

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. The company employs more than 7,500 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 2015, 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 greenhouse gas (GHG) emissions.

Agnico Eagle is aiming to achieve an overall Level A TSM rating at all its facilities. In 2015, an external verification was conducted at the Kittila, LaRonde, Goldex, Lapa, Meadowbank and Pinos Altos mines. Out of the 132 indicators verified, Agnico obtained a Level A or better in 124 of them. The Kittila, LaRonde and Goldex mines obtained a Level A or better in all protocols, and each received a TSM Leadership Award from MAC. In 2015, Agnico Eagle helped to facilitate the adoption of the TSM initiative by FinnMin, the Finnish Mining Association. This is the first time TSM has been adopted by a mining association outside of Canada.

During 2015, Agnico Eagle took steps to further enhance its internal Health, Safety, Environment and Community Relations (HSEC) Management System, labelled the Responsible Mining Management System (RMMS). An internal audit of the management system is planned for 2016. The following are highlights in sustainable development for 2015.

- **Combined lost time accident frequency:** In 2015, Agnico Eagle's combined lost time and restricted work frequency was 1.23 – a 17% reduction from the previous year's performance and substantially below the company's target rate of 1.5. This is the sixth year in a row Agnico Eagle has posted its lowest ever combined rate.

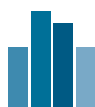


Water sampling at Agnico Eagle's Meliadine advanced-stage gold project in Nunavut.



- **Safety First:** The Québec Mining Association recognized 23 of Agnico Eagle's supervisors for achieving more than 50,000 hours without any compensable accidents on their work teams from July 1, 2014, to June 30, 2015. Eight of the company's supervisors were also recognized for achieving 100,000 to 250,000 hours without any compensable accidents during the same time period.
- **Total direct GHG emissions:** In 2015, Agnico Eagle's average GHG emission intensity (tonnes of CO₂ equivalent per tonne of ore processed) for all of its operating mines was 0.0200, a modest 2% reduction from 0.0204 in 2014. This is due to a combination of more efficient energy use and more electrical power use.
- **International Cyanide Management Code Certification:** Three of Agnico Eagle's operations – Kittila, Meadowbank and Pinos Altos – were certified under the International Cyanide Management Code in 2015. The Cyanide Code is a voluntary industry program for companies involved in the production of gold using cyanide and for companies producing and transporting this chemical.
- **Awards and recognition:**
 - Agnico Eagle was awarded top prize in the Sustainable Development category at the 26th Annual Gala of Elites hosted by the Central-Abitibi Chamber of Commerce and Industry. The company also received the Innovation Award for its unique and effective solution to upgrading the air-conditioning system at the LaRonde mine.
 - Agnico Eagle's Kittila mine in Finland was awarded the Environmental Contribution of the Year Award for 2015 at the second annual EuroMining Technology Trade Fair. The award recognizes a mining industry operator that demonstrates a high level of environmental protection.
 - Agnico Eagle Mexico was once again recognized in the Great Place to Work program for the northwest Mexico region. It achieved a ranking of fourth overall of employers with more than 1,000 employees. The program recognizes companies that facilitate the sharing of employee knowledge and experience to improve both their business and the quality of their workplace. The rankings are established from data compiled annually through employee surveys.

