

AGNICO EAGLE MINES LIMITED

EXTERNAL VERIFICATION SUMMARY REPORT 2024

TOWARDS SUSTAINABLE MINING (TSM) AND
RESPONSIBLE GOLD MINING PRINCIPLES (RGMP)

KITTILÄ MINE (KIISTALA, FINLAND)

DECEMBER 2024

WSP REFERENCE: CA0017482.7300_005_REV0

FINAL VERSION





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REFERENCE TO BE CITED

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ABBREVIATIONS AND ACRONYMS

COI	Community of Interest
MAC	Mining Association of Canada
RGMP or RGMPs	Responsible Gold Mining Principles
TSM	Towards Sustainable Mining
WGC	World Gold Council
WSP	WSP Canada Inc.

1 Introduction

As part of its triennial audit, Agnico Eagle Mines Limited (Agnico Eagle) has integrated the audit of:

- Towards Sustainable Mining (TSM);
- Responsible Gold Mining Principles (RGMP) from the World Gold Council (WGC).

This report presents the result of WSP external verification (TSM and RGMP via the TSM Responsible Sourcing Alignment supplement) and external audit (TSM) performed for Agnico Eagle's Kittilä mine (Finland).

1.1 Objectives of the External Verification

Within TSM, a process of external verification was established to ensure that companies reporting on TSM performance indicators is consistent, accurate and transparent. Every three years, a trained and accredited verifier critically reviews a company's self-assessments to determine if there is adequate evidence to support the performance ratings reported. Verifiers are experienced independent auditors and technical experts. If necessary, verifiers can change companies' self-assessed ratings to ensure they accurately reflect evidence of the facility's management practices and performance.

2 Verifier and Verification Information

Verification and external auditing for TSM and RGMP was carried out by the following WSP team.

Table 2-1 Verifier and Verification Information

Verification firm:	WSP Canada Inc.
Confirmation that all verifiers involved in the verification are accredited TSM verifiers:	Yes
Lead assurance provider:	Stephanie Davidovsky (Canada) stephanie.davidovsky@wsp.com
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Other members of the assurance:	Juuso Lautiainen (Finland) juuso.lautiainen@wsp.com
Date(s) of verification activities:	<u>Onsite verification activities:</u> 30/09/2024 - 03/10/2024
Verification period:	2022 - 2024
Summary of the verification methodology:	See section 5
Summary of the verification activities:	See section 5
Was a site visit conducted?	Yes

3 Facility Information

Table 3-1 Facility Information

Name of company	Agnico Eagle Mines Limited
Name of facility	Kittilä Mine
Address	Pokantie 541 99250 Kiistala
Country of operation	Finland
Products/metals produced on site	Gold
Types of operations included in scope (yes or no):	
Mining	<input checked="" type="checkbox"/>
Milling	<input checked="" type="checkbox"/>
Smelting	<input type="checkbox"/>
Hydrometallurgical	<input checked="" type="checkbox"/>
Refining	<input checked="" type="checkbox"/>
Other	
Types of infrastructure included in scope (yes or no):	
Roads	<input checked="" type="checkbox"/>
Rails	<input type="checkbox"/>
Ports	<input type="checkbox"/>
Other	

4 Scope of Verification (Protocols Audited)

WSP integrated audit was conducted considering the TSM and RGMP as presented in Table 4-1. In addition, for the Kittilä Mine in Finland, the TSM verification was extended to Finnish TSM Protocols, covering aspects not covered by the MAC TSM Protocols.

