

TSM Performance by Company
Agnico Eagle Mines Limited



Agnico Eagle is a senior Canadian gold mining company that has produced precious metals since 1957. The company's eight mines are located in Canada, Finland and Mexico, with exploration and development activities in each of these regions as well as in the United States and Sweden. Agnico Eagle is listed on the Toronto and New York stock exchanges (AEM) and employs more than 8,000 people.

Agnico Eagle's four fundamental values of operating safely, respecting its employees, protecting the environment and respecting its communities are integral to the company's culture and social responsibility leadership. In 2016, Agnico Eagle improved its performance in the areas of health and safety, water management and community engagement. The company also identified opportunities to improve its energy management and reduce its GHG emissions.

During 2016, Agnico Eagle also took steps to further enhance its internal Health, Safety, Environment and Community Relations (HSEC) Management System, known as the Responsible Mining Management System (RMMS). An internal audit of the management system was performed and findings and best practices were identified.

SUMMARY OF TSM PERFORMANCE

Aboriginal and Community Outreach

Agnico Eagle's operations achieved at least a Level A performance under the *TSM Aboriginal and Community Outreach Protocol*, with the exception of the Meadowbank mine, which achieved a Level B for Indicator 3. Meadowbank is working towards full implementation of its formal response mechanism and anticipates that it will achieve a Level A performance in 2018.

Crisis Management and Communications Planning

Agnico Eagle's corporate office and facility-level operations have consistently met all of the requirements of the *TSM Crisis Management and Communications Planning Protocol*.



Safety and Health

With the exception of the Kittila mine, which achieved a Level B for Indicator 5 of the *TSM Safety and Health Protocol*, Agnico Eagle's operations each achieved a minimum of a Level A performance. While Kittila has all of the criteria in place to achieve a Level A for Indicator 5, it is assessed at a Level B due to a tragic work accident at the end of December 2016, which took the life of a contractor. In 2016, Agnico Eagle's combined lost time and restricted work frequency was 0.97 – a 21% reduction from the previous year's performance and substantially below the company's target rate of 1.4. This is the seventh consecutive year that the company has posted its lowest ever combined rate.

The company's Lapa mine received the John T. Ryan Regional Safety Award in 2016 for exceptional safety performance. This was a remarkable achievement given that Lapa was winding down its operations towards closure, many employees were transferring to other divisions and more contractors were being used.

Agnico Eagle's Meadowbank mine was also recognized as one of Canada's Safest Employers at the annual Canadian Occupational Safety Awards.

Tailings Management

All of Agnico Eagle's tailings facilities achieved a Level A across all indicators under the *TSM Tailings Management Protocol*. The company also contributed its technical expertise to the review and update of MAC's *Guide to the Management of Tailings Facilities* and is working to ensure all facilities have implemented the new criteria of the revised protocol.



Underground workers at Agnico Eagle's Pinos Altos mine in Mexico.

Biodiversity Conservation Management

Agnico Eagle's results in this area are strong, with most facilities reporting at least a Level A performance across all three indicators of the *TSM Biodiversity Conservation Management Protocol*. La India reported a Level C for Indicator 2, but is working towards implementation of its biodiversity conservation plan. As the La India mine is a relatively new operation, it has not had sufficient time to trend monitoring data over time and prioritize significant biodiversity aspects.

Energy Use and GHG Emissions Management

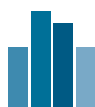
The company's overall performance in this area is also strong, with many facilities achieving a Level A or better for the three indicators of the *TSM Energy Use and GHG Emissions Management Protocol*. Goldex and Lapa do not report performance for Indicators 1 and 3 because their annual emissions are under 25,000 tonnes of CO₂ equivalent. In 2016, Agnico Eagle's average GHG emission intensity (tonnes of CO₂ equivalent per tonne of ore processed) across its operating mines was 0.0189, a 6% reduction from 2015. This is due to La India's completion of its two construction projects and the development slow-down at Lapa as it approaches closure.

