respects. This conclusion is to be read in the context of the remainder of our report.

Statement of independence and competence

No members of the assurance team were involved in establishing or maintaining the policies, procedures, and internal controls that AEM has in place to conform with the *Principles*. The team members confirm that they are independent.

The evaluation of AEM's statement was carried out by a team of experienced auditors holding recognized professional certifications and experienced in the applicable subject matter. The evaluation was conducted in compliance with the code of ethics of these certifications.

We confirm that we satisfy the criteria for assurance providers as set out in the *Assurance Framework for the Responsible Gold Mining Principles* and the *Guidance on implementing and*

assuring the RGMPs: supplement to the Assurance Framework issued by the World Gold Council.

EEM EHS Management inc.
Montreal, Quebec
Issued November 25, 2022

Appendix 2

Perspective Consulting Inc.

RGMP Management Report and Independent Limited Assurance Report

February 2023



RGMP Management Report

Introduction

Perspective Consulting was engaged by Agnico Eagle Mines Limited on behalf of Kirkland Lake Gold Ltd. (KL Gold) to provide limited assurance on the KL Gold sites' conformance with the Responsible Gold Mining Principles (RGMP) for the year ending December 2022. The Assurance Report has been provided under separate cover. This Management Report presents a more detailed summary of the RGMP Assurance findings and recommendations for on-going continuous improvement.

Background

On February 8, 2022, Agnico Eagle Mines Limited acquired 100% of Kirkland Lake Gold Ltd. Each of the Fosterville Gold Mine, Detour Lake Mine and the Macassa Mine are 100% owned by Kirkland Lake Gold Ltd. For the purposes of Assurance, the above noted KL Gold legacy sites were the full scope of this assignment. The combined company, Agnico Eagle Mines including the legacy KL Gold sites, has been working towards integrating a range of systems and programs that cover many of the components of the RGMP. The Assurance process which Perspective Consulting has been progressing over the past three years has continued this year for the KL Gold sites. Additional consideration of the integration of Kirkland Lake Gold legacy sites with Agnico Eagle Responsible Mining Management System (RMMS) and the migration to a single company was included in the Assurance review process this year.

Review

The summary of the results of the Assurance Review are presented in the table below. The three sites have achieved compliance in all the 51 sub-principles. Notations and recommendations for specific sub-principles for the Macassa and Detour sites are included in the table and section which follows.

	Compliance with sub-principle
	Partial compliance with sub-principle
	Non-compliant with sub-principle

RGMP Principle	Sub-Principle	Fosterville	Detour	Macassa
Ethical Conduct	1.1 Legal Compliance			
	1.2 Code of Conduct			
	1.3 Combating bribery and corruption			
	1.4 Political contributions			
	1.5 Transparency			



Perspective Consulting Inc.
February 2023

RGMP Year 3 Assurance
Kirkland Lake Gold

	1.6	Taxes and transfer pricing			
	1.7	Accountabilities and reporting			
Understanding our Impacts	2.1	Risk management			Recommendation #1
	2.2	Stakeholder engagement			
	2.3	Due diligence			
	2.4	Impact assessment			
	2.5	Resolving grievances			
Supply Chain	3.1	Supply Chain Policy			
	3.2	Local procurement			
	3.3	Market access for ASM			
Safety & Health	4.1	Safety			
	4.2	Safety management systems			
	4.3	Occupational health and wellbeing			
	4.4	Community health/emerg planning			
Human rights & conflict	5.1	UN Guiding Principles			
	5.2	Avoiding complicity			
	5.3	Security and human rights			
	5.4	Conflict-Free Gold Standard (CFGS)			
Labour rights	6.1	Wages and benefits			
	6.2	Prevent discrimination and bullying			
	6.3	Child and forced labour			
	6.4	Freedom of assoc/collect bargain			
	6.5	Diversity			
	6.6	Woman and mining			
	6.7	Raising Concerns			
Working w communities	7.1	Community consultation			
	7.2	Understanding communities			
	7.3	Creating local benefits			
	7.4	Seeking community support			
	7.5	In-migration			
	7.6	Indigenous Peoples			
	7.7	Cultural heritage			
	7.8	Resettlement			
Environmental Stewardship	8.1	Managing environmental impacts			Recommendation #2
	8.2	Tailings and waste management			
	8.3	Cyanide and hazardous materials			
	8.4	Mercury			
	8.5	Noise and dust			



