

AGNICO EAGLE MINES LIMITED

EXTERNAL VERIFICATION SUMMARY REPORT 2025

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

MELIADINE COMPLEX (CANADA)

DECEMBER 2025

WSP REF.: CA0017482.7300_027_REV0

FINAL VERSION





AGNICO EAGLE MINES LIMITED

**EXTERNAL VERIFICATION
SUMMARY REPORT 2025
TOWARDS SUSTAINABLE MINING
(TSM) AND RESPONSIBLE GOLD
MINING PRINCIPLES (RGMP)**

MELIADINE COMPLEX (CANADA)

FINAL VERSION

WSP REF.: CA0017482.7300_027_REV0

DECEMBER 2025

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	2025-11-05	Preliminary version for comments
Rev0	2025-12-12	Final version

SIGNATURES

PREPARED BY



Emily Stratford, MEB, BSc, BA
Auditor
Experienced ESG Consultant

December 12, 2025

Date

REVIEWED BY

Stephanie Davidovsky, Eng., VEA® / P. Eng., CEATM, TSM
Lead Auditor, Verifier (OIQ #143203)
Team Leader - Environmental and Risk Management

December 12, 2025

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

Corporate Director, Sustainability and Regulatory Affairs Natasha Dombrowski

PRODUCTION TEAM

WSP CANADA INC. (WSP)

Auditor, Reviser Stephanie Davidovsky
Auditor Emily Stratford Bolduc

REFERENCE TO BE CITED

WSP. 2025. External Verification Summary Report 2025. Towards Sustainable Mining (TSM) and Responsible Gold Mining Principles (RGMP). Meliadine Complex (Canada). Report produced for Agnico Eagle Mines Limited. WSP Ref.: CA0017482.7300_027_Rev0. 16 pages.



TABLE OF CONTENTS

1	Introduction	1
1.1	Objectives of the External Verification.....	1
2	Verifier 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	14
8	Examples of Evidence Consulted	15

Tables

Table 2-1	Verifier Information	2
Table 3-1	Facility Information.....	3
Table 4-1	Integrated Audit Standards	4
Table 6-1	Meliadine Complex - TSM and RGMP Supplement External Verification	8
Table 7-1	Statement of Verification.....	14

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 results of WSP external verification (TSM and RGMP via the TSM Responsible Sourcing Alignment supplement) and external audit (TSM) performed for Agnico Eagle’s Meliadine Complex (Canada).

1.1 Objectives of the External Verification

Within TSM, a process of external verification is 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 Information

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

Table 2-1 Verifier Information

Name of lead verifier:	Stephanie Davidovsky stephanie.davidovsky@wsp.com
Other lead assurance provider:	Emily Stratford Bolduc Emily.Stratford@wsp.com
Verification firm:	WSP Canada Inc.
Confirmation that all verifiers involved in the verification are accredited TSM verifiers:	Yes
Other member of the assurance:	Emily Stratford Bolduc (Canada) emily.stratford@wsp.com
Date(s) of verification activities:	<u>On-site verification activities:</u> 25/08/2025 – 28/08/2025
Verification period:	2023 - 2025
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	Meliadine Complex
Address	Rankin Inlet, NU X0C0G0
Country of operation	Canada
Products/metals produced on site	Gold
Types of operations included in scope (yes or no):	
Mining	<input checked="" type="checkbox"/>
Milling	<input 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)

The 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)	X	X
RGMP, TSM Responsible Sourcing Alignment Supplement (2021) ⁽¹⁾	X	X ⁽²⁾

Table notes:

- (1) RGMP standard is verified as per the Equivalency statement between WGC's RGMPs and MAC's TSM. The statement is published on WGC website: <https://www.gold.org/industry-standards/responsible-gold-mining>
- (2) A Letter of Assurance is provided by WSP at the end of the process.

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 provided the needed information (auto-evaluation and the supporting documentation, 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 were sorted into site-level and corporate-level categories. 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 mediatised information ("media scan") carried out by MAC did not indicate specific issues at the Meliadine complex.

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 45 different people were met during the audit week:

- 23 people during formal interviews;
- 22 people during informal interviews, including 10 at random.