Other notable achievements include:

- Agnico Eagle Mexico has consistently been acknowledged as one of the top employers in Mexico:
 - The company is the only mining company to be recognized for a fifth consecutive year in the Great Place to Work rankings for northwest Mexico. Agnico Eagle Mexico also placed highly in the Millennial and Most Trusted Director categories.
 - The company was recognized as a Socially Responsible Company for a ninth consecutive year, and the La India mine was recognized for the first time.
 - The company was presented with the distinguished Mexico Without Child Labour Award, an honour that is bestowed annually by the Mexican government to recognize workplaces that design and implement employment practices aimed at preventing and eliminating child labour and protecting its employees and young workers.
- In April, Agnico Eagle received the Corporate Award at the NorTerra Group of Companies Mining Awards in Iqaluit, Nunavut, for making a significant contribution to the economic and social development of the Nunavut region. In June, Agnico Eagle was named one of the Best 50 Corporate Citizens in Canada for the fourth time. This honour, given out annually by Corporate Knights Inc., places Agnico Eagle among the top sustainability performers in the country. The company also achieved its highest ranking to date, as the 32nd best corporate citizen in Canada, an improvement over its initial 2012 ranking of 39th.
- Agnico Eagle also formally adopted the Voluntary Principles on Security and Human Rights (VP) in 2016, one of a series of standards created to help extractive sector companies balance the obligation to respect human rights while protecting the assets and people at their operations.

