

Building Better Together

2021 Sustainability Summary Report



Agnico Eagle is a senior Canadian gold mining company, producing precious metals since 1957. Our operating mines are located in Canada, Australia, Finland and Mexico, with a pipeline of high-quality exploration and development projects in each of these regions, as well as in the United States and Colombia.

Introduction	1
About this Summary Report	1
Agnico Eagle At-a-Glance	2
Messages from Leadership	3
Our Approach	4
Committed to the UN Sustainable Development Goals	6
Measuring Up: Our Performance, Objectives and Targets	8
<hr/>	
Governance	10
<hr/>	
Health and Safety	12
<hr/>	
Environmental Stewardship	14
<hr/>	
Our People	20
<hr/>	
Our Communities	23
<hr/>	
Forward-Looking Statements	27



Fosterville Gold Mine, Australia

About this Summary Report

The theme of Agnico Eagle's 2021 Sustainability Report, "Building Better Together", highlights the opportunity to build better relationships and connections with our employees, business partners, communities and other stakeholders. It emphasizes the need to build a culture of inclusion and a sense of belonging across our organization, in order to enhance our sustainability performance and extend our ESG leadership further. This approach will allow Agnico Eagle to become the world's leading gold company – not only for investors, but also for employees, communities and Indigenous stakeholders.

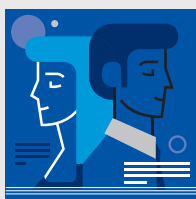
On February 8th, 2022, Agnico Eagle Mines Limited and Kirkland Lake Gold Limited announced the successful completion of a merger of equals transaction. This summary report is intended to provide a better understanding of the new Agnico Eagle's oversight, strategy, practices and risk management approach to key environmental, social and governance (ESG) areas and to report on the historic sustainability performance of all mining operations.

This report reflects performance from January 1 to December 31, 2021. Performance data from both legacy companies is provided separately, and where appropriate, consolidated to provide our stakeholders with a complete understanding of our impacts. Our performance metrics do not include Canadian Malartic Mine (50% Agnico Eagle) unless specified otherwise. The Canadian Malartic Mine sustainability performance is published in a separate report that can be accessed at canadianmalartic.com. More detailed performance data is available in our full [2021 Sustainability Report](#) and in our sustainability performance workbook available on our [website](#). Unless otherwise specified, all funds are reported in USD and all information in this report is as of December 31, 2021.

Some photos contained in this report were taken prior to the COVID-19 pandemic and any mandatory preventive and hygiene measures.

Our Sustainability Commitment

At the core of our [Sustainable Development Policy](#), we are committed to creating value for our shareholders while operating in a safe, socially and environmentally responsible manner, contributing to the prosperity of our employees, their families, the communities and respecting human rights, cultures, customs and value of those impacted by our activities.



Respect Our Employees

We aim to maintain a safe and healthy work environment that is based on mutual respect, fairness and integrity.



Respect Our Environment

We aim to eliminate, minimize and mitigate impacts of our operations on the environment and maintain its viability and diversity.



Operate a Safe and Healthy Workplace

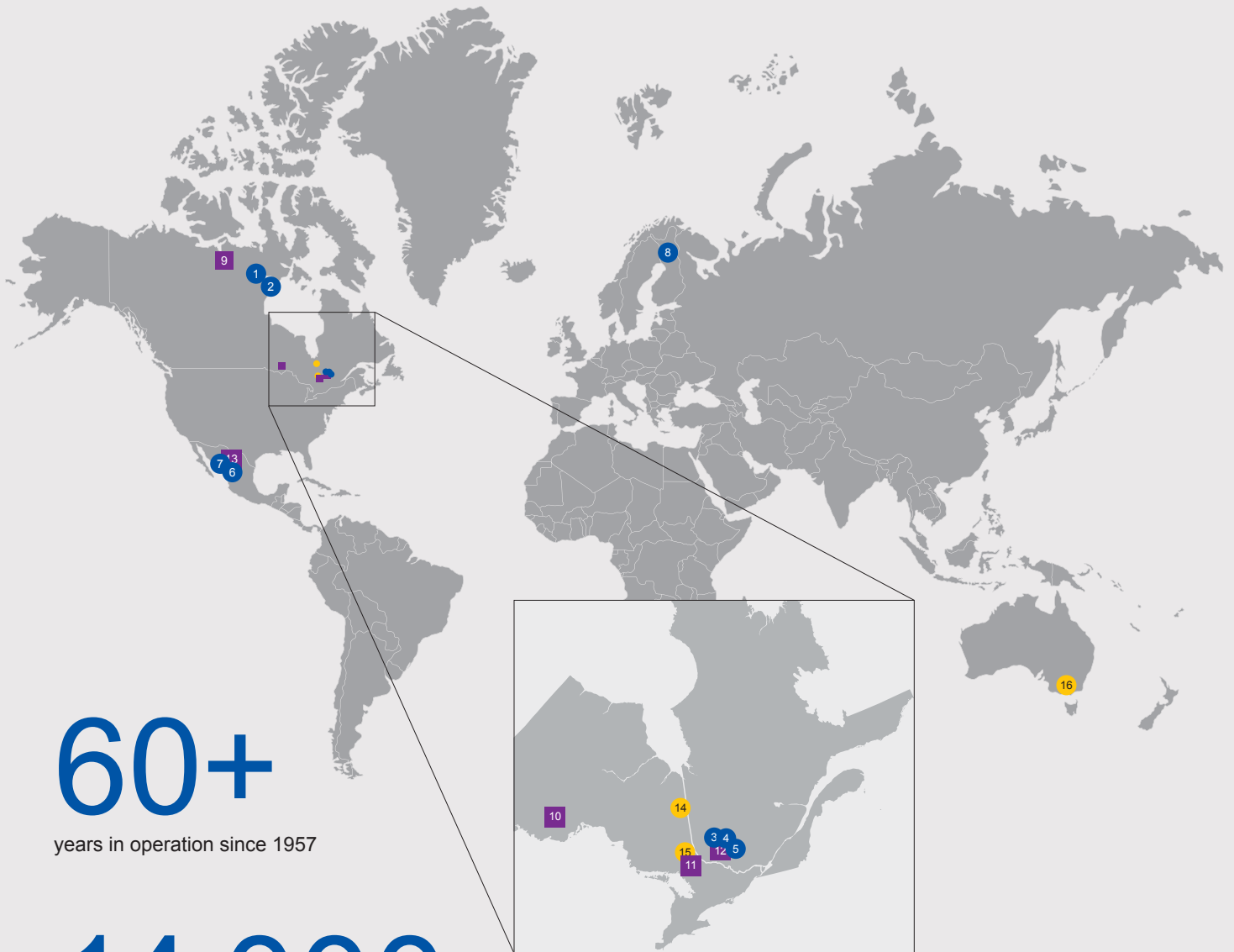
We believe that all accidents/incidents are preventable. We aim to operate a safe and healthy workplace that is injury and fatality free. We believe that if we all work together, we can achieve zero accidents in the workplace and enhance the well-being of employees, contractors, and communities.



Respect Our Community

We aim to contribute to the social and economic development of sustainable communities associated with our operations.

Agnico Eagle At-a-Glance



60+

years in operation since 1957

14,000

total number of employees and contractors

● Mining Operations

- 1. Meadowbank Complex
- 2. Meliadine Mine
- 3. LaRonde Complex
- 4. Goldex Mine
- 5. Canadian Malartic Mine (50% interest)
- 6. Pinos Altos Complex
- 7. La India Mine
- 8. Kittilä Mine

■ Exploration Projects

- 9. Hope Bay
- 10. Hammond Reef
- 11. Kirkland Lake
- 12. Canadian Malartic – Odyssey project (50% interest)
- 13. Santa Gertrudis

● Merger with Kirkland Lake Gold

- 14. Detour Lake
- 15. Macassa
- 16. Fosterville

Messages from Leadership



Ammar Al-Joundi
President and Chief
Executive Officer

“ We are building a world-class business, not only for investors, but for our employees, communities and Indigenous stakeholders. The new Agnico Eagle is both willing and able to provide the financial and human capital necessary to ensure the benefits of mining endure well beyond the life of our mines.”



Carol Plummer
Executive Vice-President,
Operational Excellence

“ Only by coming together as a team will we find opportunities to improve our sustainability performance, contribute to our communities, and take care of one another while ensuring every ounce of gold we produce is mined safely and responsibly.”



Deborah McCombe
Member, Agnico Eagle
Board of Directors,
Chair of the Health,
Safety, Environment
and Sustainable
Development (HSESD)
Committee

“ At the Board level, our primary focus is to support Ammar and Agnico Eagle’s executive management team, by ensuring the resources necessary to achieve the Company’s sustainability goals and enhance our ESG leadership further are in place.”

Our Approach

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

The new Agnico Eagle will continue to integrate sustainability considerations into our business strategy as well as in the way we plan and manage our activities.

