

AGNICO EAGLE MINES LIMITED

EXTERNAL VERIFICATION SUMMARY REPORT 2024

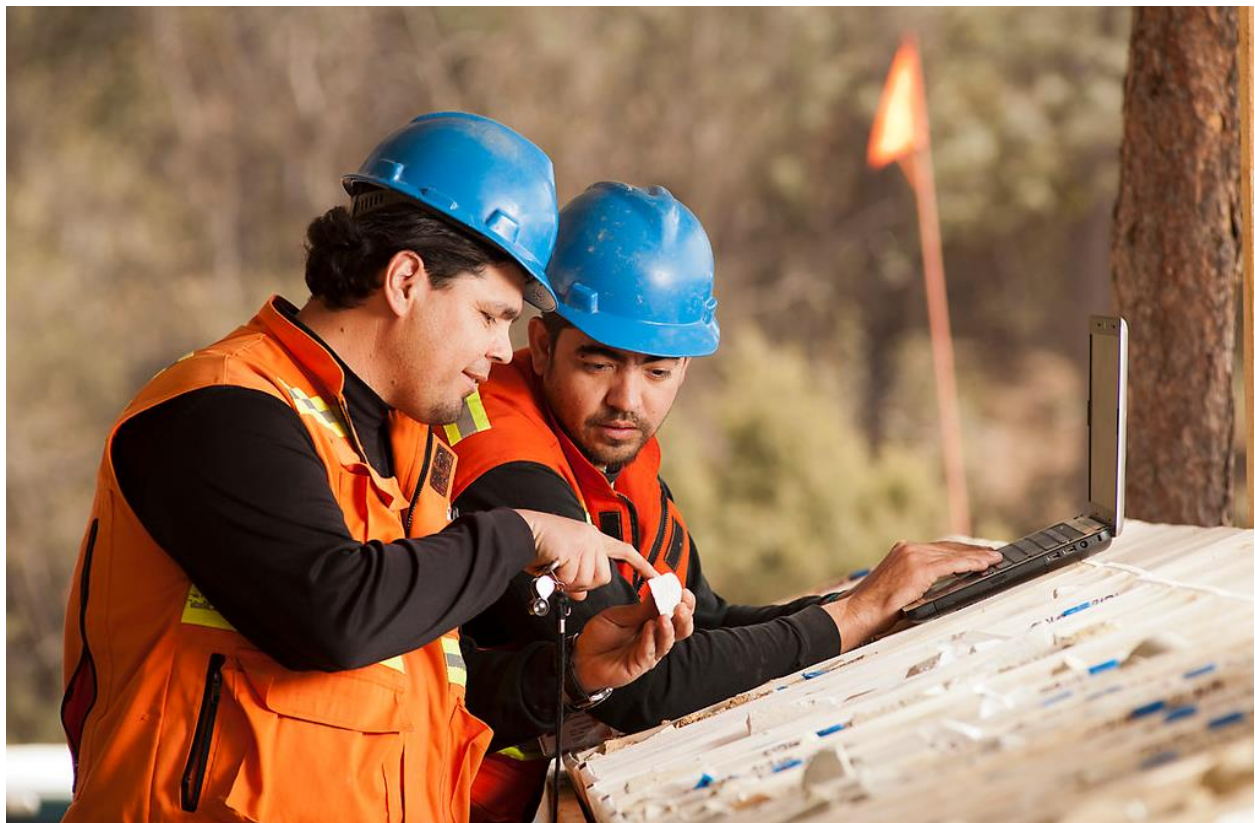
TOWARDS SUSTAINABLE MINING (TSM) AND
RESPONSIBLE GOLD MINING PRINCIPLES (RGMP)

LA INDIA (MEXICO)