Perspective Consulting Inc.
February 2023

RGMP Year 3 Assurance
Kirkland Lake Gold

			Recommendation #3	Recommendation #4
Biodiv, land use & mine clos.	9.1	Biodiversity		
	9.2	World Heritage Sites		
	9.3	Land use and deforestation		
	9.4	Mine closure		
Water, energy, clim change	10.1	Water efficiency		
	10.2	Water access and quality		
	10.3	Combating climate change		
	10.4	Energy efficiency and reporting		

Recommendations

The RGMP Compliance Table highlights some recommended areas of focus for continuous improvement and development based on current status of integration with the RMMS and discussions with site and corporate personnel during the assurance process.

1. Risk management systems are in place at Macassa but a further development and integration with the Agnico Eagle Responsible Mining Management System (RMMS) standard is currently underway which will strengthen the risk management program for the site.
2. Environmental management systems are in place at the Macassa site but further development of the RMMS standard as noted will drive improvement in this important area.
3. Basic Biodiversity management plans have been developed and implementation is underway at the Detour site. A focus on continuous improvement in biodiversity management, in-line with RMMS implementation is recommended.
4. Basic Biodiversity management plans at the Macassa Site are in the development stage. A focus on continuous improvement in biodiversity management, in-line with RMMS implementation is recommended.



Perspective Consulting Inc.
February 2023

RGMP Year 3 Assurance
Kirkland Lake Gold

Independent Limited Assurance Report

To the Directors of Agnico Eagle Mines Limited.

Perspective Consulting was engaged by Agnico Eagle Mines on behalf of Kirkland Lake Gold Ltd. (KL Gold) to provide limited assurance on KL Gold's conformance with the Responsible Gold Mining Principles (RGMP) of the World Gold Council, for the Year 3 period ending December 2022. KL Gold is a 100% owned subsidiary of Agnico Eagle Mines and each of the Fosterville Gold Mine, Detour Lake Mine and the Macassa Mine are 100% owned by KL Gold.

Assurance conclusion

Based on the procedures we have performed and evidence we have obtained, nothing has come to our attention to indicate the KL Gold's conformance with the RGMPs as presented in their 2022 self-assessment and additional documentation as described below, is not fairly stated in all material respects. This conclusion is to be read in the context of the remainder of our report.

Assurance scope

For the Fosterville, Macassa and Detour Lake mines, the assurance scope consists of a review of the self-assessment as presented in the Agnico Eagle Integrated Audit Tool and the KL Gold TSM RGMP 2022 Action List, along with supporting documentation that is referenced or relied on in the tool. Assurance activities also included site visits and key personnel interviews as outlined below. The illustrative criteria for KL Gold conformance with the Responsible Gold Mining Principles are set out in the *Guidance on implementing and assuring the RGMPs: supplement to the Assurance Framework*.

Respective responsibilities of the Company and the independent practitioner

Agnico Eagle is responsible for ensuring that KL Gold designs, implements, operates, and monitors activities, processes and controls to ensure compliance with policies and procedures for the preparation of the report on implementing the RGMPs. Perspective Consulting's responsibilities are to carry out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with *International Standard on Assurance Engagements (ISAE) 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board. Guidance for the assurance engagement was also taken from the World Gold Council documents, *Assurance Framework for the Responsible Gold Mining Principles* and *Guidance on implementing and assuring the RGMPs, Supplement to the Assurance Framework*.

The extent of evidence-gathering procedures performed in a limited assurance engagement is less than for a reasonable level of assurance, and therefore a lower level of assurance is provided.