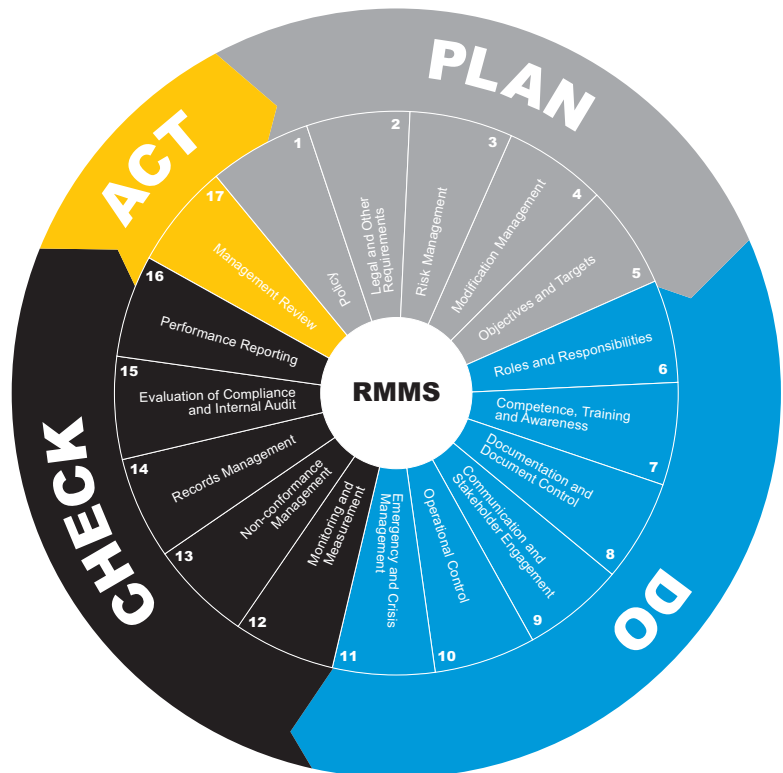
Agnico Eagle's Sustainable Development Policy highlights our commitment to health and wellness, to the protection of Human Rights, and to minimizing risks associated with the management of tailings and water. In 2021, Legacy Kirkland Lake Gold applied similar policies and in 2022 we will update our Sustainable Development Policy to reflect the new Agnico Eagle and incorporate new sustainability commitments such as our commitment to net-zero emissions by 2050.

Sustainability is a fundamental value during all phases of operations from exploration to reclamation. We assess potential impacts and risks associated with our activities across the whole life cycle of our projects and operations, including the potential impacts of possible acquisition and divestiture decisions, based on these values.

We are committed to implementing standards developed through international initiatives, principles, codes, and programs to which Agnico Eagle is a signatory. As Kirkland Lake Gold adopted or was in the process of adopting many of the same or equivalent standards, the new Agnico Eagle will work in 2022 and beyond to ensure every operation meets or exceeds all our respective commitments.

Risk Management and Monitoring System

The Risk Management and Monitoring System (RMMS) is the foundation for managing the commitments made in our Sustainable Development Policy and under the international initiatives, principles, codes, and programs to which we are a signatory. Our RMMS is aligned with the intent of the ISO 14001 Environmental Management System and the ISO 45001 Occupational Health and Safety Management Systems. The Legacy Kirkland Lake Gold Integrated Management System (IMS) was developed with many of the same elements. As part of our continuous improvement efforts, reviewing both and adopting the best practices will be our focus.



Towards Sustainable Mining

The Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) initiative promotes best practices in environmental protection, energy efficiency, community engagement, safety, and transparency. TSM external audits are a condition of membership in MAC and are performed every three years. Six Legacy Agnico Eagle sites completed external audits in 2021 with the next audit scheduled for 2024. Overall, the sites performed very well with the Company meeting the requirements for a Level A or higher for 160 of the 165 indicators evaluated. Between the scheduled external audits annual self-assessments are carried out. Both external audit and self-assessment results are disclosed publicly mine by mine on the MAC [website](#). Legacy Kirkland Lake Gold sites are in the process of adopting TSM and completed verification on their progress as new adopters 2021.

Both Legacy Agnico Eagle and Legacy Kirkland Lake Gold were strong supporters of TSM and the new Agnico Eagle looks forward to continuing to actively support the initiative.

International Cyanide Management Code

Detour Lake Mine, Kittilä Mine, La India Mine, as well as the Pinos Altos and Meadowbank Complexes are currently certified as compliant with the International Cyanide Management Code (ICMC). The LaRonde Complex and Meliadine Mine are working toward attaining certification in the coming years.

Audit reports are disclosed publicly on the ICMC [website](#) mine by mine.

Conflict-Free Gold Standard

Agnico Eagle understands that operating responsibly and maintaining the trust of our stakeholders requires that we demonstrate that the gold we produce has been extracted in a manner that does not fuel unlawful armed conflict, nor contribute to serious human rights abuses or breach international law. As such, we have adopted and implemented the World Gold Council's (WGC) Conflict-Free Gold Standard (CFGS). Annual audit and certification reports, for both Legacy Agnico Eagle and Legacy Kirkland Lake Gold, are available on our [website](#).

Responsible Gold Mining Principles

In 2019, the WGC launched the Responsible Gold Mining Principles (RGMP), a framework that sets out clear expectations for consumers, investors, and the downstream gold supply chain as to what constitutes responsible gold mining. The WGC set out Principles that it believes address key environmental, social and governance concerns for the gold mining sector. Both Legacy Agnico Eagle and Legacy Kirkland Lake Gold were members of the WGC, and the new Agnico Eagle remains committed to implementing and upholding the RGMPs. Annual RGMP implementation progress and verification reports, for both Legacy Agnico Eagle and Legacy Kirkland Lake Gold, are available on our [website](#).

Voluntary Principles

The [Voluntary Principles on Security and Human Rights \(VPSHRs\)](#) guide companies in maintaining the safety and security of their operations within an operating framework that ensures respect for human rights and fundamental freedoms. Agnico Eagle began adopting the VPSHRs in 2016 and became a formal member in 2017. A specific set of consequence criteria was developed and approved in 2020 to improve our risk management process. An external audit was performed in 2021 and the results are available on the VPSHRs [website](#).

The United Nations Sustainable Development Goals

Agnico Eagle is working to support progress on the United Nations Sustainable Development Goals (UN SDGs). We recognize that the mining industry has an opportunity to positively contribute to all 17 of the SDGs. We also have a responsibility to manage the potential negative impacts of mining. An archive of initiatives supporting the UN SDGs is available on our [website](#).

CDP

The CDP, formerly known as the Carbon Disclosure Project, goal is to encourage a rational response to climate change, water management and biodiversity by facilitating a dialogue between stakeholders and businesses supported by harmonized, quality data. Agnico Eagle has been reporting to CDP for over a decade and continues to report on an annual basis. We participate in all three questionnaires: Climate Change, Water Security and Forests.

To consult our latest CDP disclosures visit the CDP [website](#).





Task Force on Climate-related Financial Disclosures

Agnico Eagle recognizes the importance of providing clear, comprehensive, high-quality information on the impacts of climate change on our business and our impact on the climate. In 2021, we committed to support the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We continue to refine our understanding of climate-related financial risks and the new Agnico Eagle is working to provide more detailed disclosures as outlined by the TCFD.

Committed to the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) are a universal set of 17 goals, 169 targets and 230 related indicators aimed at eliminating poverty, protecting the environment, and providing a blueprint for peace and prosperity for our society. We recognize that we have a role to play in contributing to the UN SDGs and a responsibility to potentially enhance the quality of life in the areas we operate in. Agnico Eagle's work contributes directly and indirectly to each of the 17 UN SDGs however the significance of our potential impacts vary. As we combine our organizations, we will work on defining priorities and goals related to the UN SDGs and further integrating them in our business strategy. The following pages covers many key UN SDGs relevant to our activities and impacts. For a complete list consult our [UN SDG webpage](#).

Examples of related commitments and impacts

UN SDG	Our Commitments	Our Impacts
<p>Climate Action</p> 	<p>We are taking action to reduce greenhouse gas emissions by improving our overall energy efficiency and by implementing low carbon technologies.</p>	<p>Our combined emission intensity of 0.4 tonnes of CO₂ equivalent for every ounce of gold produced has stabilized over the last few years, however as production increases so have our net-emissions. We are working on decarbonizing to reduce our overall carbon footprint as we make our way to net-zero.</p>
<p>Decent Work and Economic Growth</p> 	<p>We promote social economic growth in the regions where we operate by providing high-quality employment opportunities and having community investments programs that target initiatives that support local economic development, even after mining ceases.</p>	<p>We continue to increase our local procurement spend with a combined spend of over \$1.5 billion in 2021. Local employment in many of our operating regions exceeds 90%. Several career development programs and trainings were impacted by COVID-19 restrictions. We look forward to growing these programs in 2022 as we continue to focus on building future leaders within our local communities.</p>
<p>Good Health and Well-Being</p> 	<p>Ensure our workforce has the knowledge, tools and training they need to perform their duties in an optimal and safe manner. Develop well-being programs to promote and support healthy lives.</p>	<p>Our improved accident frequency is overshadowed by the loss of one of our contractors at Hope Bay. We have several ongoing programs aimed at mitigating risks, reducing the numbers of injuries on site and addressing the wellness of our employees. In 2021, we continued to target our community investments to support vulnerable groups in our communities and assist with the ongoing challenges of the pandemic.</p>
<p>Life on Land</p> 	<p>Under the Biodiversity Preservation protocol of the Toward Sustainable Mining (TSM) initiative, each of our mines is tasked with finding a way to contribute to the preservation of the biodiversity and to leave as small an ecological footprint as possible.</p>	<p>The total area physically disturbed by mining activity is over 12,000 hectares for our combined operations. We continue to rehabilitate areas where mining activity has ceased and collaborate on biodiversity-related research initiatives.</p>

Examples of Initiatives that Contribute to the UN SDGs

Supporting Clean Water in Iqaluit and Safe Drinking Water in Mexico

We donated 15,000 litres of clean water to the city of Iqaluit in the midst of a drinking water crisis that was caused by a problem with their water treatment. As well, in 2019, Pinos Altos Complex began collaborating with a local community for a water distribution network powered by solar panels to provide safe and clean water to more than 1,000 residents.

SDG 6.1, 17.17



Scholarship and Development Program in Memory of Dr. Leanne Baker

Agnico Eagle launched a Scholarship and Development Program in memory of Dr. Leanne Baker, which was designed to support the advancement of a cohort of women through a 2-year mentorship and training program.

