

AGNICO EAGLE MINES LIMITED

EXTERNAL VERIFICATION SUMMARY REPORT 2025

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

DETOUR (CANADA)

DECEMBER 2025

WSP REF.: CA0017482-7300_030_REV0

FINAL VERSION





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REVISION MANAGEMENT

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SIGNATURES

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December 16, 2025

Date

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December 16, 2025

Date

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REFERENCE TO BE CITED

WSP. 2025. External Verification Summary Report 2025. Towards Sustainable Mining (TSM) and Responsible Gold Mining Principles (RGMP). Detour (Canada). Report produced for Agnico Eagle Mines Limited. WSP Ref.: CA0017482-7300_030_Rev0. 12 pages.



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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 Detour Lake Mine (Canada).

1.1 Objectives of the External Verification

Within TSM, an external verification process 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

The following WSP team will carry out verification and external auditing for TSM and RGMP.

Table 2-1 Verifier Information

Name of lead verifier:	Stephanie Davidovsky (Canada) stephanie.davidovsky@wsp.com
Other lead assurance provider:	Katia Santini (Canada) katia.santini@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 (Canada) Emily.Stratford@wsp.com
Date(s) of verification activities:	<u>On-site verification activities:</u> 22/09/2025 - 25/09/2025
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	Detour Lake Mine
Address	Unorganized North Cochrane District, ON P0L 1W0
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 checked="" type="checkbox"/>
Smelting	<input type="checkbox"/>
Hydrometallurgical	<input type="checkbox"/>
Refining	<input 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)	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. Statement is published on the WGC website: <https://www.gold.org/industry-standards/responsible-gold-mining>
- (2) WSP provides a Letter of Assurance 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 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 the corporate level.

5.1.2.2 On-site Auditing Activities

For the on-site audit, the auditor conducted:

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

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") conducted by MAC did not indicate any specific issues at Detour Lake Mine.

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:

- 11 people during formal interviews;
- 34 people during informal interviews.

Of these 45 people, 6 are contractors.

5.4 TSM – COI Sampling Approach

COI selection was defined based on 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, 6 COIs were interviewed, including representatives of the City of Timmins, the Town of Kapuskasing, the Cochrane Food Bank, the Timmins Chamber of Commerce, and the Municipality of Black River-Matheson, to take part in the audit. The facility provided notice of the verification to communities of interest on September 23, 2025.

6 External Verification Conclusion

During this external verification, the WSP team obtained 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 Detour Lake Mine - TSM and RGMP Supplement External Verification

PROTOCOL	INDICATORS	LEVEL	COMMENTS
Climate Change	1. Corporate climate change management	AA	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 a flow meter. Material climate change risks and opportunities are integrated into the site's risk management approach. 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. Performance is measured against the targets announced in criterion no. 1 of the AA level. 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. The resilience of the business strategy has been examined, considering different climate-related scenarios, including high- and low-warming scenarios. The impacts of significant climate change risks and opportunities on other aspects of the business and strategy are identified, assessed, and managed. 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. Procurement and supply chain management practices in place are consistent with the company's climate change strategy. An internal carbon price regime is not in place at the time of the verification.
	2. Facility climate change management	AAA	An energy and GHG emissions management system is in place, with specific criteria including: - regular reporting of KPI to the Ministry of Northern Development in Energy Management Plan updates; - a clear definition of roles and responsibilities for managing energy performance and GHG emissions; - a budgeting process that integrates energy and GHG emissions consideration over the lifecycle of the facility; - an active partnership that is pursued with the Ministry of Northern Economic Development and Growth through the Northern Energy Advantage Program.
	3. Facility performance targets and reporting	A	Performance targets have been set, focused on Scopes 1 and 2 GHG emissions, within the Detour Lake Mine Climate Action Plan. Annual public reporting on metrics and targets used to assess performance based on Scopes 1 and 2 GHG emissions is conducted through the Corporate Sustainability Report and Corporate Climate Action Report .
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 A 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 A 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 A 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 A 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 A level had been met and found to be effective.
Biodiversity Conservation Management	1. Corporate biodiversity conservation commitment, accountability, and communications	AAA	The company is committed to integrating biodiversity conservation and land-use considerations across all stages of its activities. The facility partners with many external organizations for biodiversity conservation, such as universities, governmental agencies, NGOs, communities, and Indigenous partners
	2. Facility-level biodiversity conservation planning and implementation	AAA	The facility integrates biodiversity conservation management by following its site Biodiversity Management Plan. The facility: - has had an independent verification/review of its biodiversity management system; - collaborates with Abitibi Forestry Resource Management in the conservation of biodiversity; - has partnered with the University of Guelph to set up different test plots of soil amendments to promote biodiverse vegetation growth during greening.
	3. Biodiversity conservation reporting	AA	The facility reports publicly on its biodiversity conservation activities here: Agnico-Eagle-2024-Sustainability-Performance-Data.xlsx . Publicly reported biodiversity conservation facility data is independently reviewed by the corporate team.
Safety & Health	1. Commitments and Accountability	AAA	An external audit has been conducted, and it has been determined that the commitments are consistent with the MAC Framework and are being applied. Accountabilities and responsibilities are defined and understood. The commitment to safety and health is communicated to employees, contractors, and suppliers at the facility. These were considered effective to ensure that employees, contractors, and suppliers who work at the facility are aware of the commitments.
	2. Planning and Implementation	A	An internal audit has been conducted to determine whether the planning and implementation of the physical safety and health management system meet Level A requirements. A qualified hygienist has reviewed industrial hygiene risks and controls. The facility has identified high-consequence hazards, begun developing bowties, and begun identifying critical controls. Critical control verifications have not occurred yet, but are planned for the future.
	3. Training, Behaviour and Culture	AAA	The facility: - conducts trainer evaluations on trainers to assess safety and health training program delivery; - facility management visibly demonstrates commitment to safety and health with one-on-one interactions with employees; - has a program to support worker mental health, Digging Deeper, and provides support when required.