Table 4-1 Integrated Audit Standards

Standard, Protocol (version)	External verification	External audit
TSM, Indigenous and Community Relationships (2019)	X	-
TSM, Biodiversity Conservation Management (2020)	X	-
TSM, Crisis Management and Communications Planning (2022)	X	-
TSM, Climate Change (2021)	X	-
TSM, Safety and Health (2020)	X	X
TSM, Preventing Child and Forced Labour (2019)	X	-
TSM, Water Stewardship (2018)	X	X
TSM, Tailings Management (2022)	X	X
RGMP, TSM Responsible Sourcing Alignment supplement (2021) ⁽¹⁾	X	-

Table notes:

- (1) RGMP standard is verified as per the Equivalency statement between WGC's RGMPs and MAC's TSM. Statement is published on WGC website: <https://www.gold.org/industry-standards/responsible-gold-mining>

5 Methodology

5.1 Summary of audit activities

5.1.1 Preparation of the Audit

The preparatory activities carried out were as follows:

- Coordination meeting with Agnico Eagle representatives to plan the on-site visit.
 - Transmission of the audit plan to the sites and MAC.
 - The facility provides the needed information (auto-evaluation and the documentation support, internal audit report, etc.).
 - Coordination meeting with the site to identify COI and plan interviews (sending out a pre-meeting questionnaire for preparation purposes and information gathering).
 - Review of available data related to activities, self-assessment and documentation provided by the site.
-

5.1.2 Audit Activities

5.1.2.1 Corporate Audit

TSM and RGMP criteria have been sorted according to site and corporate. An audit was then carried out at corporate.

5.1.2.2 On-site Auditing Activities

For the on-site audit, the auditors conducted:

- An opening meeting.
- Meetings with employees on each subject of the protocols.
- Random interviews on the floor.
- Meetings with COIs who agreed to take part in the verification exercise.
- A closing meeting.
- Additional interviews after the site visit to complete certain missing elements.

5.2 Sampling

A risk-based approach has been used to gather and analyze information systematically on a site's performance against the applicable Performance Areas to optimize efficiency and reduce the assurance burden for sites. Data sampling was based to be drawn from the previous 3 years of operations.

All performance areas (protocols and indicators) were audited based on site-specific risks.

- The results of the review of mediatized information (“media scan”) carried out by MAC were taken into consideration. No information was identified for the Kittilä site.

5.3 TSM – Workforce Sampling Approach

For the sampling of workers, interviews were carried out in a planned manner to meet the elements of the protocols as presented in section 5.1.2, as well as randomly and informally, notably to survey employees in relation to their commitment, understanding of their roles and responsibilities, as well as the implementation of certain operational processes.

A total of 39 people were met during the audit week:

- 12 people during formal interviews;
- 34 people during informal interviews including 9 at random. (note: several people who participated in the formal meetings also agreed to the informal interview)

Of these 39 people, 3 are contractors.

5.4 TSM – COI Sampling Approach

COI selection was defined on the basis of category representativeness among the COIs at the site under verification as follows:

- Site-wide COI mapping was presented to each auditor prior to the audit, in order to select COIs based on a risk-based and representativity approach.
- COI's interest in participating in interviews was taken into consideration.

Thus, 8 members of the Community Liaisons committee were interviewed, as well as one citizen (close neighbour to the site) who accepted the invitation to take part in the audit.

6 External Verification Conclusion

During this external verification, the WSP team was able to obtain the information required to verify Agnico Eagle's self-assessment level for the nine TSM protocols.

Table 6-1 summarizes the results that should be reported on the MAC Website for TSM and RGMP.

Table 6-1 Kittilä Mine - TSM and RGMP Supplement External Verification

PROTOCOL	INDICATORS	LEVEL
Climate Change	1. Corporate climate change management	AA
	2. Facility climate change management	A
	3. Facility performance targets and reporting	A
Tailings Management	1. Tailings management policy and commitment	AAA
	2. Assigned accountability for tailings management	AAA
	3. Tailings management system and emergency preparedness	AAA
	4. Operation, maintenance, and surveillance (OMS) manual	AAA
	5. Annual tailings management review	AAA
Biodiversity Conservation Management	1. Corporate biodiversity conservation commitment, accountability, and communications	AAA
	2. Facility-level biodiversity conservation planning and implementation	AAA
	3. Biodiversity conservation reporting	AAA
Safety & Health	1. Commitments and Accountability	AAA
	2. Planning and Implementation	AAA
	3. Training, Behaviour and Culture	AAA
	4. Monitoring and Reporting	AA
	5. Performance	AAA
Water Stewardship	1. Water Governance	AAA
	2. Operational Water Management	AA
	3. Watershed-scale Planning	AAA
	4. Water Reporting and Performance	AA
Indigenous and Community Relationships	1. Community of Interest (COI) Identification	AAA
	2. Effective COI Engagement and Dialogue	AAA
	3. Effective Indigenous Engagement and Dialogue	N/A
	4. Community Impact and Benefit Management	AAA
	5. COI Response Mechanism	AAA
Crisis Management and Communications Planning (Corporate)	1. Preparedness	Yes
	2. Review	Yes
	3. Training	Yes
Crisis Management and Communications Planning (Facility)	1. Preparedness	Yes
	2. Review	Yes
	3. Training	Yes
Prevention of Child and Forced Labour	1. Preventing Forced Labour	Yes
	2. Preventing Child Labour	Yes