SDG 4.4, 5.5



Goldex-Manitou Project

In partnerships with the Quebec government, the Goldex-Manitou project is using alkaline tailings produced by the Goldex mill to rehabilitate the abandoned contaminated Manitou tailings site. As the rehabilitation progresses, many species of flora and fauna have returned to the surrounding wetlands.

SDG 6.6, 15.1, 15.5, 17.17



Supporting Vulnerable Populations

During the pandemic, we provided support to vulnerable groups throughout our communities, including donating over \$500K to the Cochrane District Social Services Administration Board, which administers 23 agencies that provide a variety of services, such as homeless shelters and food banks, emergency medical services, special needs resourcing, family resource centers, and housing units.

SDG 2.1, 3.3, 11.1



Advocating for clean energy infrastructure projects

Supporter of the proposed Kivalliq Hydro-Fibre Link that would deliver reliable renewable energy and broadband internet service to the Kivalliq Region of Nunavut. Agnico Eagle is in frequent communication with the Inuit-led development partner for this project to support its technical studies and preparation of its business case.

SDG 9.1, 11.6, 13.1, 13.3



Road Safety at Kittilä

As our workforce at the Kittilä Mine increases, so do vehicles on the road. Road traffic safety was identified as a common concern of local stakeholders and mine staff during Kittilä Mine's Liaison Committee meetings. The Kittilä Mine workforce launched road improvement projects to tackle this concern, including the contribution of €300,000 towards improving physical conditions of the winding and narrow roads leading to the mine.

SDG 3.6, 11.2



Implementation of Cross-Cultural Competency Training

This training offered at Ontario sites is intended to nurture and grow internal competencies in order to be positioned as employer-of-choice for local Indigenous Nations, to better recruit and retain Indigenous workers, and build trusted and prosperous partnerships and relationships with our local communities.

SDG 8.3, 8.5, 10.3, 10.4



Environmental Research and Development

Agnico Eagle supports various R&D projects including tundra restoration in Nunavut, a partnership with Research Institute in Mine and Environment (RIME) UQAT Polytechnique; developing an integrated system for monitoring biodiversity changes in partnership with the University of Sherbrooke and several industry and government partners; and support for post-graduate work on CO₂ removal.

SDG 9.5, 12.5, 13.1, 15.5, 17.17

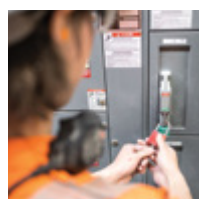


Measuring Up: Our Performance, Objectives and Targets

We hold ourselves accountable for improved performance over time, ensuring rigorous and progressive oversight of high-performance standards in health, safety, environment, and community development.

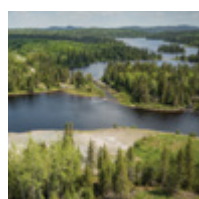
Performance Highlights

+ Favourable - Unfavourable = Neutral¹



Health, Safety and Wellness

		2019	2020	2021	3-Year Trend
Combined Lost-time Accident and Restricted Work Frequency ²	Agnico Eagle	0.99	1.02	0.82	+
	Kirkland Lake Gold	N/A	N/A	0.70	
Fatalities	Agnico Eagle	0	0	1	-
	Kirkland Lake Gold	0	0	0	+



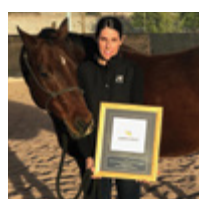
Environmental Stewardship

		2019	2020	2021	3-Year Trend
Total tonnes CO ₂ e ³	Agnico Eagle	583 k	598 k	692 k	-
	Kirkland Lake Gold	456 k	447 k	492 k	-
CO ₂ e/oz ⁴	Agnico Eagle	0.40	0.41	0.40	=
	Kirkland Lake Gold	0.31	0.32	0.34	-
Total Water Recycled	Agnico Eagle	62%	67%	71%	+
	Kirkland Lake Gold	94%	70%	89%	=
Significant Spills	Agnico Eagle	0	0	0	+
	Kirkland Lake Gold	0	0	0	+



Our People

		2019	2020	2021	3-Year Trend
Proportion of Women in the Workforce	Agnico Eagle	16%	15%	15%	=
	Kirkland Lake Gold	14%	10%	14%	=
Local Employment	Agnico Eagle	59%	61%	57%	=
	Kirkland Lake Gold	N/A	90%	91%	=
Indigenous Employees	Agnico Eagle ⁴	442	410	380	-
	Kirkland Lake Gold	N/A	N/A	267	



Our Communities

		2019	2020	2021	3-Year Trend
Number of Significant Disputes	Agnico Eagle	0	0	0	+
	Kirkland Lake Gold	0	0	1	=
Operations Payments to Local Suppliers	Agnico Eagle	\$865M	\$876M	\$1,100M	+
	Kirkland Lake Gold	N/A	\$455M	\$475M	+

1. Performance is based on targets or where targets are absent on three-year performance trends.

2. Per 200,000 hours worked by employees and contractors.

3. Values for 2019–2020 have been restated to reflect updated methodology and ensure consistency with year-over-year reporting.

4. Retention of Inuit employees was affected by strict public health restrictions in Nunavut; see p. 58 of our full Sustainability Report for more details.

Our 2021 Objectives and Targets

● Achieved → Ongoing ... Delayed ○ Not Achieved

Topic	2021 Target	2021 Status	2022 Objectives
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Health & Safety

We aim to operate a safe and healthy workplace that is injury and fatality free.

Injury Frequency	Achieve a combined Global Combined Lost-time Accident and Restricted Work Frequency below 1.00	●	Achieve a Global Combined Lost-time Accident and Restricted Work Frequency below 0.89
Fatalities	Zero fatalities	○	Zero fatalities

Environmental Stewardship

We aim to eliminate, minimize, and mitigate impacts of our operations on the environment.

Environmental Compliance	Finalize Environmental Incident Management Standard	●	Implement Environmental Incident Standard at the sites and prepare for internal audit in 2023
	Achieve zero major or critical/extreme environmental incidents	●	Achieve zero major or critical/extreme environmental incidents
Water Stewardship	Ensure our operating sites have a water management strategy captured by a water management plan and supported by robust water balances	●	Begin implementation of corporate water management strategy at Legacy Kirkland Lake Gold sites to ensure consistent approach by 2023
Integrated Closure	Continue to focus on progressive reclamation of active mine sites while reducing risks at the Legacy sites		Continue to focus on progressive reclamation of active mine sites while reducing risks at legacy sites
	Continue closure activities and earthworks at the former Lapa Mine site following successful removal of site infrastructure	→	Submit regulatory package to Quebec government and commence landform design and revegetation activities for Lapa Mine site
Tailings & Waste Management	Ensure operations have in place functioning and sustainable critical infrastructures governance; develop a communication plan for our operations to ensure the whole process is understood	●	Ensure Agnico Eagle's critical infrastructure governance model is applied to all Legacy Kirkland Lake Gold sites and Hope Bay project. Reinforce the current model for Agnico Eagle Legacy sites
Climate Change	Finalize first Climate Action Plan Strategy and initiate risk assessment in line with TCFD	●	Develop integrated Climate Change Strategy for Agnico Eagle informed by scenario analysis and that includes interim targets

Our People

We aim to maintain a work environment that is based on mutual respect, fairness and integrity.

Employment / Jobs	Regions to develop workforce productivity and workforce plans to continue providing long-term sustainable jobs for our people	→	Regions to continue developing plans and finalize improvements to workforce cost and productivity reporting
Diversity & Inclusion	Achieve the 2021 Diversity and Inclusion Action Plan	→	Implement interview bias training, continue leadership development programs, and advance other elements of diversity and inclusions strategy

Our Communities

We aim to contribute to the social and economic development of sustainable communities associated with our operations.

Community Relations and Satisfaction	Audit stakeholder mapping process	...	Ensure common approach to documenting and mapping of stakeholder interactions
Indigenous Rights and Relationships	Continue to negotiate relevant agreements with Indigenous groups for projects in Ontario and Quebec	→	Continue to negotiate relevant and mutually beneficial agreements with Indigenous communities and ensure full compliance to existing agreements
	Enhance our process to align expectations between Indigenous groups, governments and Agnico Eagle	→	Enhance our process to align expectations between Indigenous groups and communities, governments and Agnico Eagle

Governance

Good oversight and governance strengthens our accountability, enhances our sustainability performance and helps uphold our core values to operate in an ethically responsible manner.

It is why we have adopted clear policies regarding ethical conduct and adherence to strict human rights protection standards, and publicly disclosed information on our practices and payments.

Our governance structure creates clear lines of accountability, gives us the flexibility to adapt to unforeseen circumstances, and ensures sustainable practices are considered in all aspects of our business.

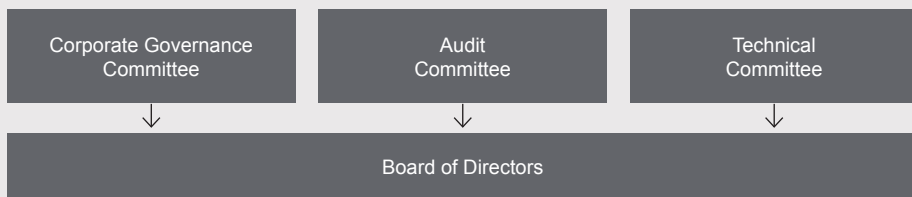
Policies and Codes of Conduct⁵

- [Sustainable Development Policy](#)
- [Anti-Corruption and Anti-Bribery Policy](#)
- [Indigenous Peoples Engagement Policy](#)
- [Diversity and Inclusion Policy](#)
- [Code of Business Conduct & Ethics](#)
- [Confidential Anonymous Complaint Reporting Policy](#)
- [Supplier Code of Conduct](#)
- [Tailings Management Policy](#)

5. List does not include internal policies, standards and governance documents

Sustainability Management Structure

Board of Directors

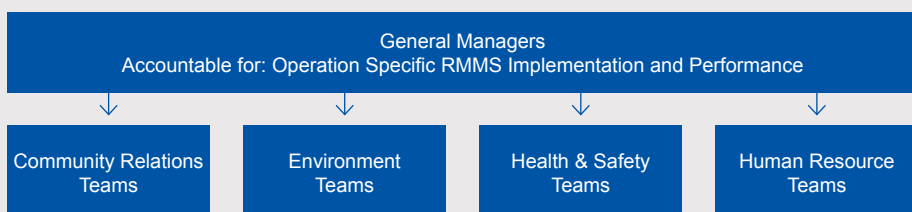


Executive Management Committees

Corporate Sustainability Structure



Sustainability Management at Operations





Internal or external verifications and audits are performed annually to assess our performance towards international standards and protocols to which we adhere.