🔗 For more information, please visit: www.agnicoeagle.com



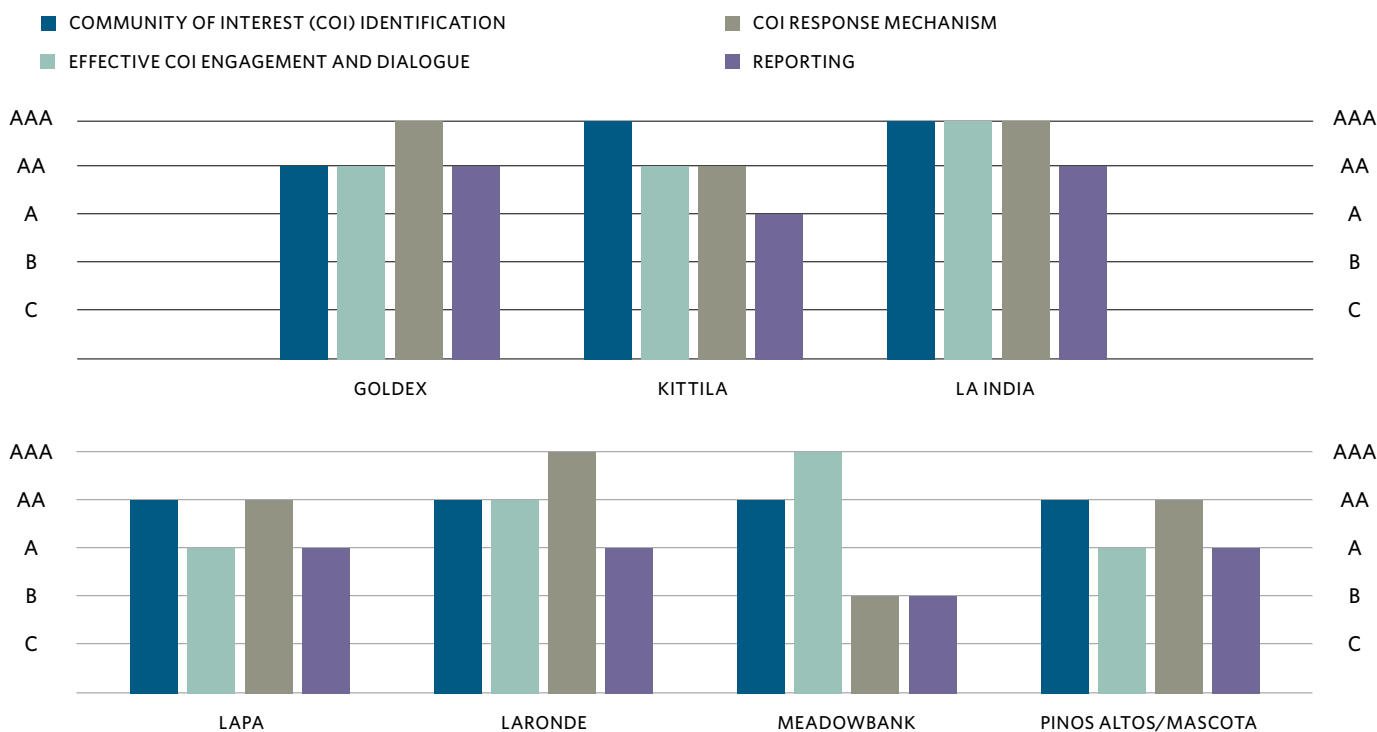
2015 TSM Results

Agnico Eagle Mines Limited

Crisis Management Planning Assessment

| FACILITY | PREPAREDNESS | REVIEW | TRAINING |
|------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| AGNICO EAGLE CORPORATE | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| GOLDEX | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| KITTILA | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| LA INDIA | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| LAPA | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| LARONDE | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| MEADOWBANK | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| PINOS ALTOS/MASCOTA | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

