

AGNICO EAGLE MINES LIMITED

EXTERNAL VERIFICATION SUMMARY REPORT 2025

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

MACASSA MINE (CANADA)

DECEMBER 2025

WSP REF.: CA0017482-7300_031_REV0

FINAL VERSION





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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

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SIGNATURES

PREPARED BY



Christie Jeffkins, BSc, TSM Verifier
Auditor
Senior EHS Consultant

December 18, 2025

Date

REVIEWED BY

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

December 18, 2025

Date

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CLIENT

AGNICO EAGLE MINES LIMITED

Corporate Director, Sustainability and Regulatory Affairs Natasha Dombrowski

PRODUCTION TEAM

WSP CANADA INC. (WSP)

Reviewer Stephanie Davidovsky

Auditor Christie Jeffkins

REFERENCE TO BE CITED

WSP. 2025. External Verification Summary Report 2025. Towards Sustainable Mining (TSM) and Responsible Gold Mining Principles (RGMP). Macassa Mine (Canada). Report produced for Agnico Eagle Mines Limited. WSP Ref.: CA0017482-7300_031_Rev0. 14 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 Macassa 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:	Christie Jeffkins Christie.Jeffkins@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> 20/10/2025 – 24/10/2025
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	Macassa Mine
Address	1350 Government Road Kirkland Lake, ON
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.
- 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 MAC review of mediatized information ("media scan") did not indicate any specific issues at Macassa 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 40 different people were met during the audit week:

- 24 people during formal interviews;
- 16 people during informal interviews, including 11 at random.

Of these 40 people, 2 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.

Agnico Eagle Community and Indigenous Affairs representatives provided advanced notice, via email, to all COI for the Site. 5 COIs responded to the request and were interviewed, which included members of the Timmins Chamber of Commerce, City of Timmins, Townships of Kapuskasing and Black River-Matheson, and the Cochrane Food Bank.

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 Macassa Mine - TSM and RGMP Supplement External Verification

PROTOCOL	INDICATORS	LEVEL	COMMENTS
Climate Change	1. Corporate climate change management	AA	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.
	2. Facility climate change management	AA	An energy and GHG emissions management system is in place, with specific criteria including: - a data collection and monitoring process tailored to the site's energy consumption and sources of GHG emissions; - a clear definition of roles and responsibilities for managing energy performance and GHG emissions included in the Climate Action Plan; - consideration of energy and GHG emissions in annual business planning; - an annual review. A process for management of physical climate impacts and adaptation is established within the 2025 Climate Action Plan. The Climate Action Report is shared with all employees at site to promote awareness of climate change mitigation and adaptation. The facility collaborates with COI interested in climate change as appropriate. A Good Neighbour survey gauges the level of interest in various topics including climate change. The energy and GHG emissions management system has undergone a third-party review.
	3. Facility performance targets and reporting	B	2023 Climate Action Report public link: Global Approach. Regional Focus. 2023 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 AA level had been met and found to be effective.
	2. Assigned accountability for tailings management	A	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	A	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	AA	There is a demonstrated Senior Management commitment to biodiversity management and application of the mitigation hierarchy. Initiatives are publicly reported in the sustainability report: 2024-AgnicoEagle-SustainabilityReportEN.pdf . The Biodiversity Management Plan has undergone an independent external review within the past three years (2025). Resources have been assigned to biodiversity management, including financial and human resources. Biodiversity commitments have been communicated to employees and contractors through site indoctrinations and to relevant COI through Monthly Environmental Sub-Committee meetings.
	2. Facility-level biodiversity conservation planning and implementation	AA	The facility has implemented a Biodiversity Management Plan that includes an assessment of potential risks to biodiversity, objectives, and significant biodiversity aspects, and action plans to address the objectives. The facility: - executes an internal environmental permitting program to address risks to biodiversity from work on-site; - budgets for offsetting and compensation programs and for species at risk surveys; - provides regular updates to COI during Environmental sub-committee meetings; - regularly tracks and reports on implementation of the Biodiversity Management Plan to Senior Management. The Biodiversity Management Plan has undergone an independent external review within the past three years (2025). Initiatives are publicly reported in the sustainability report.
	3. Biodiversity conservation reporting	AA	The facility reports publicly on its biodiversity conservation activities. Facility-level public reporting is independently reviewed annually by the Corporate Sustainability team. 2024-AgnicoEagle-SustainabilityReportEN.pdf .
Safety & Health	1. Commitments and Accountability	AAA	An external audit has been conducted and determined that the commitments are consistent with MAC Framework and applied. Accountabilities and responsibilities are defined and understood. The commitment to safety and health is communicated to employees, contractors, and suppliers at the facility through morning safety line-ups and induction training. 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	A documented health and safety plan has been implemented at the facility. It includes objectives and targets, a hazard-identification and risk-assessment process, a hygiene program, defined roles and responsibilities, and workplace inspections. Resources have been allocated to establish, maintain, and improve the on-site health and safety management system.