DECEMBER 2024

WSP REFERENCE: CA0017482.7300_007_REV0

FINAL VERSION





AGNICO EAGLE MINES LIMITED

**EXTERNAL VERIFICATION
SUMMARY REPORT 2024
TOWARDS SUSTAINABLE MINING
(TSM) AND RESPONSIBLE GOLD
MINING PRINCIPLES (RGMP)**

LA INDIA (MEXICO)

FINAL VERSION

WSP REFERENCE: CA0017482.7300_007_REV0

DECEMBER 2024

WSP CANADA INC.
FLOOR 11
1600 RENÉ-LÉVESQUE BOULEVARD WEST
MONTRÉAL, QUEBEC H3H 1P9
CANADA

T: +1-514-340-0046
F: +1-438-843-8111

WSP.COM

REVISION MANAGEMENT

VERSION	DATE	DESCRIPTION
RevA	2024-12-16	Preliminary version for comments
Rev0	2024-12-20	Final version

SIGNATURES

PREPARED BY

Véronique Deschênes (B. Env., DESS Admin Affaires)
Project Assistant – Environmental and Risk Management

December 20, 2024

Date

REVIEWED BY

Stephanie Davidovsky, ing., VEA® / P. Eng., CEA™, TSM
Verifier (OIQ #143203)
Team Leader - Environmental and Risk Management

December 20, 2024

Date

LIMITATIONS

WSP Canada Inc. (WSP) prepared this report solely for the use of the intended recipient, Agnico Eagle Mines Limited, in accordance with the professional services agreement between the parties. In the event a contract has not been executed, the parties agree that the WSP General Terms for Consultant shall govern their business relationship which was provided to you prior to the preparation of this report.

The report is intended to be used in its entirety. No excerpts may be taken to be representative of the findings in the assessment.

The conclusions presented in this report are based on work performed by trained, professional and technical staff, in accordance with their reasonable interpretation of current and accepted engineering and scientific practices at the time the work was performed.

The content and opinions contained in the present report are based on the observations and/or information available to WSP at the time of preparation, using investigation techniques and engineering analysis methods consistent with those ordinarily exercised by WSP and other engineering/scientific practitioners working under similar conditions, and subject to the same time, financial and physical constraints applicable to this project.

WSP disclaims any obligation to update this report if, after the date of this report, any conditions appear to differ significantly from those presented in this report; however, WSP reserves the right to amend or supplement this report based on additional information, documentation or evidence.

WSP makes no other representations whatsoever concerning the legal significance of its findings.

The intended recipient is solely responsible for the disclosure of any information contained in this report. If a third party makes use of, relies on, or makes decisions in accordance with this report, said third party is solely responsible for such use, reliance or decisions. WSP does not accept responsibility for damages, if any, suffered by any third party as a result of decisions made or actions taken by said third party based on this report.

WSP has provided services to the intended recipient in accordance with the professional services agreement between the parties and in a manner consistent with that degree of care, skill and diligence normally provided by members of the same profession performing the same or comparable services in respect of projects of a similar nature in similar circumstances. It is understood and agreed by WSP and the recipient of this report that WSP provides no warranty, express or implied, of any kind. Without limiting the generality of the foregoing, it is agreed and understood by WSP and the recipient of this report that WSP makes no representation or warranty whatsoever as to the sufficiency of its scope of work for the purpose sought by the recipient of this report.

In preparing this report, WSP has relied in good faith on information provided by others, as noted in the report. WSP has reasonably assumed that the information provided is correct and WSP is not responsible for the accuracy or completeness of such information.

The original of this digital file will be kept by WSP for a period of not less than 10 years. As the digital file transmitted to the intended recipient is no longer under the control of WSP, its integrity cannot be assured. As such, WSP does not guarantee any modifications made to this digital file subsequent to its transmission to the intended recipient.

This limitations statement is considered an integral part of this report.