Of these 45 people, 3 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 representativeness approach.
- COIs' interest in participating in interviews was taken into consideration.

Thus, 3 COIs were interviewed, including: members of Rankin Inlet Elders (including 4 elders), a representative from the Hamlet of Arviat, and a member of the Kivalliq Community Operations.

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 Meliadine Complex - TSM and RGMP Supplement External Verification

Protocol	Indicators	Level	Comments
Climate Change	1. Corporate climate change management	AA	<p>Data on Scope 1 and 2 GHG emissions are maintained and reported by the site team to corporate on a monthly basis (sample emissions included are gasoline, diesel, and jet fuel usage). Data on fuel usage is validated by flow meter.</p> <p>Material climate change risks and opportunities are integrated into the site’s risk management approach. For example, fuel use is one of the biggest risks at Meliadine and as such a variety of energy-related projects have been initiated, such as heat thermography on outer buildings to create an action plan for additional insulation in areas where heat is being lost.</p> <p>Energy initiatives are included in the Meliadine roadmap 2025-2027.</p> <p>The company is committed to taking action to combat climate change, in line with the ambition to limit global warming to well below 2° C (compared with pre-industrial levels), with short- and long-term objectives and planned actions to achieve these commitments.</p> <p>Performance is measured against the targets announced in criterion no. 1 of the AA level.</p> <p>Processes for identifying, assessing and managing significant risks and opportunities related to climate change are in place and integrated into the company's risk management approach.</p> <p>The resilience of the business strategy has been examined taking into account different climate-related scenarios, including high and low warming scenarios.</p> <p>The impacts of significant climate change risks and opportunities on other aspects of the business and strategy are identified, assessed and managed.</p> <p>There is a demonstrated understanding of how the company's strategic investments contribute to society's resilience to climate change and a low-carbon economy.</p> <p>Procurement and supply chain management practices in place are consistent with the company's climate change strategy.</p>
	2. Facility climate change management	AA	<p>The Meliadine site has a Climate Action Team (CAT) and a Meliadine Climate Action Plan, which was drafted February 2025 and was due to be reviewed for approval by the CAT in September 2025 after the audit period.</p> <p>Significant non-energy sources of GHG emissions, such as those coming from the incinerator and explosives, are assessed using incinerator stack testing results and explosive use tonnage.</p> <p>Clear roles and responsibilities for managing energy and GHG emissions performance are defined within the draft Meliadine Climate Action Plan (Feb 2025), within the Energy and Decarbonization specialist job description, and within the Greenhouse Gas Reduction Plan (section 2.3).</p> <p>There is extensive worker awareness of the no-idling policy on-site verified through worker interviews.</p> <p>Energy and decarbonization content is reviewed during the Annual RMMS Management Review Meeting.</p> <p>An internal audit of the Climate Change Management System requirements within indicator 2 was conducted by the Agnico corporate team in April 2025.</p>
	3. Facility performance targets and reporting	A	<p>Performance targets have been set, focused on Scope 1 and 2 GHG emissions. Progress towards targets was demonstrated in a variety of ways, including an internal Action Plan Crusher Heating Improvement tracker spreadsheet, Weekly E&I department update meetings, and E&I Project Schedule updates.</p> <p>Annual public reporting on metrics and targets used to assess performance based on Scope 1 and 2 GHG emissions is conducted through the Corporate Sustainability Report and Corporate Climate Action Report.</p>
Tailings Management	1. Tailings management policy and commitment	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	2. Assigned accountability for tailings management	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	3. Tailings management system and emergency preparedness	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	4. Operation, maintenance, and surveillance (OMS) manual	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
	5. Annual tailings management review	AAA	An external audit was carried out (using the compliance table) and determined that all the requirements for an AA level had been met and found to be effective.
Biodiversity Conservation Management	1. Corporate biodiversity conservation commitment, accountability, and communications	AAA	<p>The facility integrates biodiversity conservation management by participating in the Terrestrial Advisory Group to protect caribou. Initiatives are publicly reported in the sustainability report.</p> <p>The facility partners with many external organizations for biodiversity conservation such as universities, governmental agencies, NGOs, communities, Indigenous partners.</p> <p>Initiatives are publicly reported in the sustainability report.</p>