🔗 For more information, please visit agnicoeagle.com





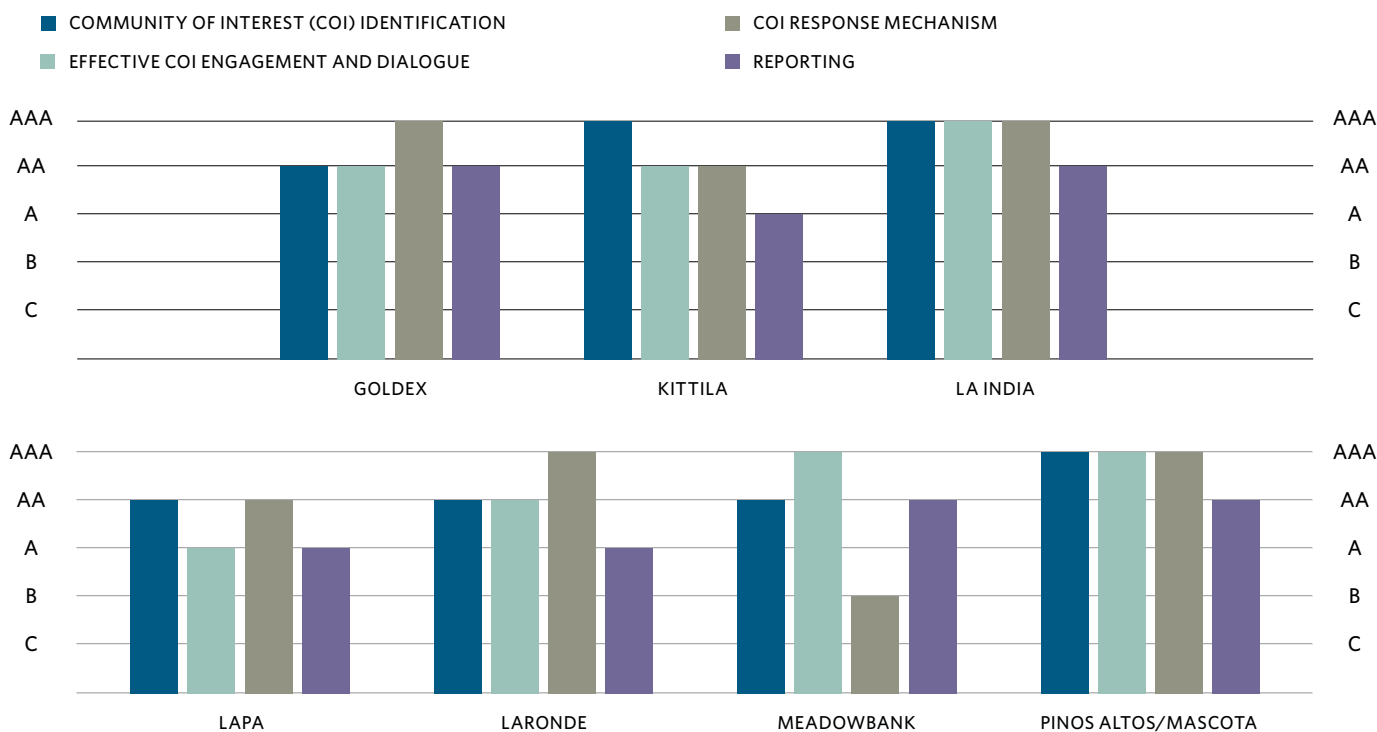
2016 TSM Results

Agnico Eagle Mines Limited

Crisis Management and Communications Planning Assessment

FACILITY	PREPAREDNESS	REVIEW	TRAINING