CLIENT

AGNICO EAGLE MINES LIMITED

Sustainability Systems Manager Josée Noël
Health & Safety Superintendent, La India Adrian Hernandez

PRODUCTION TEAM

WSP CANADA INC. (WSP)

Auditor, reviser Stephanie Davidovsky
Project Director Katia Santini
Project Manager Nelly Gendrot
Project Assistant Véronique Deschênes

WSP MEXICO INC. (WSP) – AUDITOR

Senior Social Specialist - Auditor Maria Esperanza Gonzales

REFERENCE TO BE CITED

WSP. 2024. External Verification Summary Report 2024. Towards Sustainable Mining (TSM) and Responsible Gold Mining Principles (RGMP). La India (Mexico). Report produced for Agnico Eagle Mines Limited. WSP Reference: CA0017482.7300_007_Rev0. 10 pages.



TABLE OF CONTENTS

1	Introduction	1
1.1	Objectives of the External Verification.....	1
2	Verifier and Verification Information	2
3	Facility Information	3
4	Scope of Verification (Protocols Audited).....	4
5	Methodology	5
5.1	Summary of audit activities.....	5
5.1.1	Preparation of the Audit	5
5.1.2	Audit Activities	5
5.2	Sampling	6
5.3	TSM – Workforce Sampling Approach	6
5.4	TSM – COI Sampling Approach	6
6	External Verification Conclusion	7
7	Statement of Verification	9



TABLE OF CONTENTS

Tables

Table 2-1	Verifier and Verification Information	2
Table 3-1	Facility Information.....	3
Table 4-1	Integrated Audit Standards	4
Table 6-1	La India - TSM and RGMP Supplement External Verification	7
Table 7-1	Statement of Verification.....	9

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' La India mine (Mexico).

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
	Katia Santini (Canada) katia.santini@wsp.com
	Nelly Gendrot (Canada) nelly.gendrot@wsp.com
Other members of the assurance:	Maria Esperanza Gonzales (Mexico) maria.gonzales@wsp.com
Date(s) of verification activities:	<u>Onsite verification activities:</u> 29/10/2024 - 31/10/2024
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	La India
Address	Camino a la chiprona km 6.5, Antiguo rancho la amargosa, Sahuaripa, Sonora
Country of operation	Mexico
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 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.

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)	-	-
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>

Important note: The tailings management protocol was not evaluated during this external audit. The protocol is not applicable to La India site.

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

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 La India 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 26 people were met during the audit week:

- 20 people during formal interviews.
- 04 people during informal interviews including 02 at random.

Of these 26 people, none were 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, 04 members of the Matarachi, Tarachi and La Iglesia communities were interviewed, as well as the President of the Matarachi Municipality 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 La India - 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
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	AA
Safety & Health	1. Commitments and Accountability	AAA
	2. Planning and Implementation	AAA
	3. Training, Behaviour and Culture	AAA
	4. Monitoring and Reporting	AAA
	5. Performance	AAA
Water Stewardship	1. Water Governance	AAA
	2. Operational Water Management	AAA
	3. Watershed-scale Planning	AA
	4. Water Reporting and Performance	AA
Indigenous and Community Relationships	1. Community of Interest (COI) Identification	AA
	2. Effective COI Engagement and Dialogue	AA
	3. Effective Indigenous Engagement and Dialogue	AA
	4. Community Impact and Benefit Management	AA
	5. COI Response Mechanism	AA
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	N/A
	5. Transparency of Taxes, Ownership and Transfer Pricing	Yes (SUPP5a and 5b) N/A (SUPP5c)
	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	N/A
	13. Security and Human Rights	Yes
	14. Labour Rights	Yes
	15. Compensation for Work Related Injury, Illness & Fatality	na
	16. Employee Remuneration	Yes
	17. Diversity and Women in Mining	Yes
	Environmental Stewardship	
	18. Environmental Risk Management	Yes
	19. Closure	Yes (SUPP19a and 19c) No (SUPP19b)
	20. Pollution Prevention and Waste Management	Yes
	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	N/A	

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) 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>	<p></p>