Our Guiding Principles

Agnico Eagle developed a series of Guiding Principles to reinforce our management approach and culture throughout the Company.

A

Anchored in our values

- Open and transparent communications;
- Safe production;
- Highest standards of honesty, responsibility, and performance;
- Highest levels of employee engagement;
- Sharing and developing employees' skills and expertise; and
- Maintaining our entrepreneurial skills and innovative spirit.

B

Based on collaboration

- Encouraging respectful open debates and healthy discussions; and
- Recognizing success resulting from both exceptional contributions and teamwork.

C

Clear and simple

- Simple practices based on common sense;
- Clarity on people's roles and contributions; and
- Alignment of employees and management on our business priorities.

Business Sustainability

Our mission is to build a high-quality, easy-to-understand business, one that generates superior long-term returns for our shareholders, creates a great place to work for our employees and contributes positively to the communities in which we operate.

Three Pillars of Our Business Strategy



Performance

- Execute on Our Five-Year Plan
- Optimize Our Assets



Pipeline

- Build Reserve and Resource Life
- Add High-quality Development Assets



People

- Maintain an Engaged Workforce
- Improve Operational Efficiency

Security and Human Rights

We ensure the protection of human rights by:

- Actively communicating our approach and expectations to all stakeholders, including suppliers
- Engaging with stakeholders to understand the impacts of our activities and working with them to optimize benefits and limit negative impacts
- Implementing effective grievance mechanisms
- Providing human rights training
- Promoting our expectations of suppliers through the Supplier Code of Conduct



Health and Safety

We are committed to providing a safe place to work and to maintaining the highest health and safety standards. Our long-term goal is to strengthen our health and safety culture through individual accountability and leadership, accompanied by aspirational zero harm safety targets and leading performance indicators.



The Key to Your Safety Is You

Our Performance

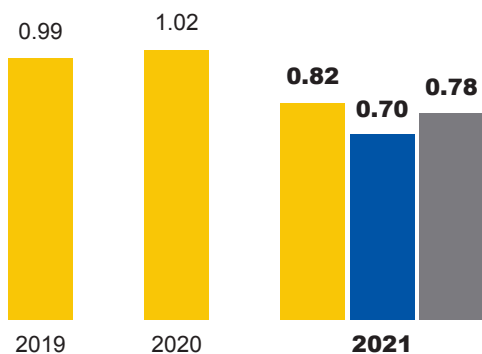
Work-Related Fatal Injuries

	2019	2020	2021
Agnico Eagle	0	0	1
Kirkland Lake Gold	0	0	0

2021 Combined Lost-Time Accident and Restricted Work Frequency

(per 200,000 hours worked)⁶

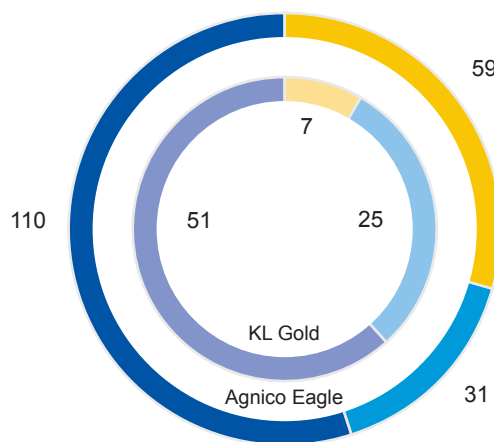
- Agnico Eagle
- Kirkland Lake Gold
- Combined



6. Kirkland Lake Gold began reporting Combined Lost-Time Accident and Restricted Work Frequency in 2021. Historic KL Gold health and safety statistics are available in our Sustainability Report archives on our website.

2021 Total Health & Safety Incident Resulting in Injury by Type

- Lost-Time
- Light Duty
- Medical Aid



Hazard Identification and Risks Assessment

We are focused on prevention and use a risk-based approach consistent with the ISO 45001 – Occupational Health and Safety Management System. We use the Supervision Formula as a daily risk assessment tool at all Legacy Agnico Eagle sites. This tool gives workers clear roles, responsibilities and expectations for mitigating, reporting, and communicating risks. We continue to develop additional support tools and training to ensure the optimum use and success of the Supervision Formula at our operations.






Our COVID-19 Response

This past year, Agnico Eagle’s response to COVID-19 was guided by our commitment to contribute to the health and well-being of our employees, their families, and the communities in which we operate. This remains our top priority and we will continue to provide support as we work together to recover and emerge stronger from this global pandemic.



Our focus remains on three priorities: protecting our employees, protecting our communities, and protecting our operations.

Protecting Our Employees 	Protecting Our Communities 	Protecting Our Operations 
<p>We continued to support our employees physically, mentally and financially during the pandemic by having hygiene and screening measures for all physical locations, testing protocols for remote operations, promoting mental health programs, offering flexible scheduling and telecommuting when suitable, and continuing to provide income for employees unable to work due to government-mandated restrictions.</p>	<p>We continued to aid and support communities impacted by COVID-19. Beyond increased safety and isolation protocols, we consulted with local authorities to understand community-based priorities and ensure we provided sustained support where it was most needed.</p>	<p>We continued to maintain business continuity while limiting the spread of the coronavirus, changing and adapting to meet the most recent public health guidance and best practices. Regional hygiene committees and working groups continued to manage site-specific impacts and provided updates to the corporate COVID-19 Steering Committee.</p>

Health, Safety and Security Training Initiatives

We have strong health and safety training programs at all our operations, and we harness interactive technology to provide online training modules, analyze employee training needs and maintain up-to-date training records.

Examples of initiatives and programs include:

- Safety Journey at Kittilä Mine which focuses on long-term safety culture improvement
- Virtual training for operational safety accreditation at Pinos Altos
- Specific risk analyses to assess changes or arrival of new technology
- Collaboration programs with contractors to ensure they meet our operational health & safety expectations
- Use of remote and automated equipment to conduct work at a distance and reduce risks
- Use of mobile applications for real-time incident reporting
- Specific training on managing hazardous waste in emergencies
- A project on wearable technology for the prevention of injuries at Fosterville Mine



In 2021, Detour Lake Mine enacted Dig Deep, an employee-driven, management supported outreach program geared towards having a better understanding of, and combatting, mental illness and addiction in the mining industry. The purpose of Dig Deep is to promote mental health and addiction awareness, remove the stigma associated with these issues and provide resources both at work and outside of work to help employees and their families.



Environmental Stewardship

Our efforts focus on minimizing our environmental footprint, by preventing or limiting emissions and reducing waste. Each of our operations is responsible to identify, analyze and manage environmental risks and to work in a transparent manner with local stakeholders, building a foundation of trust and cooperation.



Water sampling at LaRonde.

Energy and Climate Change

Agnico Eagle recognizes the important role that industry plays in addressing climate change and is actively working on initiatives to help reduce our carbon footprint and mitigate climate change risks, while continuing to grow our operations. We are formal supporters of the Task Force on Climate-

related Financial Disclosures and have committed to achieving net-zero by 2050 for our Scope 1 and 2 emissions. Detailed pathways to achieve net-zero, more specific interim reduction targets and other key climate-related performance indicators are under evaluation, and we plan to expand our climate-related disclosures in the short term.

Climate Change Governance

Role	Key Responsibilities
EVP Operational Excellence	Report to the HSESD Committee on plans and progress with respect to managing climate risks and opportunities and meeting Company objectives for reduction of GHGs.
Climate Related Risk Management Steering Committee	Monitor and manage corporate-level climate risks and opportunities. Provide guidance and support to Corporate and Site/Regional teams with respect to identifying and managing climate risks and opportunities and meeting Company objectives for reduction of GHGs.
Corporate Climate Working Group & Climate Action Team	Develop and implement strategic recommendations, specific actions, and technical guidance for managing climate change-related risks and opportunities and meeting Company objectives for reduction of GHGs.
Technical Advisory Group	Provide technical guidance to the Steering Committee, Working Group and Site/Regional Climate Action Teams.
Site/Regional Climate Action Teams	Develop and implement site/region specific action plans to manage climate change-related risks and opportunities and meet Company objectives for reduction of GHGs.

Strategy

The new Agnico Eagle is among the leaders in Greenhouse Gas (GHG) intensity per ounce (oz) of gold for a senior gold producer⁷. We understand energy is both a large component of our operating costs and the primary driver of our GHG emissions, therefore it is important that we continue to explore technologies and solutions that maintain and improve our performance. Effective energy management not only reduces GHG emissions but improves the costs of our current operations, while having the potential to improve the economics of opportunities in our pipeline. At our operations, responsible energy and GHG emissions management is integrated into our broader strategy and includes investments in research and development (R&D) that target energy efficiency and reduction of our carbon footprint.