Perspective Consulting Inc.
February 2023

RGMP Year 3 Assurance
Kirkland Lake Gold

Limited assurance procedures performed

We planned and performed our work to obtain all the evidence, information and explanations considered necessary in relation to the above noted scope for a Year 3 Assurance. These procedures included:

- Review of the self-assessment as presented in the Agnico Eagle Integrated Audit Tool and the KL Gold TSM & RGMP 2022 Action List.
- Review of policies, procedures and supporting documents referenced in the above noted self-assessment.
- Site visit to Fosterville Gold Mine (week of October 16, 2022) and interviews with key site personnel.
- Site visit to Detour Lake Mine (November 29/30, 2022) and interviews with key site personnel.
- Site visit to Macassa Mine (December 1/2, 2022) and interviews with key site personnel.
- Follow up interviews/discussions with subject matter experts/specialists – December 2022 and January 2023.
- Review of supporting documentation from the sites that was requested in the interviews.

Inherent limitations

Non-financial information, such as KL Gold's conformance with the RGMPs, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the subject matter and the methods used for determining conformance. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

Independence and competency statement

In conducting our engagement, Perspective Consulting has complied with the independence and other ethical requirements of the Code of Ethics of the Professional Engineers of Ontario. The Assurance evaluation was carried out by a competent person holding a recognized professional certification (P.Eng.) and experienced in the applicable subject matter. We confirm that we satisfy the criteria for assurance providers as set out in the *Assurance Framework for the Responsible Gold Mining Principles*.

James Farrell, P.Eng.

Perspective Consulting Ltd.,

February 14, 2023

Appendix 3

EEM EHM Management

2022 Assessment of Agnico Eagle Mines Limited's conformance with the Responsible Gold Mining Principles

Independent Assurance Report

March 2023



EEM
EHS MANAGEMENT

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2022 Assessment of Agnico
Eagle Mines Limited's
conformance with the
*Responsible Gold Mining
Principles*

Independent Assurance Report

AGNICO EAGLE MINES LIMITED

MARCH 21, 2023

PROJECT NUMBER: 22EHS140

PREPARED FOR:

Agnico Eagle Mines Limited
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Independent Limited Assurance Report

To the Directors of Agnico Eagle Mines Limited,

EEM EHS Management Inc. (EEM) was mandated to provide limited assurance on Agnico Eagle Mines Limited's (Agnico Eagle) conformance to the *Responsible Gold Mining Principles (RGMP)* for the year ended December 31, 2022. Agnico Eagle published its *2022 RGMP conformity statement* on its website, under heading of [Sustainability, Our Approach and Commitments](#).

Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention to indicate that Agnico Eagle's conformance with *RGMP* as described in their *2022 RGMP Statement* is not fairly stated, in all material respects. This conclusion is to be read in the context of the remainder of our report.

Assurance Scope

The scope of the assurance consisted of a review of the disclosures made by Agnico Eagle for their *RGMP* progress in their *2022 RGMP Statement*. The sites verified as part of this assurance are: Agnico Eagle's head office as well as Meliadine mine. Follow-up sampling was performed for Kittilä, Meadowbank, LaRonde, Goldex, Pinos Altos and La India mines, as these were verified in 2021. Note that on February 8, 2022, Agnico Eagle Mines limited and Kirkland Lake Gold limited [announced](#) the successful completion of a merger of equals transaction with the combined company to continue under the name Agnico eagle. The Kirkland Lake Gold sites are not included in this assurance, as a separate assurance was performed.

The criteria Agnico Eagle used for their conformance with *RGMP* are those in the *Guidance on Implementing and Assuring the RGMPs: Supplement to the Assurance Framework*.

Respective responsibilities of Agnico Eagle and EEM

Agnico Eagle was responsible for ensuring that the company designs, implements, operates, and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the *Principles*. It was also responsible for the preparation and presentation of the statement on its conformance with the *RGMP*.