PROTOCOL	INDICATORS	LEVEL	COMMENTS
	4. Monitoring and Reporting	AAA	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. Agnico-Eagle-2024-Sustainability-Performance-Data.xlsx .
	5. Performance	AAA	An external audit concluded that the safety and health performance data are accurate and reliable.
Water Stewardship	1. Water Governance	AAA	An external audit determined that the facility's water stewardship practices are consistent with the TSM Water Stewardship Framework. A strong commitment to water management was demonstrated through a variety of internal meetings, including water quality updates, monthly water management meetings, and Environmental Update Meetings, among others. Roles, responsibilities, and accountabilities for operational water management are well defined and understood.
	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 the monthly updates. Watershed-scale goals and objectives are identified within the Hydrology Monitoring Plan.
	3. Watershed-scale Planning	AAA	Detour Lake Mine collaboratively monitors phosphorus at the watershed level. Detour Lake Mine communicates with partner Nations to help them understand how operational water management practices address watershed-related risks.
	4. Water Reporting and Performance	AA	There is a process for the independent verification of the accuracy of public water reporting, in which the corporate AE team reviews and independently verifies the water reporting provided by Detour Lake Mine prior to reporting.
Indigenous and Community Relationships	1. Community of Interest (COI) Identification	AAA	A robust Rightsholder and Stakeholder Mapping Report was finalized on January 13, 2025. A review of the COI identification system was conducted in 2025 in collaboration with one COI, yielding mixed responses. Methods for improved COI collaboration in reviewing COI identification systems are being pursued for future engagements.
	2. Effective COI Engagement and Dialogue	AAA	Processes are in place for collaborative exchange and dialogue with communities of interest, including robust conflict resolution mechanisms. The facility has a proven track record of exchange and dialogue with committees of interest. The facility is open to feedback from COI and has implemented changes as a result, such as introducing open houses in response to requests. Public reports are produced on the effectiveness of exchange processes via grievances and complaints Agnico-Eagle-2024-Sustainability-Performance-Data.xlsx .
	3. Effective Indigenous Engagement and Dialogue	AAA	There are Impact Benefits Agreements, or Partnership Agreements, with Indigenous communities that have outlined the requirements for effective engagement and dialogue. Indigenous Awareness training is completed during new employee orientation and was created in collaboration with partner Nations. The site respects the terms of the Impact Benefits Agreements and commitments and monitors their implementation quarterly. The facility has committed to raising awareness of the history, traditions, and rights of Aboriginal peoples and to promoting intercultural awareness and exchange through various means, as described in the protocol.
	4. Community Impact and Benefit Management	AAA	The processes put in place make it possible to: - ensure that inconveniences to communities (including impacts on human rights) are identified, avoided, or mitigated. - proactively engage with communities of interest and receive requests for support. - 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.
	5. COI Response Mechanism	AAA	The complaint management process: - includes a clear process to receive, manage, and respond to COI grievances, comments, and requests. - includes a clear expectation of responses within a timely manner. Through COI Impacts and Benefits Agreements, there are clear mechanisms to escalate complaints if they are not adequately addressed within the standard COI response mechanism. Feedback from COIs is proactively requested through the Annual Good Neighbour Survey, with targeted questions on topics such as opportunities to improve communication and information, as well as no topics or considerations of importance to the COI.
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. Mechanisms for notifying the Facility Crisis Management Team are regularly tested and well understood.
	3. Training	Y	Crisis simulation exercises are carried out at least annually.
Crisis Management and Communications Planning (Facility)	1. Preparedness	Y	Site has an established Incident Management Plan with Standard Operating procedures for different scenarios such as cyanide emergency response, hazardous material emergency response, and emergency power outage, among others.
	2. Review	Y	The Incident Management Plan is reviewed and updated at least annually 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 are in place, proportionate to the degree of risk, 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)
	<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 evaluating 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 16, 2024</p>
<p>Signature of lead verifier</p>	

8 Examples of Evidence Consulted

Climate Change

- Detour Lake Mine Climate Action Plan, May 21, 2024;
- Climate Risk Register, 2022, Detour Lake.

Tailings Management

- AEM Governance Policy for Critical Infrastructure;
- Cell 1 TSF OMS Manual April 2024.

Biodiversity Conservation Management

- Documentation Audit – Biodiversity TSM Framework (2025);
- Sustainable Development Policy (Agnico Eagle);
- Biodiversity Management Plan (Rev 2, July 2024).

Safety & Health

- Health & Safety Prevention Plan (Rev 1, September 17, 2025);
- Occupational Hygiene Program (Rev 1, July 12, 2020).

Water Stewardship

- Detour Lake Mine Operations Water Balance Model, Monthly Update: September 2024;
- Detour Lake Mine Water Management Plan (Rev 1, September 2024);
- Water Management Policy (January 2025).

Indigenous and Community Relationships

- Rightsholder and Stakeholder Mapping for Detour Lake Mine (January 13, 2025);
- Cree Food Study Funding Agreement (November 22, 2023).

Crisis Management and Communications Planning

- Incident Management Plan (Rev 6.7, April 8, 2025);
- Spill and Environmental Emergency Response Plan (Rev 14, August 2022).

Prevention of Child and Forced Labour

- Workplace Violence, Harassment, and Discrimination Presentation (2025);
- Code of Business Conduct and Ethics (Jul 26, 2023).

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