Climate-Related Risks

Our Company's goals include ensuring our portfolio delivers on expectations and lowers operational risk. We do this by identifying, assessing, and managing risks using our Risk Management and Monitoring System (RMMS). In 2021, Agnico Eagle completed a corporate risk and opportunity assessment using updated RMMS consequence criteria suitable for assessing climate-related financial risk and opportunities. With the assistance of independent specialist consultants, we will further assess climate-related physical and transition risks and climate-related opportunities by geographic location, which will take into consideration different climate-related scenarios. With this better understanding we can move toward a robust strategic plan for managing climate-related risks.

7. Industry average of 0.697 tCO₂e per ounce of gold produced, as per S&P Global Market Intelligence 2021.

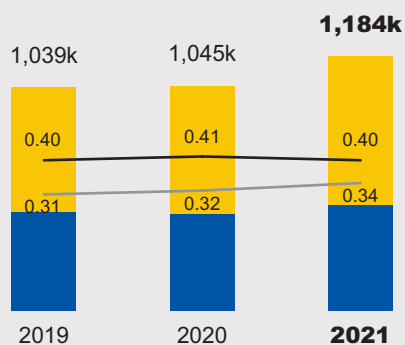
Examples of Foreseeable Climate-Related Risks

	Risk	Potential impact	Mitigation measures
Transition Risks	Increased carbon pricing in key jurisdictions	Increase in operating costs due to emissions volumes	Identify pathways for emissions reduction
	Higher fuel costs	Increase in costs for operations with high fuel dependence	Explore opportunities for fuel switching and electrification
	Increased cost of other goods and services	Increase in costs could result in switching to alternate supply sources or product substitution	Plan to engage with suppliers on climate change risks
	Industry stigmatization and exposure to litigation	Reduced social acceptability impacts investments and regulatory approvals	Engage directly with stakeholders on climate change issues and support industry organizations on climate change work
Physical Risks	Increased average temperatures in the Arctic	Infrastructure may require upgrades to adjust for permafrost loss	Complete site-level risk assessments. Continue integration of climate change impacts on critical infrastructure evaluations and closure planning
	Increased water stress in arid environments	Less water availability to meet operational demands	Continue to improve water usage, increase recycling and engage with local communities
	Increased severity of hurricanes and tropical cyclones	Potential to damage infrastructure and impact road access	Complete site-level risk assessments. Continue to include extreme weather events into emergency preparedness plans.

Our Performance

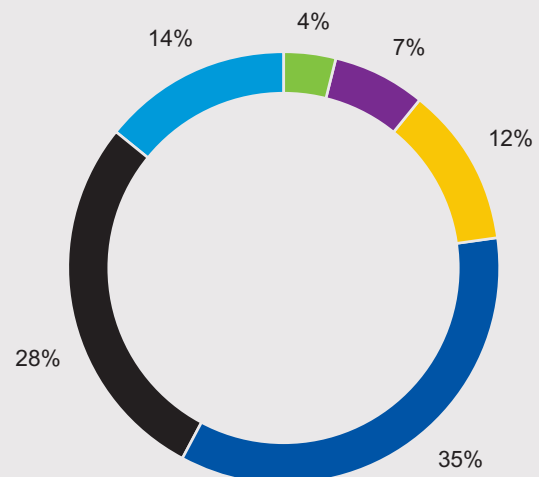
Total GHG Emissions (Scope 1 and 2) and Emission Intensity (tonnes of CO₂e by gold oz)

- Agnico Eagle total emissions (tonnes CO₂e)
- Agnico Eagle GHG intensity (tonnes CO₂e/gold oz)
- Kirkland Lake Gold total emissions (tonnes CO₂e)
- Kirkland Lake Gold GHG intensity (tonnes CO₂e/gold oz)



2021 Proportion of New Agnico Eagle's Total GHG Emissions (Scope 1 and 2) by Region





- Quebec
- Mexico
- Ontario
- Finland
- Nunavut
- Australia



In 2021, eight of our eleven operations outperformed the industry average⁸ for GHG emissions intensity per gold ounce produced which allows the new Agnico Eagle to have one of the lowest GHG emission intensities of any senior gold producer. Nonetheless, we remain strongly committed

to continuing to explore technology and solutions that will continually improve our carbon accounting and performance, so we remain a leader in low carbon production and best practices even as we continue to grow the company.

Our Operations: GHG Reduction Initiatives

	Improved Heat Recovery	Energy Reduction Program	Energy Efficient Generator
	10,461 tonnes	1,468 tonnes	3,000 tonnes
	Estimated CO ₂ e saved per year	Estimated CO ₂ e saved in 2021 due to various initiatives	Estimated CO ₂ e saved per year
	LaRonde, Meadowbank, Meliadine, Kittilä	Meadowbank	Meliadine
	Battery Electric Vehicles	Biodiesel Usage	Electric Car Charging
	31 vehicles	1,027 tonnes	43 Stations
	Current BEV Fleet size	Estimated CO ₂ e saved as alternative to diesel in 2021	Total stations across all locations
	LaRonde, Goldex, Kittilä, Detour, Macassa	Macassa	LaRonde, Macassa, Goldex, Rouyn-Noranda, Toronto
	Waste to Fuel	Tire Longevity Program	Energy and Waste Reduction Program
	442 tonnes	242 tonnes	300 tonnes
	Estimated CO ₂ equivalent saved by using waste lubricants to power incinerator	CO ₂ e saved in 2021 as alternative to purchasing new product	Estimated CO ₂ e saved per year
	Meliadine	Detour Lake	Meadowbank
	Passive Solar Wall	Solar Power Purchase Agreement	
	LaRonde	Pinos Altos	

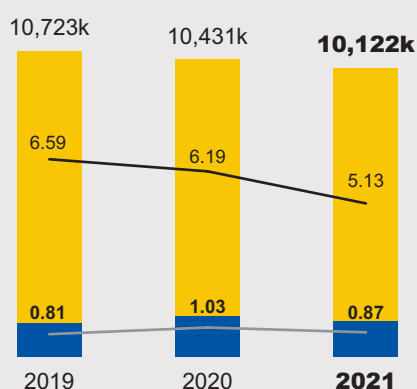
Water Stewardship

Water stewardship includes using water efficiently, maintaining water quality and engaging with communities to collaboratively manage shared water resources through the mining life cycle. Water is an important interface between our operations, and our stakeholders, including various regulatory agencies, surrounding communities, environmental protection organizations, and the public in general. Through these interactions, we can demonstrate how we sustainably manage resources by committing to responsible water use and protection of water quality.

In 2021, Agnico Eagle implemented a Water Management Policy and released an updated Corporate Standard for Water Stewardship. The policy emphasizes our commitment to manage water using Best Applicable Practices with the objective to protect public health and safety, minimize harm to our employees and protect the environment. This includes proactive management to reduce socio-economical impacts, engagement with communities of interest, and assessing catchment-level water-related risks and opportunities. The updated Corporate Standard provides guidance and a framework for water management that aligns with TSM's new Water Stewardship Protocol and promotes comprehensive and consistent water management practices for governance, modelling, infrastructure design and construction and monitoring.

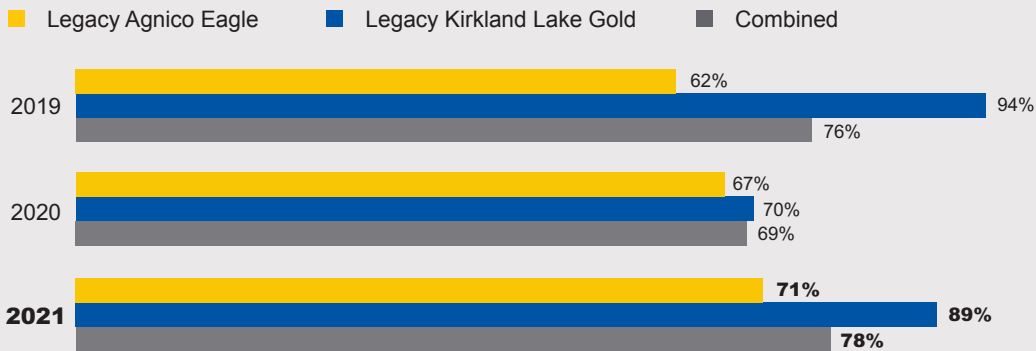
Total Freshwater Withdrawn for Use (m³) and Freshwater for Use Intensity (m³/gold oz produced)

- Agnico Eagle total freshwater withdrawn for use (m³)
- Agnico Eagle freshwater withdrawn for use intensity (m³/gold oz)
- Kirkland Lake Gold total freshwater withdrawn for use (m³)
- Kirkland Lake Gold freshwater withdrawn for use intensity (m³/gold oz)



8. Industry average of 0.697 tCO₂e for Scope 1 and 2 emissions per ounce of gold produced, as per S&P Global Market Intelligence 2021.

Percent Water Recycled



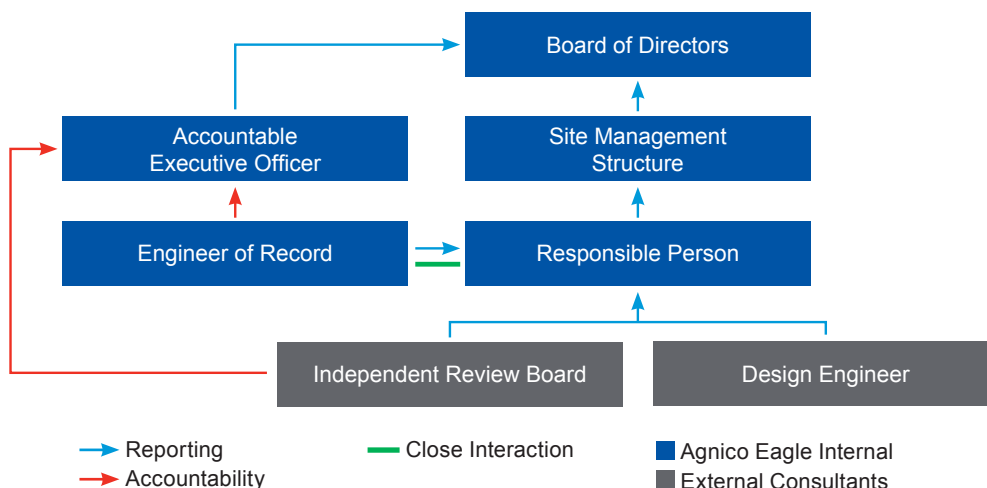
LaRonde Complex Tailings Storage Facility

Tailings and Waste Management

The health and safety of our people, communities and the environment are a top priority of Agnico Eagle’s critical infrastructure management programs. As such, our management systems are based on a commitment to safety and technical rigour at all stages of the mine life cycle –

design, construction, operation, closure and post-closure. We recognize gold mining by its nature generates large volumes of waste rock and tailings. We monitor waste segregation and rock usage and are always pursuing opportunities to optimize use while aiming to meet environmental protection. For more information on how we manage tailings consult our [Tailings Summary Report](#).