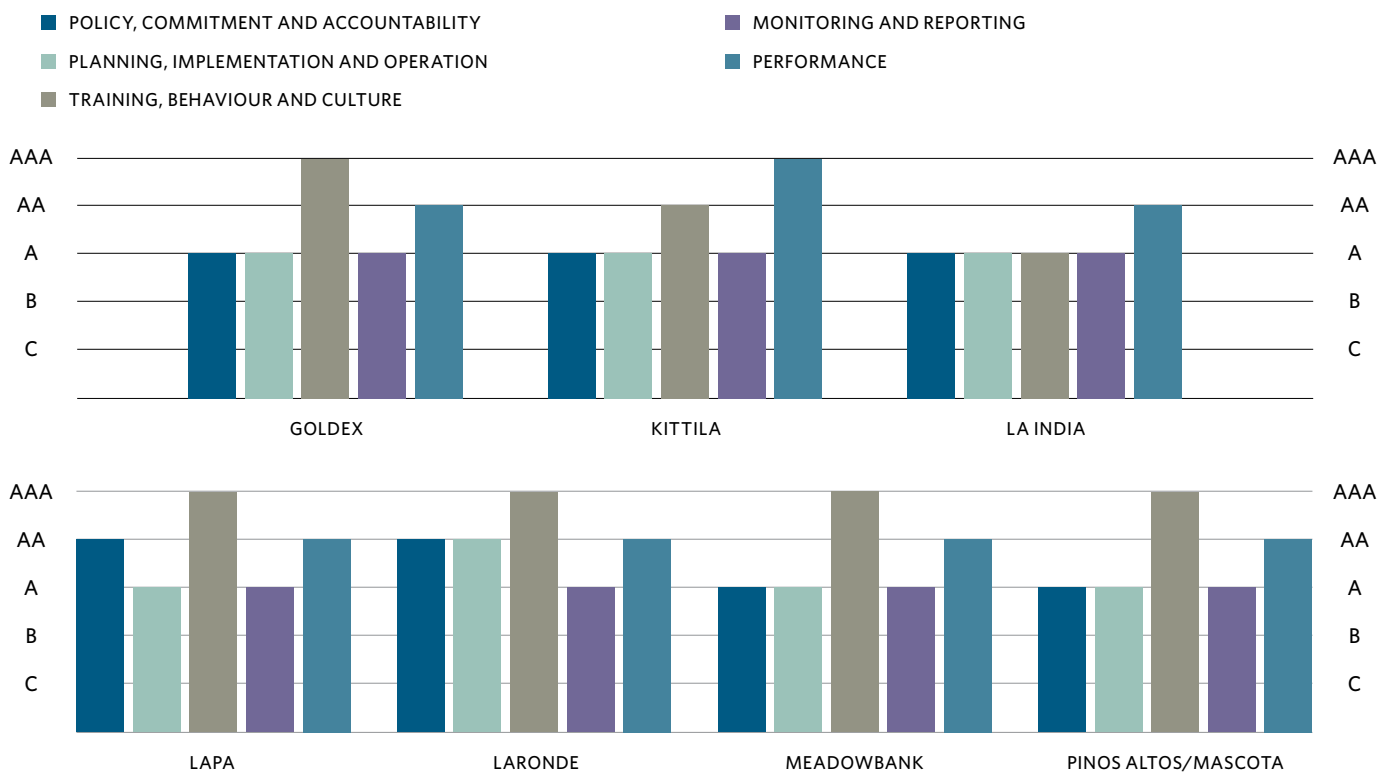
Aboriginal and Community Outreach Assessment