PROTOCOL	INDICATORS	YES OR NO
Responsible Sourcing Alignment Supplement (RGMP)	Corporate Governance and Ethical Conduct	
	1. Legal Compliance	Yes
	2. Code of Conduct	Yes
	3. Combating Bribery and Corruption	Yes
	4. Political Contributions	Yes
	5. Transparency of Taxes, Ownership and Transfer Pricing	Yes
	6. Accountabilities and Reporting	Yes
	7. Engagement with Corporate Communities of Interest	Yes
	Integration of Sustainable Development into Corporate Strategy and Decision-Making	
	8. Corporate Sustainable Development Strategy	N/A
	9. Supply Chain	Yes
	Respect for Human Rights and Labour Rights	
	10. UN Guiding Principles on Business and Human Rights	Yes
	11. Conflict-Affected and High-Risk Area Due Diligence	Yes
	12. Resettlement	Yes
	13. Security and Human Rights	Yes
	14. Labour Rights	Yes
	15. Compensation for Work Related Injury, Illness & Fatality	N/A
	16. Employee Remuneration	Yes
	17. Diversity and Women in Mining	Yes
	Environmental Stewardship	
	18. Environmental Risk Management	Yes
	19. Closure	Yes
	20. Pollution Prevention and Waste Management	
	21. Noise and Vibration	N/A
	22. Emissions to Air	N/A
	23. Spills and Leakage	N/A
	24. Hazardous Substances	Yes (SUPP24a and 24b) N/A (SUPP24c to 24g)
	<i>No criterion 25 (Error in protocol)</i>	
	26. Land Use and Deforestation	Yes
27. Circular Economy	N/A	
Social, Economic, and Institutional Development		
28. Local Procurement	Yes	
29. Cultural Heritage	Yes	
30. Artisanal and Small-Scale Mining	Yes	

7 Statement of Verification

Table 7-1 presents the statement of Verification.

Table 7-1 Statement of Verification

<p>The external verification was conducted in accordance with the Terms of Reference for Verifiers and, accordingly, consisted primarily of interviews, data analysis, and examination (on a sample basis) of other evidence relevant to management’s assertion of conformance to the requirements of the TSM performance indicators.</p> <p>The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.</p>	<p><input checked="" type="checkbox"/> The external verification was conducted in accordance with the TSM Verifier Terms of Reference.</p> <p>Biodiversity and conservation management (2020) Climate change (2021) Crisis Management and Communications Planning (2022) Indigenous and Community Relationships (2019) Labour Rights (2019) Safety and health (2020) Tailings management (2022) Water stewardship (2018) TSM Supplement (2021)</p>
<p>Limitations</p>	<p><input checked="" type="checkbox"/> The scores in this report are considered accurate based on this verification.</p> <p>The verification consists of the evaluation of activities and installations as observed at a specific point in time. The verifier focused her observations, on the major facets at that time, and the conclusions are based on information available at the time of the verification activities.</p>
<p>Additional comments</p>	<p>None</p>
<p>Has an additional assurance statement been provided by the verifier? (yes or no)</p>	<p>Yes (for RGMP)</p>
<p>Name of lead verifier</p>	<p>Stephanie Davidovsky</p>
<p>Date of statement of verification</p>	<p>December 20, 2024</p>
<p>Signature of lead verifier</p>	