Governance Structure for Critical Infrastructure at Agnico Eagle



Key Research Areas, R&D

Environmental Research & Development

Agnico Eagle works with universities and research groups in the regions where we operate to develop environmentally friendly, innovative and practical solutions for the entire life cycle of a mine. Much of this work is accomplished while also training highly qualified personnel who represent the workforce of tomorrow. Agnico Eagle is working to actively collaborate with research partners because we believe that building a sustainable future for all requires robust, effective collaborations that maximize partnership impact.



The environmental research and development group acts as facilitators and coordinators to boost environmental R&D focused on environmentally responsible resource extraction. Current projects include Tundra Restoration in Nunavut, a partnership with Research Institute in Mine and Environment (RIME) UQAT Polytechnique, partnering in the NSERC-UQAT Industrial Research chair on Northern Biodiversity in a Mining Context, a project dedicated to developing an integrated system for monitoring biodiversity changes with the University of Sherbrooke and several industry and government partners, and a masters' research project on CO₂ removal. Existing collaborations and research at Legacy Kirkland Lake Gold sites include a tailings and waste rock vegetation program with the University of Waterloo, a lichen and soil biological crust restoration project with the University of Guelph, and engagement with Mikro-Tek on a trial that focuses on using mycorrhizal fungi to help improve seedling survival.

Key Research Areas

Restoration and Closure	Characterization and treatment of contaminants in mine effluents	Revegetation	Valorization of tailings and waste	Integration of climate change into mine design
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Environmental Compliance

Environmental impacts are managed through our RMMS. Activities that can have environmental impacts are identified and assessed; while relevant control measures are implemented, maintained, and verified. Each operation has a dedicated environmental department that ensures environmental impacts and incidents are managed according to the approved and applicable procedure.

Based on our incident consequence criteria there were no major or extreme/critical incidents at our operations in 2021. There were four instances of environmental non-compliance resulting in a regulatory notice or infraction. Non-compliance incidents are reviewed, and mitigation measures implemented to manage any impacts if they occurred and address root causes.

Integrated Closure

Closure and reclamation are core elements of our business since ore bodies are finite and therefore depleted over time. Early planning is key to ensuring successful closure. The progressive reclamation and final closure planning process where possible is initiated in the early phases of a project and undergoes continuous improvement throughout life-of-mine. We engage local communities, governments, and other interested stakeholders often on this subject, and we seek to minimize impacts and maximize benefits whenever possible.

All of our operations have closure plans that are regularly updated and have financial assurance in accordance with applicable laws.

2021 Key Closure Highlights

Lapa Mine	Pinos Altos Complex	Detour Lake Mine	Northern Territory, Australia
Completed Phase II Site assessment to prepare for final removal of potentially contaminated materials, landform design and planting.	Revegetation activities are ongoing at El Castor Rockfill Storage Facility with the site greenhouse producing Red Oak and White Pine for explanting and other native seed and plant collection activities.	The Closure Plan was updated to include the mine's proposed West Detour Project expansion. Progressive reclamation of completed waste rock storage facility areas continued, including earthworks and revegetation.	Reclamation of a 100-year-old mining camp is underway. Acid generating waste rock has been excavated and placed into the Cosmo Pit. This pit will be layered with non-acid generating waste rock then submerged under 19 metres of water to inhibit acid rock drainage.

Biodiversity by Region

Agnico Eagle operates in a variety of different ecosystems and our intent is to adapt our biodiversity management approach to the unique circumstances of our operations. We recognize that our biodiversity footprint extends beyond the limits of our properties to areas of immediate influence. Land use planning, done in consultation with authorities and local communities, allows us to identify critical habitat and species, and put forward initiatives to monitor, study, protect and support the sustainability of ecosystems.

1 Abitibi, Quebec

LaRonde Complex integrated vegetation for pollinating species across the site. The mine also participated in a program called "Abeilles citoyennes" to collect data on the distribution and abundance of pollinating species in the Abitibi region.

4 Nunavut

Both Meliadine Mine and Meadowbank Complex have Terrestrial Environment Monitoring and Management Plans (TEMMP) that identify potential effects of the mining operations to wildlife and wildlife habitat and evaluates measures to mitigate the effects. This includes measures to protect caribou such as giving caribou the right-of-way on all roads, protocols for suspending operations when caribou are in proximity to the operations, wildlife surveys, and a Terrestrial Advisory Committee (TAG). Agnico invests in collaboration with the Government of Nunavut to support the caribou collaring program, which provides valuable information regarding caribou migratory behaviour.



2 Finland

Kittilä Mine regularly installs and repairs fences to reduce occurrences of reindeer intrusions on the property, builds bridges for reindeer to cross over ditches, and funds tracking collars for reindeer. The mine also has a fish monitoring program which includes releasing about 5,000 one-year-old trout into the Seurujoki River each year. In 2021, planning began for planting trees in the former infiltration fields that are not in use anymore since the commissioning of the new discharge waterline to the Loukinen River.

3 Mexico

Following the success of the Ultra High-Density Grazing with Cattle Project at Pinos Altos in 2021, a project that received a TSM award in 2020, an ultra-high density project with chickens is being implemented at Creston Mascota. Reforestation continues to be carried out, with a total of 65 hectares reforested with native pine and oak species.

5 Ontario

Detour Lake Mine continues to expand its progressive reclamation program to include new areas of focus and research. In addition to the ongoing native plant revegetation research, tailings and test cover programs, and lichen and soil biological crust restoration projects, the team has included studies using mycorrhizal fungi to help improve tree seedling survival, as well as an expansion of the lichen transplant trials from greenhouse scale up to a field transplant trial. Efforts also continue to support the preservation of the Woodland Caribou by means of ongoing aerial surveys and telemetry collaring programs, and direct habitat restoration.

6 Australia

At Fosterville Mine, surveys were undertaken in April and May 2021, to examine potential for occurrence of subterranean groundwater dependent ecosystems within the vicinity of the mine, to support managed aquifer recharge. There is also an ongoing baseline aquatic macroinvertebrate and river health assessment of the Campaspe River in the vicinity of the mine.



Our People

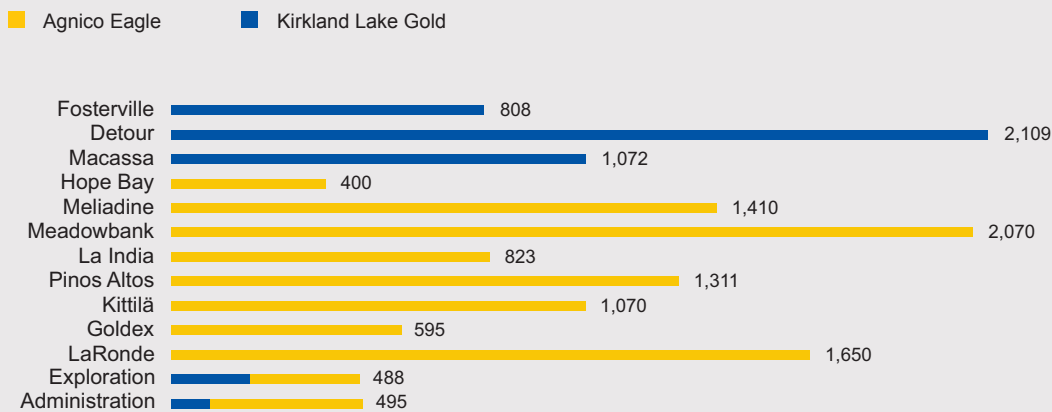
Agnico Eagle’s people and culture have always been a competitive strength and advantage. We seek to be a place where people want to work because it is meaningful and offers purpose, and one where they are given the opportunity to achieve their full potential. As we grow, we know we must maintain our culture and focus, while increasing our inclusivity, to remain a leading employer thriving through societal changes.



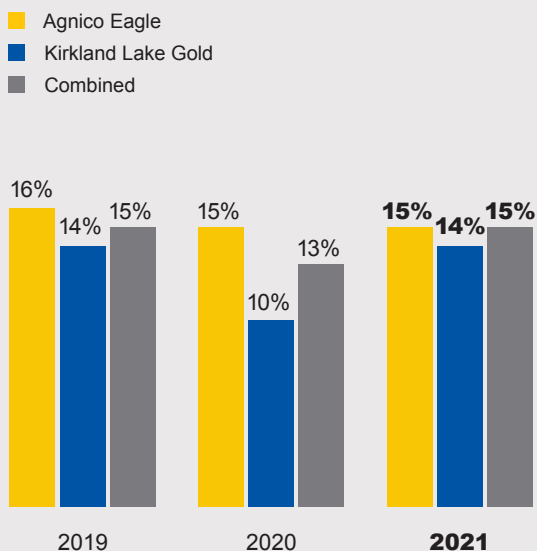
La India, Mexico

Our Performance

Our Workforce in 2021



Female Representation at Agnico Eagle



14,000

Total workforce

Awards

Agnico Eagle’s Mexico team was inducted into the Great Place to Work Hall of Fame after being ranked one of the best places to work (in the category of 500 – 5,000 employees) in Mexico for 10 consecutive years!