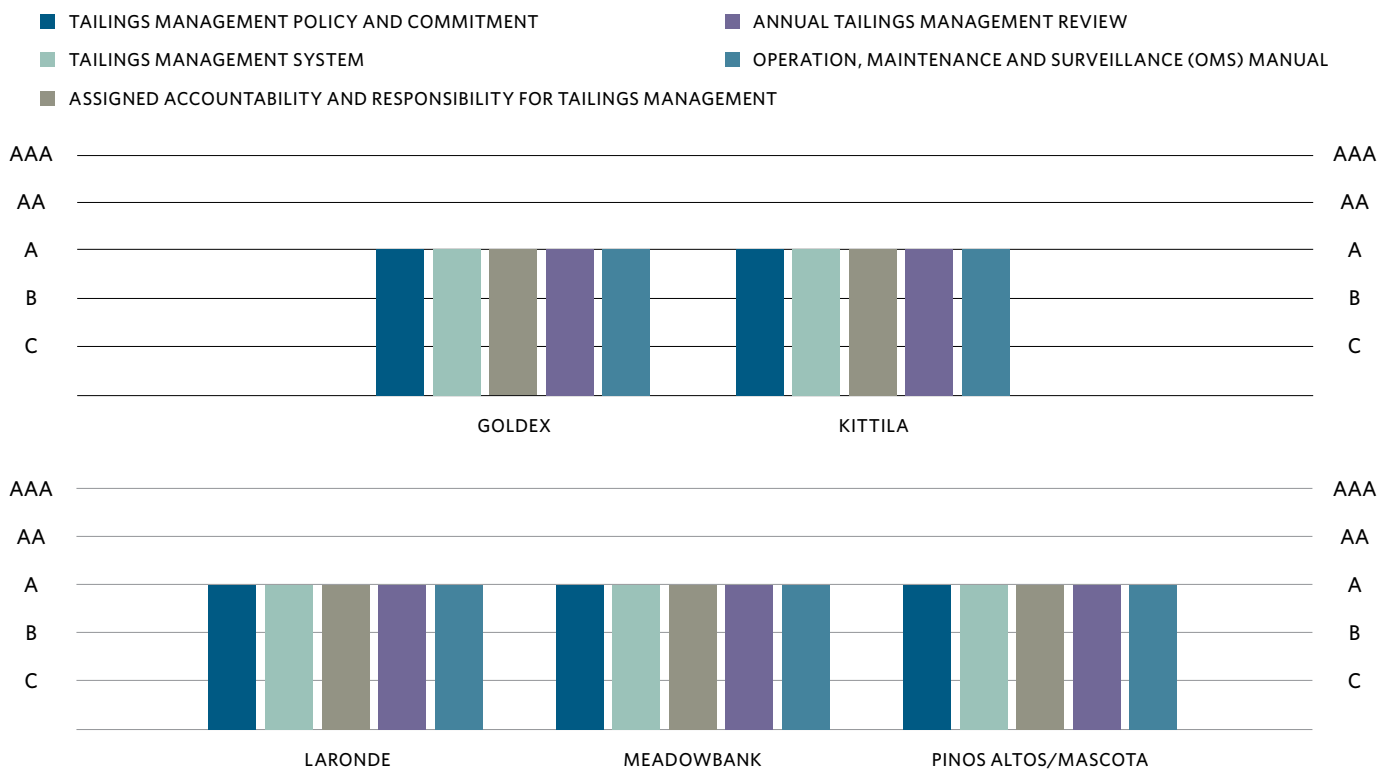
Self-assessed results; last external verification: 2015; next external verification: 2018.