AGNICO EAGLE CORPORATE	✓	✓	✓
GOLDEX	✓	✓	✓
KITTILA	✓	✓	✓
LA INDIA	✓	✓	✓
LAPA	✓	✓	✓
LARONDE	✓	✓	✓
MEADOWBANK	✓	✓	✓
PINOS ALTOS/MASCOTA	✓	✓	✓

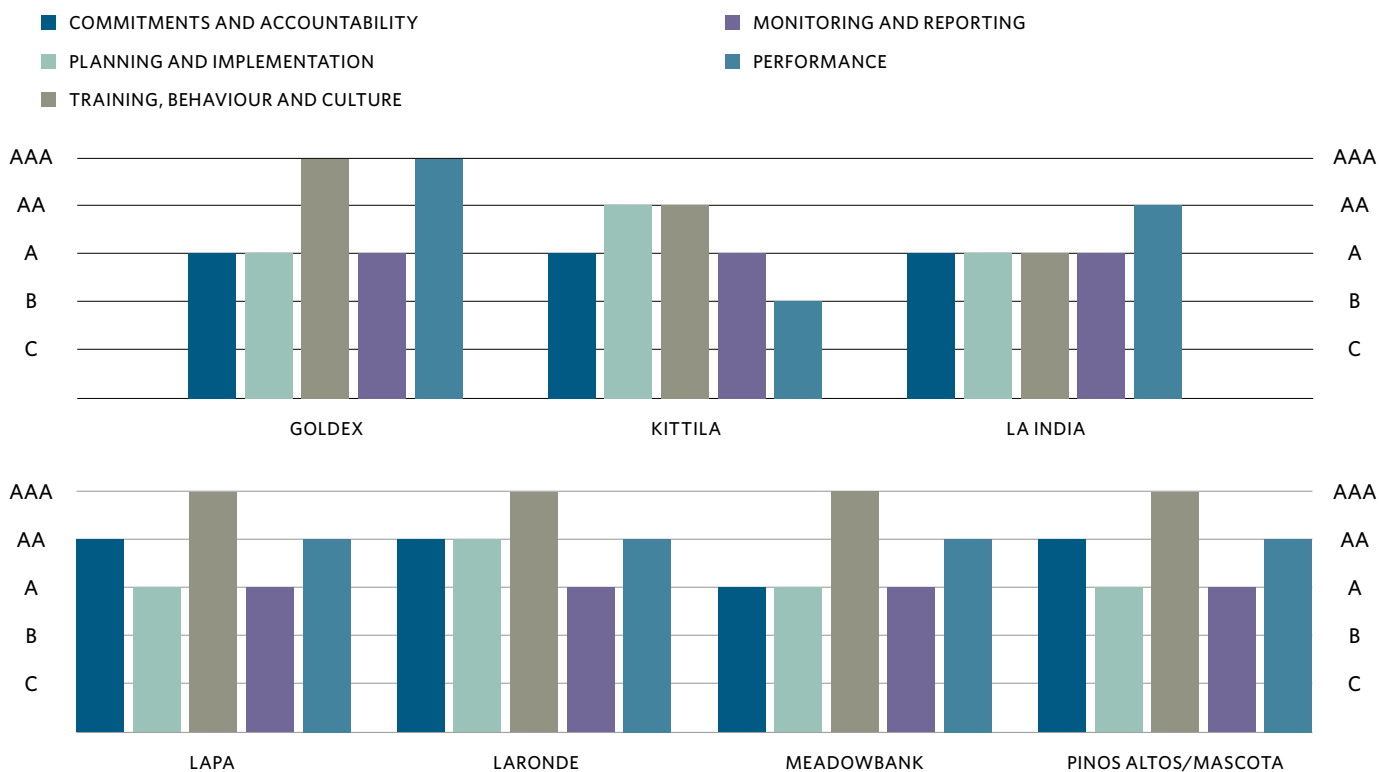
Aboriginal and Community Outreach Assessment