EEM's role consisted in providing an independent opinion to Agnico Eagle to validate their *2022 RGMP conformity statement*. Our responsibilities were to carry out a limited assurance

engagement with respect to the *Principles* and express a conclusion based on the work performed. We conducted our assurance engagement in accordance with the requirements of Type 2 assurance as provided in the *AccountAbility AA1000 Assurance Standard V3* for a moderate level of assurance (which is equivalent to a limited assurance engagement for the *Principles*), and in accordance with the guidance set out in the *Assurance Framework for the Responsible Gold Mining Principles* and the *Guidance on Implementing and Assuring the RGMPs: Supplement to the Assurance Framework*.

The extent of evidence-gathering procedures performed in a limited assurance engagement is less than for a high level of assurance, and therefore a lower level of assurance is provided.

Assurance approach

The evaluation conducted by EEM from September 2022 to February 2023 consisted of:

- Interviews with corporate and site-level personnel to gain an understanding of Agnico Eagle's processes and risk management protocols in place and to verify adherence to the AA1000 principles.
- A sampling of practices with in-person visits at Meliadine.
- A virtual sampling of changes since the 2021 verification at Agnico Eagle's corporate office, Goldex, Kittilä, La India, LaRonde Complex, and Meadowbank Complex, and Pinos Altos.
- Assessment of the suitability of policies, procedures, and internal controls that Agnico Eagle has in place to conform with *RGMP*.
- Review of the company's *2022 RGMP Statement*.

These activities meet the requirements that are expected of World Gold Council (WGC) members' companies in the third year of implementation of the *Principles*.

Adherence to the AA1000 principles

Inclusivity: Agnico Eagle and the sites that were sampled for conformance to the *Principles*. The dialogue process with stakeholders is open, documented, and demonstrates Agnico Eagle's stated commitment to social acceptability. This is further materialized by the different policies that integrate social responsibility in Agnico Eagle's projects and operations.

Materiality: Agnico Eagle has a materiality assessment process that covers the organization's operations. The process is used at both the site and the corporate level to refine and prioritize issues and helps to identify the sustainability topics that the company should disclose.

Responsiveness: Agnico Eagle has policies and processes in place to prioritize responsiveness to its stakeholders' concerns based on its relevant issues and its sustainability challenges. The stakeholders appear to be served by these processes, which include to engage with external stakeholders to strengthen social acceptability, disclose information that helps external stakeholders understand how Agnico Eagle achieve conformance, secure annual independent assurance over the processes to ensure stakeholder confidence and credibility in the process and conclusions and disclose instances or events of non-conformance and the steps taken to

remedy the situation. The information is disclosed through the annual publication of the *RGMP Statement* and the *Sustainable Development Report* available [here](#).

Impact: Agnico Eagle has processes in place to monitor and measure how their activities affect their ecosystems and stakeholders. Identified impacts are incorporated into stakeholder engagement and the materiality assessment process.

We conclude that the documentation used to evaluate Agnico Eagle's compliance to the *Principles* was accurate and reliable.

Inherent limitations

Non-financial information, such as Agnico Eagle's conformance with *RGMP*, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the subject matter and the methods used for determining conformance. The absence of a significant body of established practice on which to draw to evaluate and measure nonfinancial information allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

Statement of independence and competence

EEM has policies and procedures in place to ensure that its employees maintain their independence during the execution of its independent evaluations. No members of the assurance team were involved in establishing or maintaining the policies, procedures, and internal controls that Agnico Eagle has in place to conform with the *Principles*. The team members confirm that they are independent.

The evaluation of Agnico Eagle's statement was carried out by a team of experienced auditors holding recognized professional certifications and experienced in the applicable subject matter. The evaluation was conducted in compliance with the code of ethics of these certifications.

We confirm that we satisfy the criteria for assurance providers as set out in the *Assurance Framework for the Responsible Gold Mining Principles* and the *Guidance on Implementing and Assuring the RGMPs: supplement to the Assurance Framework* issued by the World Gold Council.

EEM EHS Management Inc.
Montreal, Quebec
Issued March 21, 2023