Safety and Health Assessment



Tailings Management Assessment

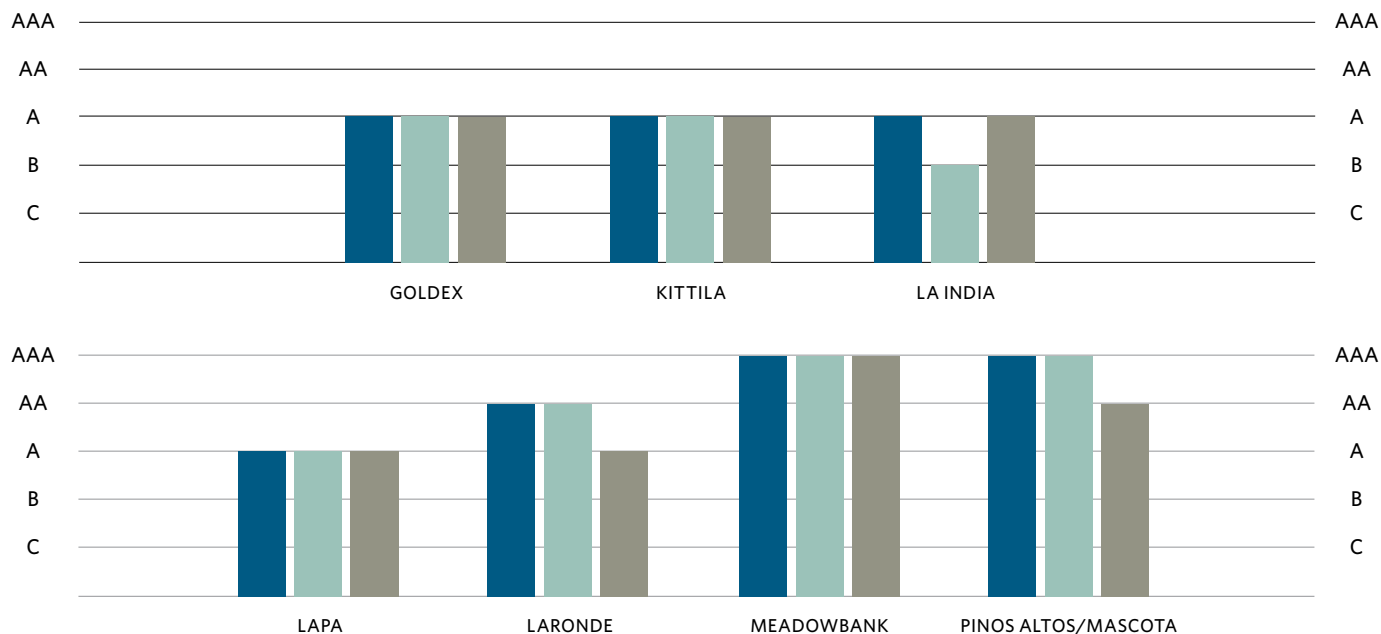


Self-assessed results; last external verification: 2015; next external verification: 2018.



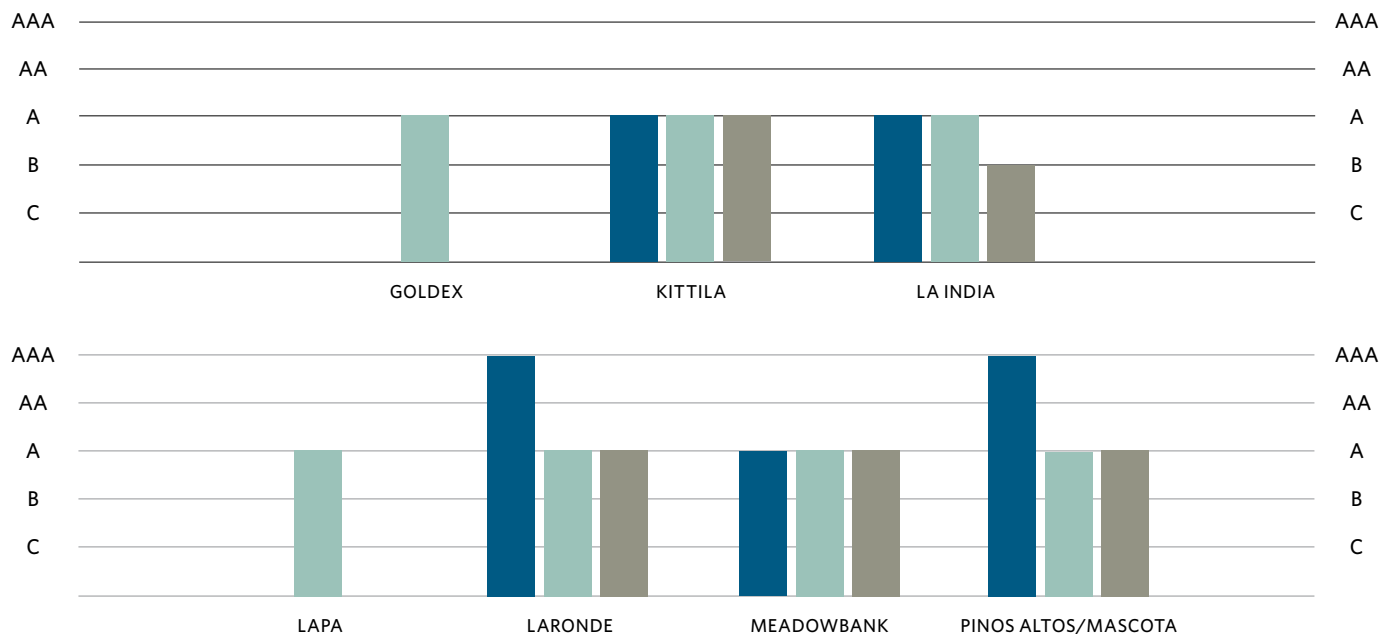
Biodiversity Conservation Management Assessment

- 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.