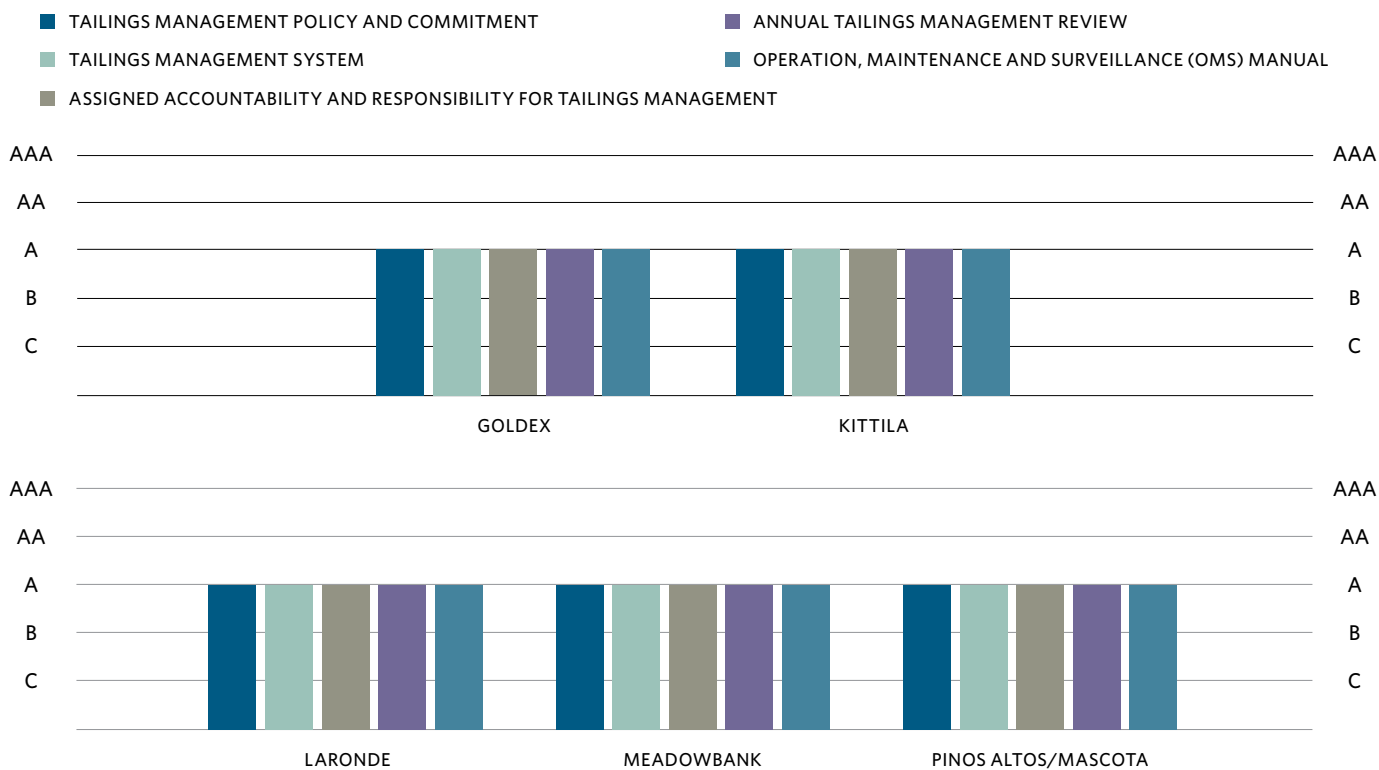
Self-assessed results; last external verification: 2015; next external verification: 2018.