Diversity, Equity and Inclusion

Diversity, Equity and Inclusion (DEI) are fundamental to Agnico Eagle's core values of Family, Trust, Respect, Responsibility and Equality and essential to the growth and success of the Company. Together we are working to create a diverse, inclusive and collaborative workplace for all where everyone can show up to work as themselves free of barriers or feelings of exclusion.

In 2021, Agnico Eagle launched a Scholarship and Development Program in memory of Dr. Leanne Baker, which was designed to support the advancement of a cohort of women through a 2-year mentorship and training program. At Legacy Kirkland Lake Gold several DEI initiatives are in place. Cultural awareness programs, were developed by local Indigenous communities near the operations, were launched as part of the management meetings with all employees. A DEI awareness session dedicated to LGBTQ+ to promote inclusion was also conducted.

Strategic Priorities for Diversity, Equity and Inclusion

UNDERSTAND	the composition of our communities, how our employees self-identify, existing and perceived barriers and best practices w
OPEN EYES	increasing awareness and developing an inclusive mindset through training and resources
OPEN DOORS	by retaining and advancing diverse people by ensuring an equitable and inclusive workplace
PARTNER	for success with industry associations, suppliers and interested groups



Local Employment

Our goal is to hire 100% of our workforce, including our management teams, directly from the region/country in which each of our operations are located. Our Kittilä, Goldex, LaRonde, Macassa and Fosterville operations are more than 90% operated by persons living locally or in the region. At Pinos Altos and La India mines in Mexico, 100% of the workforce is from Mexico, with the majority living in the northern states of Chihuahua, Sonora, and Sinaloa.

We continue to work on recruiting and retaining employees from smaller communities in proximity to the mine sites. Due to the remote nature of our Detour Lake Mine and Nunavut operations, these sites operate on a rotational basis. Employees are transported to the sites and live and work at the mine for the duration of their work rotation. We remain focused on hiring from the local regions. At Detour Lake Mine 84% of employees are from Northern Ontario and 18% of Nunavut employees are local to the Kivalliq or Kitikmeot regions.

647

Indigenous employees at Legacy Agnico Eagle and Legacy Kirkland Lake Gold operations

68%

Combined local employment

“To bring benefits to the community you need to bring job opportunities to the community. But to be part of the community you need to provide training and education, and a career path so people locally can grow with the company over years. You need community members not only running the mine, but helping set the destiny and the future.”

– Ammar Al-Joundi, President and CEO, Agnico Eagle Mines



Meliadine Mine, Nunavut

In Nunavut, we are investing and offering opportunities to unlock the power of training to fill available job opportunities from the Kivalliq region. We collaborate with local governments to create skill development, employment readiness and retention programs. We also offer Inuit employees an opportunity to enroll in our Apprenticeship Program for a multitude of trades related to the mining industry including working in the underground.

In Ontario, we have numerous training and education programs in place to help encourage interest and development in mining as a career. This includes the Indigenous Mining Career Program and the Indigenous Supervisor Management Training at our Detour Lake Mine.

Retaining, Training and Developing Our People

We ensure our employees have the tools and skills they need to perform their jobs efficiently and safely and to achieve their full potential. We place a particular emphasis on health and safety training, to ensure our employees apply Agnico Eagle's workplace health and safety standards. We provide training that enhances employees' personal and career development opportunities through our 'People Development' process.

Our people development and training approach includes both company-wide and site-specific initiatives.

174,000

hours of training delivered at Legacy Agnico Eagle operations in 2021

118,000

hours of training delivered at Legacy Kirkland Lake Gold operations in 2021



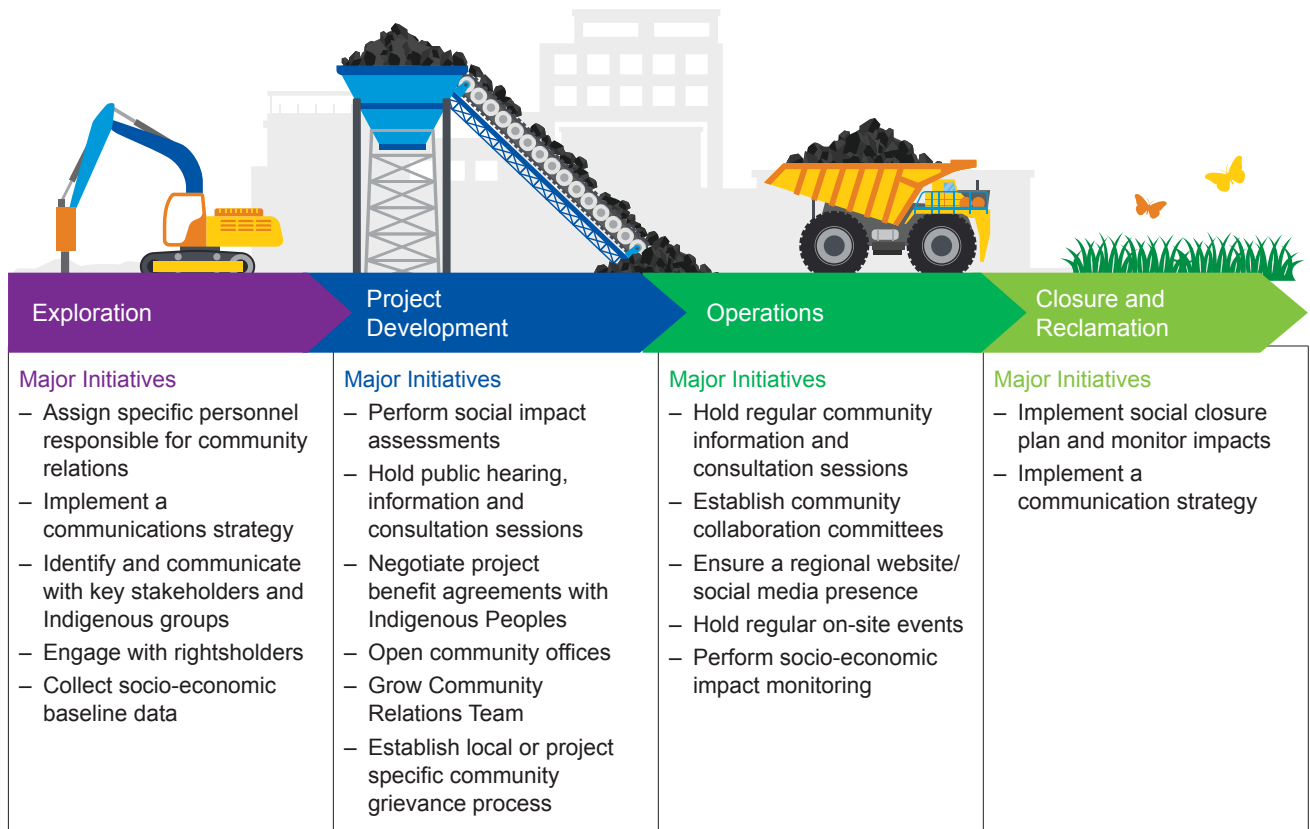
Our Communities

We act in a socially responsible manner and contribute to the communities in which we operate in order to make a positive difference. We are committed to working with our employees, stakeholders and rightsholders to create growth and prosperity, allowing everyone to benefit from our mining experience.



We foster an open, transparent and respectful dialogue with our communities of interest.

Community Engagement Initiatives During the Mining Life Cycle



During all phases of the mining life cycle we strive to:

- Communicate information through a variety of channels including local radio and newspapers, flyers, videos, social media and community meetings;
- Make information accessible in the local language(s) and provide translation;
- Have processes to include vulnerable groups⁹ in community engagements initiatives;
- Engage with local stakeholders to identify community needs and priorities for social investments that respect our values;
- Collaboration and partner with local stakeholders to mitigate and avoid social impacts;
- Advertise local employment and local business opportunities;
- Uphold clear grievance processes and mechanisms;
- Align engagement plans with stakeholder mapping; and
- Publicly disclose results of impact assessments.

9. Vulnerable groups are defined as groups at higher risk of being subjected to social, economic or environmental impacts of our organization's operation. Vulnerable groups vary by operation and can include youth, elders, women, people with disabilities, Indigenous People and ethnic minorities.



A new location for the Meliadine Mine gatehouse was selected in collaboration with the Kangiglinq Hunters and Trappers organization to increase the community's access to local berry picking grounds.

Indigenous Relations

Fostering positive and collaborative relationships with local Indigenous Peoples is essential for building the foundations of a successful project and ensuring mutual benefits for all. Agnico Eagle supports the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and applies its principles, norms and standards through our Indigenous Peoples Engagement Policy.

As a global mining company, we engage with many different Indigenous Peoples and communities who each have their own unique histories, languages, cultural practices and spiritual beliefs. We take steps to reduce barriers to meaningful participation by adapting our engagement activities to the specific context and indigenous-led processes in the areas where we have activities. Examples include providing project information in culturally appropriate languages, adding traditional place names to project maps, providing audio summaries on our website and addressing technological access.