Protocol	Indicators	Level	Comments
	2. Facility-level biodiversity conservation planning and implementation	AAA	<p>The facility integrates biodiversity conservation management by participating in the Terrestrial Advisory Group to protect caribou. Initiatives are publicly reported in the sustainability report.</p> <p>The facility:</p> <ul style="list-style-type: none"> - integrates the terrestrial environmental management plan (TEMP) which was developed in collaboration with Terrestrial Advisory Group (TAG); - budgets for road closures to account for caribou migration in site planning; - provides regular updates at TAG meetings; - addresses biodiversity in the operation readiness plan on a weekly basis. <p>The importance of caribou protection is understood throughout the facility as confirmed by workforce interviews and signage posted throughout the complex.</p>
	3. Biodiversity conservation reporting	AAA	<p>The facility reports publicly on its biodiversity conservation activities. COI feedback on this reporting is actively sought and reported publicly. Facility's annual report, COI feedback, and the facility's responses are available on the NIRB website.</p>
Safety & Health	1. Commitments and Accountability	AAA	<p>An external audit has been conducted and determined that the commitments are consistent with MAC Framework and applied. There was evidence of an effective injury prevention and disability management program as evidenced through worker interviews and familiarity with injury prevention controls via toolbox talk and Meliadine minute content. Health and wellness is considered at work and at home through posters in workplaces and campaigns such as the "Key to your Safety" program. There was a strong understanding of individual roles and responsibilities with regard to Safety and Health during worker interviews. Health and Safety Commitments are regularly communicated with the workforce during quarterly meetings as well as during biweekly health and safety meetings. Communication was effective and it achieves the desired goal of safety awareness and injury prevention. Workforce interviews indicate that workers are aware of their responsibilities and have familiarity with mechanisms to report any concerns about health and safety issues on site.</p>
	2. Planning and Implementation	A	<p>An external audit has been conducted and determined that planning and implementation of the safety and health management system meets the requirements of Level A. The corporate Agnico team also conducted an internal audit to determine the planning and implementation of the safety and health management system meets the requirements of Level A in 2022 and 2025.</p> <p>The site's incident notification and investigation process is clearly outlined in the mandatory site induction presentation.</p> <p>Risk control tools are identified and available, such as the supervision formula, job hazard assessments, and risk assessments.</p> <p>The safety and health management system is well established, implemented and maintained with clear objectives, targets, and associated action plans. There are defined roles and responsibilities within the safety and health management system. Resources are assigned to establish, implement, maintain, and improve the safety and health management system and validate the effectiveness of controls.</p> <p>The process for critical control identification has been initiated. However, the site is not yet at the stage of critical control verification.</p> <p>An industrial hygiene program is in place.</p> <p>Workplace inspections regularly occur for safety and health topics. Safety and health records are maintained.</p> <p>The supervision formula integrates the job observation program into regular work practices and reinforces training to ensure routine safety checks and coaching to encourage safe behaviour and work practices.</p>
	3. Training, Behaviour and Culture	AAA	<p>The site training program is implemented and includes a mechanism for review and record maintenance.</p> <p>Training includes practical on-the-job assessments following theoretical training, where appropriate.</p> <p>Workers had a good understanding of the requirements for hazard identification and control when on site, particularly as it pertains to prevention and proactive measures. This was demonstrated through worker discussion and worker-engaged tools such as the WorkCard, and Job Hazard Analyses.</p> <p>Safety and health criteria are integrated into core business processes and practices including annual business planning, procurement, performance appraisal processes, and compensation.</p> <p>A commitment to safety and health was clearly visibly embedded throughout the facility in a variety of ways, such as posters, promotional campaigns, and hard hat stickers. There was also evidence of mental health and wellbeing programs being implemented at the site.</p>
	4. Monitoring and Reporting	AAA	<p>An external audit was conducted and concluded that the safety and health data and information collection, compilation, and reporting meet the requirements of Level A and are effective at tracking opportunities for improvement identified. The public report is available here: Corporate Sustainability Report and 2024 Sustainability Performance Data.</p>
	5. Performance	AAA	<p>An external audit concluded that the safety and health performance data are accurate and reliable.</p>