Safety and Health Assessment



Tailings Management Assessment

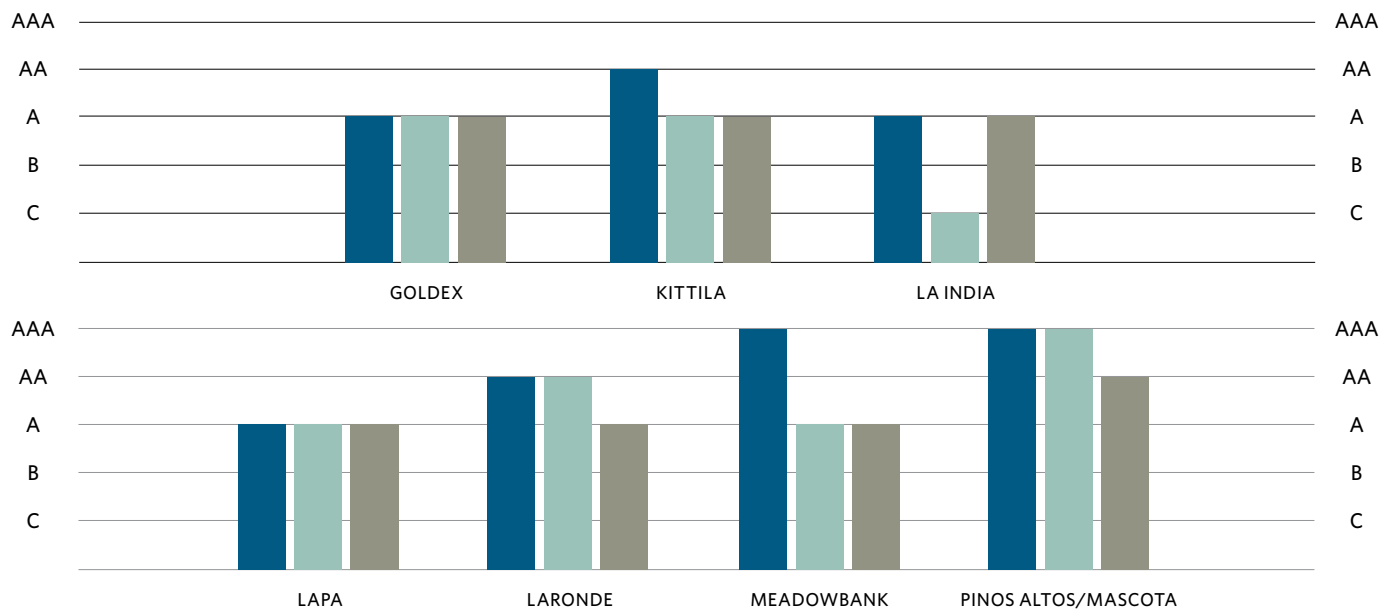


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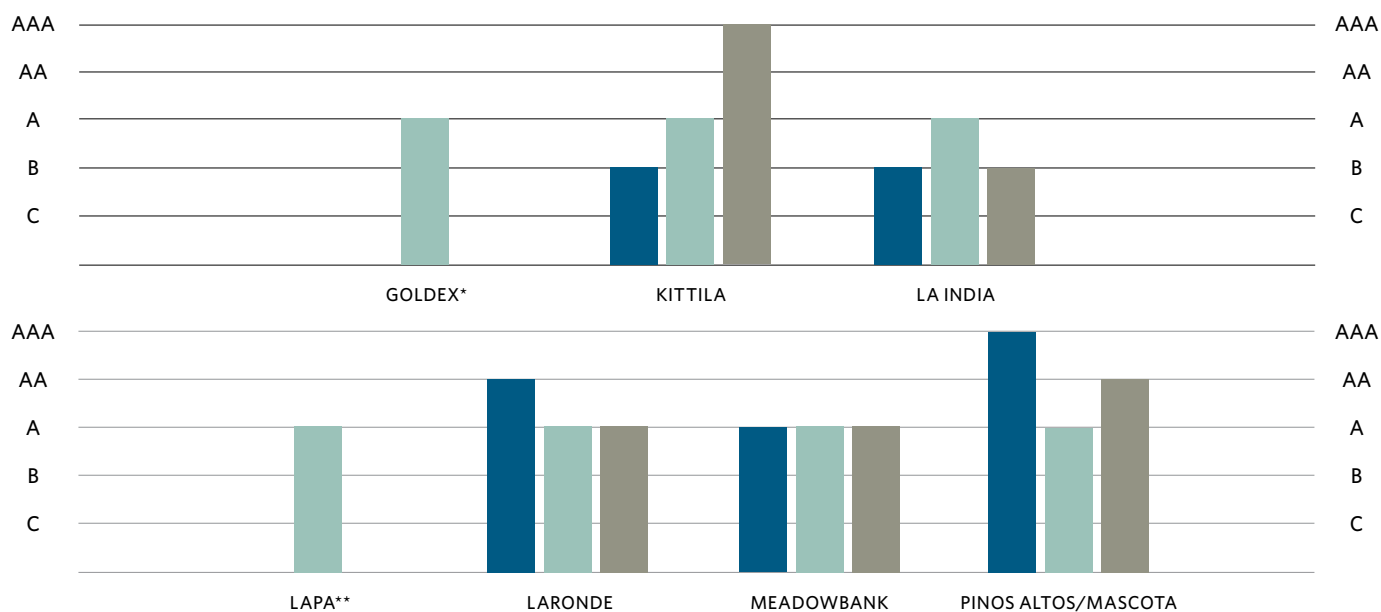
Biodiversity Conservation Management Assessment

- CORPORATE BIODIVERSITY CONSERVATION POLICY, ACCOUNTABILITY AND COMMUNICATIONS
- FACILITY-LEVEL BIODIVERSITY CONSERVATION PLANNING AND IMPLEMENTATION
- BIODIVERSITY CONSERVATION REPORTING



Energy Use and GHG Emissions Management Assessment

- ENERGY USE AND GHG EMISSIONS MANAGEMENT SYSTEMS
- ENERGY USE AND GHG EMISSIONS REPORTING SYSTEMS
- ENERGY AND GHG EMISSIONS PERFORMANCE TARGETS



Self-assessed results; last external verification: 2015; next external verification: 2018.

*GolDEX's total GHG emissions are under 25 kt CO₂e and therefore are not required to report performance for indicators 1 and 3 of the energy use and GHG emissions management protocol.

**Lapa's total GHG emissions are under 25 kt CO₂e and therefore are not required to report performance for indicators 1 and 3 of the energy use and GHG emissions management protocol.