PROTOCOL	INDICATORS	LEVEL	COMMENTS
			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. At the time of the internal audit, all level A requirements were not met, but the missing components have since been implemented. The facility has identified 13 major hazards and is in the process of conducting bowtie risk assessments on these hazards and identifying the critical controls associated with each.
	3. Training, Behaviour and Culture	AAA	Commitments to health and safety are embedded throughout the facility, including management commitment through visible felt leadership. A training program is established and implemented, including all required components of level A. Trainers are assessed for effectiveness. The facility promotes health and wellness, including mental health and a healthy lifestyle, through the Mynwell program. Mental health assistance programs are available both internally and externally. Health and safety criteria are integrated into core business processes, including budget planning and contractor selection.
	4. Monitoring and Reporting	AA	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. The facility is developing critical control verifications for some of the major hazards, and others have already been implemented. Agnico Eagle reports on global health and safety performance indicators annually. 2024-AgnicoEagle-SustainabilityReportEN.pdf .
	5. Performance	AAA	An external audit concluded that the safety and health performance data are accurate and reliable.
	Water Stewardship		
	1. Water Governance	AA	An internal audit conducted in 2025 determined that the facility's water stewardship practices are consistent with the TSM Water Stewardship Framework. Clear commitment to water management demonstrated through monthly water management meetings. Agnico Eagle's commitments related to water have been communicated to relevant employees, contractors, and water-related facility-level COI. Roles, responsibilities, and accountabilities for operational water management are defined in the Water Management Plan.
	2. Operational Water Management	A	A systematic approach to operational water management has been established and implemented. A site water balance has been prepared and is regularly updated to incorporate monitoring data. Surface water and groundwater monitoring programs and controls informed by risks are implemented. Response and contingency plans have been established.
	3. Watershed-scale Planning	AA	Relevant watershed boundaries have been identified for the site. Water-related COIs have been identified and engaged to seek feedback on local water-related practices, beliefs, customs, and traditional knowledge. Assimilative capacity assessments and environmental effects monitoring studies have been conducted to assess watershed effects. The facility has engaged with relevant water-related COI to identify water risks and opportunities, and it continues to engage with these COI regularly.
	4. Water Reporting and Performance	AA	Water-related objectives and targets have been set and met within the reporting year, or, where not met, corrective actions have been implemented. An external audit is conducted annually to verify the accuracy of public water reporting. The data is also reviewed independently by the corporate team before the Sustainability Report is published. 2024-AgnicoEagle-SustainabilityReportEN.pdf Agnico-Eagle-2024-Sustainability-Performance-Data.xlsx
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 COI, including robust conflict resolution mechanisms. The facility has a proven track record of exchange and dialogue with COI. The facility is open to feedback from COI and has implemented changes as a result, such as introducing open houses following 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 made 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.
	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 COI 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.

PROTOCOL	INDICATORS	LEVEL	COMMENTS
Crisis Management and Communications Planning (Corporate)	1. Preparedness	Y	The corporate team has set up a crisis management and communication plan that includes all elements mentioned in the protocol. Tracking of media and stakeholder engagement is conducted.
	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 at the facility level.
Crisis Management and Communications Planning (Facility)	1. Preparedness	N	The site has established emergency response procedures for different scenarios, e.g., underground fire, hazardous material spills/releases. The site has established a Crisis Management Team and an Emergency Management Plan, which includes a mechanism for alerting Site personnel and the response team. Annual meetings with Local Emergency Response authorities have not been conducted.
	2. Review	Y	The crisis management and communication plan is regularly reviewed and updated to reflect the organization's reality and industry best practices. The mechanism to notify the Crisis Management Team and site personnel is regularly tested during tabletop and full-scale crisis simulation exercises.
	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 region's degree of risk 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	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	Yes
	21. Noise and Vibration	N/A
	22. Emissions to Air	N/A
	23. Spills and Leakage	N/A
	24. Hazardous Substances	Yes (SUPP24a) No (SUP24b) N/A (SUPP24c to 24g)
	<i>No criterion 25 (Error in protocol)</i>	
	26. Land Use and Deforestation	Yes (SUPP26a) No (SUPP 26b)
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><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 18, 2024</p>
<p>Signature of lead verifier</p>	

8 Examples of Evidence Consulted

Climate Change

- Climate Risk Register 2022;
- Climate Action Plan 2025;
- Energy Management Plan;
- 2024 Sustainability Report.

Tailings Management

- AEM Governance Policy for Critical Infrastructure (April 2020);
- Emergency Preparedness Plan (EPP) and Emergency Response Plan (ERP) – Tailings Storage Facility – Macassa Mine (November 2024);
- Operation, Maintenance and Surveillance (OMS) Manual (November 2024);
- Tailings Management Policy (January 2025);
- 2024 Annual Statement – Macassa Mine.

Biodiversity Conservation Management

- Internal Audit – TSM Biodiversity Conservation Management Protocol (June 2025);
- Biodiversity Management Plan (September 2025);
- Fish Habitat Compensation Plan;
- Internal Environmental Permit – Request Form.

Safety & Health

- Health and Safety Policy (January 2025);
- Prevention Plan – Health and Safety (October 2025);
- Airborne Hazard Management Program (October 2025);
- 2025 AE – Ontario Risk Management Plan;
- Internal Audit – TSM Safety & Health Protocol (May 2025).

Water Stewardship

- Water Management Policy (Agnico Eagle);
- Water Management Plan (version 2 – September 2025);
- Internal Audit – Water Management Protocol (June 2025);
- 2025 Groundwater and Surface Water Monitoring Programs;
- 2024 Sustainability Report.

Indigenous and Community Relationships

- Rightsholder and Stakeholder Mapping for Macassa Mine (June 4, 2025);
- Implementation Committee Meeting Minutes.

Crisis Management and Communications Planning

- Emergency Management Plan (Revision 14 – October 2025);
- Emergency Drill Debrief Reports;
- Training Matrix.

Prevention of Child and Forced Labour

- Agnico Eagle Supplier Code of Conduct.

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