Protocol	Indicators	Level	Comments
Water Stewardship	1. Water Governance	AAA	An external audit determined that the facility water stewardship practices are consistent with the TSM Water Stewardship Framework. Clear commitment to water management demonstrated through weekly water management meetings to establish priorities. Agnico Eagle's commitments related to water have been communicated to relevant employees, contractors, and water-related facility-level COI. Roles, responsibilities, and accountability for operational water management are defined and budgets are in place to account for planning.
	2. Operational Water Management	AAA	Long-term water management considerations are incorporated into current water management decision-making processes and closure plans. Extensive effort has been put into water balance modelling and it is evident that there is robust work being done to promote continual improvement on this. Risk registers are in place and kept up to date. KPIs have been identified and are followed closely by key personnel and during management meetings. Systems are in place to track any exceedances. An external audit determined that the operational water management practices meet the requirements of Level A and AA. The evaluation of effectiveness conducted on the tracking process for opportunities for improvement identified that it is effective.
	3. Watershed-scale Planning	AAA	Relevant watershed boundaries have been identified for the site. COI were identified with the collaboration of the Nunavut Impact Review Board. In addition to Level A and AA engagement activities, the site sets watershed-scale goals.
	4. Water Reporting and Performance	AAA	COI and Nunavut Impact Review Board feedback on water reporting is actively sought. Information is publicly available on the Nunavut Impact Review Board website.
Indigenous and Community Relationships	1. Community of Interest (COI) Identification	AAA	The documented process makes it possible to: <ul style="list-style-type: none"> - identify underrepresented local communities of interest and communities of interest concerned indirectly or by specific issues; - allow communities of interest to express their views on the approach adopted by the site to identify communities of interest; - conduct a periodic review of the process of identifying communities of interest in collaboration with them; - ensure that comments from communities of interest are taken into account when updating the identification process; - allow communities of interest to be given an explanation when their comments have not been taken into account.
	2. Effective COI Engagement and Dialogue	AAA	Processes are in place for collaborative exchange and dialogue with communities of interest, including conflict resolution mechanisms. Communications are documented in Borealis to ensure that COI concerns are addressed in a timely manner. Official documents are provided in English and Inuktitut and interpreters are used to facilitate dialogue. The facility has a proven track record of exchange and dialogue with committees of interest, this was confirmed by the COI interviews. Committees of interest are involved in the decision-making process when it comes to reaching agreement on issues that directly affect them and/or are of interest to them. A review of the effectiveness of exchange processes is carried out with the help of communities of interest, and identified corrective measures are implemented. Public reports are produced on the effectiveness of exchange processes.
	3. Effective Indigenous Engagement and Dialogue	AAA	The exchange processes put in place have resulted in mutually agreed agreements or commitments with the Aboriginal communities directly affected. The site respects the terms of the agreements and commitments and monitors their implementation. The site collaborates with communities and demonstrates that progress has been made towards the targeted outcomes and benefits. The collaborative process put in place to measure progress towards the objectives includes: <ul style="list-style-type: none"> - performance verification with Aboriginal communities; - the integration of adaptive management to deal with cases where objectives are not always met. The establishment has put in place commitments to raise awareness of the history, traditions and rights of Aboriginal peoples, and to promote intercultural awareness and exchange through various means, as described in the protocol. Official documents are provided in English and Inuktitut and interpreters are used to facilitate dialogue. Although certain documents and communications remain in English, COI interviews indicated that the site puts forward efforts to communicate in both official languages.