2021 Highlights of Key Engagement Activities

Agnico Eagle	<ul style="list-style-type: none"> – Meetings with Indigenous communities to provide updates on the Akasaba West Project – Ongoing review of Inuit Impact Benefits Agreements (IIBAs) with Kivalliq Inuit Association – Developed a Kivalliq Inuit Elders' Advisory Committee comprised of 21 Elders from local communities to integrate Inuit Qaujimagatuqangit, Inuit Societal Values and community knowledge into exploration, planning, workforce, wellness, and operational plans – Discussions with Indigenous communities related to permitting consultations for the Upper Beaver project – Ongoing discussion with Indigenous communities on a collaboration agreement for the LaRonde Mine
Kirkland Lake Gold	<ul style="list-style-type: none"> – Meetings with Indigenous communities regarding the West Detour Project, including virtual community meetings and ongoing presentations supported with plain language materials – Meetings with Indigenous groups pertaining to the North Tailings Storage Facility at Macassa Mine. Meetings included presentation sessions and circulation of design concepts and fish habitat compensation plans – Continued meetings with the Traditional Owners around the Fosterville Mine to learn about the cultural heritage and establish the terms of a working relationship

Integrating Inuit Culture and Knowledge Into Our Mining Activities



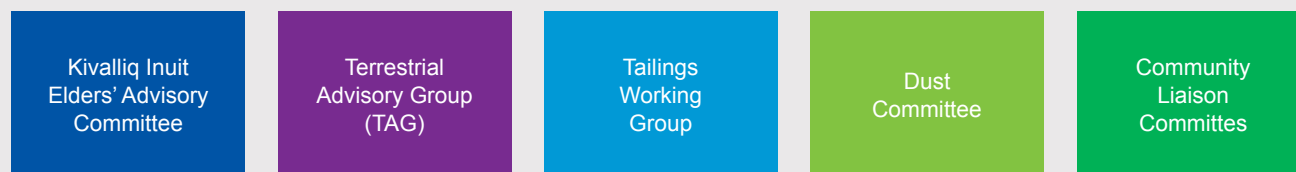
Being successful in remote, northern communities requires imagination, listening, and a deep commitment to helping people and communities in ways that matter to them. Agnico Eagle has a proud history of working collaboratively alongside these communities and fostering strong and respectful relationships.

After nearly 15 years of exploration and mining in Nunavut, we remain visitors on Inuit lands. We still have much to learn about northern culture and priorities from community leaders and local Elders.

Already, they have taught us the value of conducting inclusive and equitable consultations with local Inuit communities and stakeholders to advance community priority initiatives in meaningful ways.

For example, Agnico Eagle consistently collects, validates and integrates Inuit Qaujimajatuqangit (IQ) and Inuit Knowledge into our Nunavut operations and engagement activities. Under the leadership of our IQ and Wildlife Coordinator, Agnico Eagle established the Kivalliq Inuit Elders' Advisory Committee to provide advice on how to incorporate traditional Inuit knowledge into community engagement activities; and has worked directly with local Hunters and Trappers' organizations on traffic management, managing environmental impacts, naming protocols, and community mapping initiatives. This work has proven to be a valuable approach to assessing and monitoring the environmental, ecological, cultural and socio-economic impacts and benefits of mining projects. It has also helped protect and support the Nunavummiut traditional way of life.

Examples of community collaboration and advisory groups in Nunavut



Benefit Footprint

We generate direct economic value in the countries, regions and communities where we operate through tax and royalty payments, local hiring and procurement, and community investments. We work together with communities to assess potential opportunities to enhance local economic benefits and create economic prosperity beyond the life of mine.

We also look for opportunities where our operations workforce, technical expertise, and equipment can contribute to the needs of our host communities in the form of in-kind donations. In 2021, we provided many in-kind donations such as supporting the construction of an outdoor rink in collaboration with local business and Rankin Inlet Hamlet via the marine transportation of supplies and concrete from Becancour port to Rankin Inlet.

2021 Economic Value Distributed¹⁰

	Payments to Suppliers	Employee Wages & Benefits	Payments to providers of Capital	Income and Resource Taxes	Community Investments	Total Economic Value Distributed
Agnico Eagle	\$1,837,974k	\$698,252k	\$365,720k	\$203,870k	\$5,992k	\$3,111,809k
Canada	\$1,343,415k	\$540,728k		\$106,551k		\$1,995,394k
Finland	\$266,785k	\$58,042k		\$18,537k		\$343,920k
Mexico	\$227,775k	\$99,481		\$78,782k		\$406,775k
Kirkland Lake Gold	\$1,547,032k	\$340,370k	\$384,765k	\$418,714k	\$3,984k	\$2,694,865k
Canada	\$1,307,863k	\$272,894k		\$89,447k		\$1,671,089k
Australia	\$239,169k	\$67,476k		\$329,266k		\$639,009k

10. Amounts for Agnico Eagle are on a consolidated basis as described in our 2021 Annual Report; however, to ensure comparable reporting boundaries across value sharing data disclosed in this report Canadian Malartic data is omitted for all indicators except payments to providers of capital

\$1B

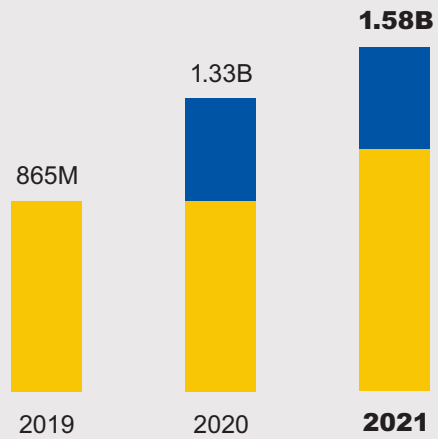
provided in wages and benefits in 2021

\$10M

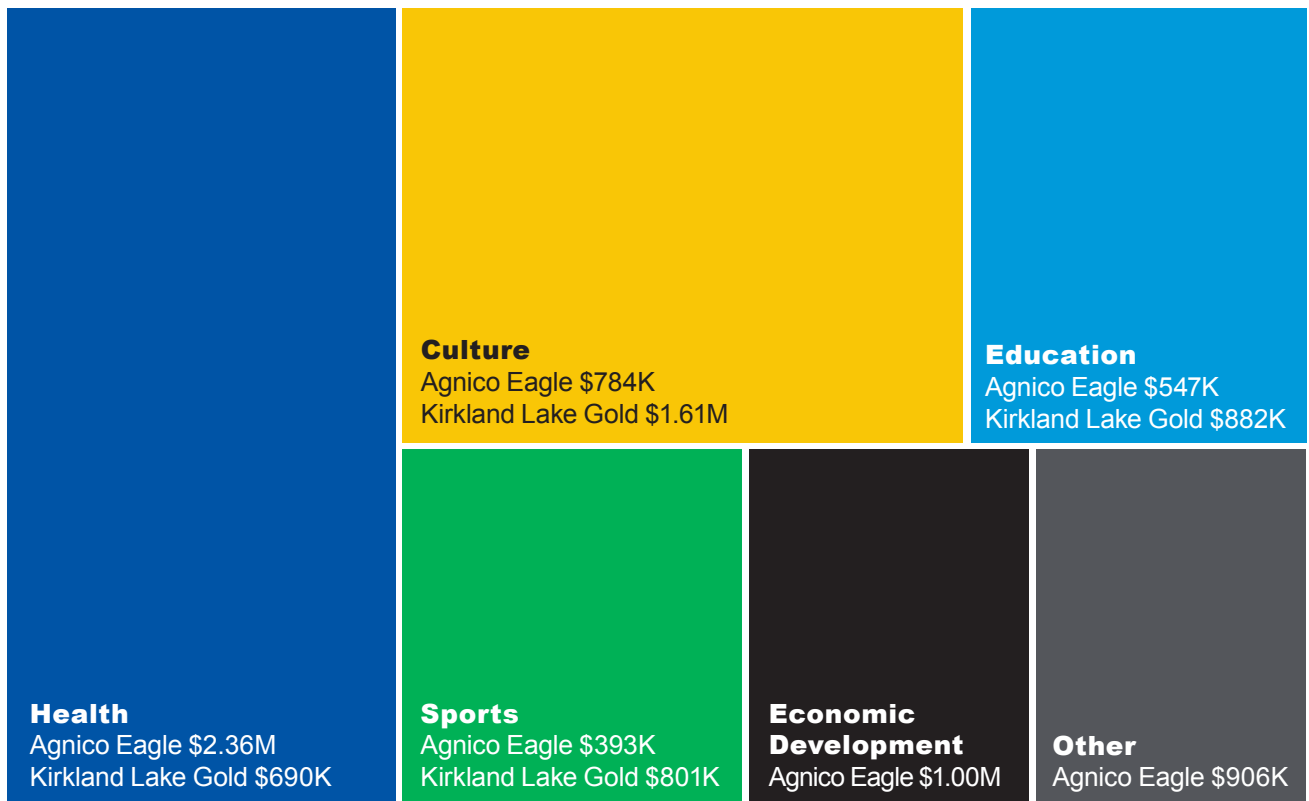
in total community investments in 2021

Operation Payments to Local Suppliers

- Agnico Eagle
- Kirkland Lake Gold



2021 Community Investments



FORWARD-LOOKING STATEMENTS

Certain statements contained in this report constitute forward-looking statements or forward-looking information within the meaning of applicable securities laws and are referred to herein as “forward-looking statements”. Such statements include, without limitation, statements regarding the Company’s future plans in the areas of sustainable development, health, safety, environment, community development and climate change action. Many factors, known and unknown, could cause the actual results to be materially different from those expressed or implied by such forward-looking statements. Such statements reflect the Company’s views as at the date of this report and are subject to certain risks, uncertainties and assumptions, and undue reliance should not be placed on such statements. For a detailed discussion of such risks and other factors that may affect the Company’s ability to achieve the expectations set forth in the forward-looking statements contained in this report, please see the Company’s Annual Information Form for the year ended December 31, 2021 filed with Canadian securities regulators on SEDAR at www.sedar.com. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.

Read our full 2021 Sustainability Report at:
www.agnicoeagle.com



AGNICO EAGLE

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We invite your comments and questions about this report.
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