Protocol	Indicators	Level	Comments
	4. Community Impact and Benefit Management	AAA	The IIBA outlines Agnico's responsibilities. The processes put in place make it possible to: <ul style="list-style-type: none"> - ensure that inconveniences to communities (including impacts on human rights) are identified, avoided or mitigated; - encourage and optimize the social benefits generated by site operations. The site interacts with communities of interest to identify risks that are likely to affect them directly, including water quality concerns and biodiversity. Following COI concerns with regard to water quality impacting tea making, the site carried out a detailed tea tasting study. COI interviews confirmed that this was one of many examples where Agnico addressed their concerns.
	5. COI Response Mechanism	AAA	The complaint management process, using Borealis: <ul style="list-style-type: none"> - allows for the transmission of data to higher levels when the feedback system does not allow for adequate follow-up; - provides for follow-up with users once the process has been completed. The effectiveness of the feedback system is reviewed, and corrective measures implemented where necessary.
Crisis Management and Communications Planning (Corporate)	1. Preparedness	Y	The corporate has set up a crisis management and communication plan with all the elements mentioned in the protocol.
	2. Review	Y	The crisis management and communication plan is regularly reviewed and updated to reflect the organization's reality and industry best practices.
	3. Training	Y	Crisis simulation exercises are carried out annually.
Crisis Management and Communications Planning (Facility)	1. Preparedness	Y	Site has established emergency response procedures for different scenarios.
	2. Review	Y	The crisis management plan is regularly reviewed and updated to reflect the organization's reality and industry best practices.
	3. Training	Y	Crisis simulation exercises are carried out annually.
Prevention of Child and Forced Labour	1. Preventing Forced Labour	Y	A process proportionate to the degree of risk associated with the region is in place to ensure that no one is forced to work.
	2. Preventing Child Labour	Y	Processes proportionate to the degree of risk are in place to ensure that no children are hired.

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) Na (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	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	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)	

Protocol	Indicators	Yes or No
	<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 <i>Terms of Reference for Verifiers</i> 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><input checked="" type="checkbox"/> The external verification was conducted in accordance with the <i>Terms of Reference for Verifiers</i>.</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>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 scores in this report are considered accurate based on this verification.</p>
<p>Limitations</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>Date of statement of verification</p>	<p>December 12, 2025</p>
<p>Signature of lead verifier</p>	

8 Examples of Evidence Consulted

Climate Change

- 2025 TSM Internal Audit Climate Change Meliadine
- Annual Report & Comments
- Electricity Consumption Monitoring
- Examples of Monthly and Weekly Reports
- Meliadine Roadmap, E&I Plan & Project Schedule
- Meliadine Gold Mine 2024 Annual Report.
- 2024-AgnicoEagle-SustainabilityReportEN
- Meliadine_ClimateActionPlan_Draft_Feb

Tailings Management

- Annual Report, Annual Geotech Inspection, Action Tables
- Closure Plan
- Risk Assessment
- Table of Conformance
- Tailings Deposition Plan
- TSF Design Report
- OMS Manual TSF_Rev4 _ Intelex

Biodiversity Conservation Management

- 2024 -Meliadine Caribou Migration - General_draft
- AENU-CRE3019_MeliadineRoadmap2025
- AEM Answers to 2023 Annual Report Comments_20240716
- AEM Answers to 2024 Annual Report Comments 20250805
- Meliadine Gold Mine 2024 Annual Report

Safety & Health

- 2025 Internal Audit Files
- Example HS Annual Review
- Example of Daily Management Meeting
- Meliadine Site Induction
- Examples of JHA from Intelex
- H&S Org Chart

Water Stewardship

- MEL-HSH-MPL-5001-Meliadine Crisis Management Plan
- Annual Reports
- EN - Water Management Policy 2025
- Daily Water Management Reports 2025

Indigenous and Community Relationships

- IIBARReview_FinalActionTable
- Stakeholder Engagement Plan and Toolkit -2025
- Terms of Reference for the AE Kivalliq Elders
- 2022-NunavutDonation-Policy
- 2024_Indigenous-Peoples-Engagement-Policy
- Nunavut Language Policy_FINAL

Crisis Management and Communications Planning

- MEL-HSH-MPL-5001-Meliadine Crisis Management Plan
- CMP MANAGEMENT TRAINING
- Crisis Simulation Exercises (Mocks)

Prevention of Child and Forced Labour

- Agnico Eagle Supplier Code of Conduct
- MEL-HSH-MPL-5001-Meliadine Crisis Management Plan

wsp