

AGNICO EAGLE MINES LIMITED

## EXTERNAL VERIFICATION SUMMARY REPORT 2025

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

FOSTERVILLE GOLD MINE (AUSTRALIA)

DECEMBER 2025

WSP REF.: CA0017482.7300\_028\_REVA

FINAL VERSION





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# REVISION MANAGEMENT

VERSION	DATE	DESCRIPTION
RevA	2025-11-14	Preliminary version for comments
Rev0	2025-12-11	Final report

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# SIGNATURES

PREPARED BY



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December 11, 2025

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Date

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December 11, 2025

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Date

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# CLIENT

## AGNICO EAGLE MINES LIMITED

Corporate Director, Sustainability and Regulatory Affairs      Natasha Dombrowski

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# PRODUCTION TEAM

## WSP CANADA INC. (WSP)

Auditor, Reviser      Stephanie Davidovsky

## WSP AUSTRALIA. (WSP) – AUDITOR

Lead Auditor      Fred Fabris

## REFERENCE TO BE CITED

WSP. 2025. External Verification Summary Report 2025. Towards Sustainable Mining (TSM) and Responsible Gold Mining Principles (RGMP). Fosterville gold mine (Australia). Report produced for Agnico Eagle Mines Limited. WSP Ref.: CA0017482.7300\_028\_RevA. 14 pages.



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# ABBREVIATIONS AND ACRONYMS

COI	Community of Interest
ERC	Environment Review Committee
IBA	Indigenous Benefits Agreement
MAC	Mining Association of Canada
OMS	Operation, Maintenance and Surveillance Manual
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 Fosterville Gold Mine (Australia).

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## 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**

<b>Name of lead verifier:</b>	<b>Stephanie Davidovsky (Canada)</b> <a href="mailto:stephanie.davidovsky@wsp.com">stephanie.davidovsky@wsp.com</a>
<b>Verification firm:</b>	WSP Canada inc.
<b>Confirmation that all verifiers involved in the verification are accredited TSM verifiers:</b>	Yes
<b>Other members of the assurance:</b>	Fred Fabris (Australia) <a href="mailto:Fred.Fabris@wsp.com">Fred.Fabris@wsp.com</a>
<b>Date(s) of verification activities:</b>	<u>Onsite verification activities:</u> 15/09/2025 - 19/09/2025
<b>Verification period:</b>	2023 - 2025
<b>Summary of the verification methodology:</b>	See section 5
<b>Summary of the verification activities:</b>	See section 5
<b>Was a site visit conducted?</b>	Yes

# 3 Facility Information

**Table 3-1 Facility Information**

<b>Name of company</b>	<b>Agnico Eagle Mines Limited</b>
<b>Name of facility</b>	Fosterville Gold Mine
<b>Address</b>	100 McCormick’s Road, Fosterville, VIC, 3557
<b>Country of operation</b>	Australia
<b>Products/metals produced on site</b>	Gold
<b>Types of operations included in scope (yes or no):</b>	
Mining	<input checked="" type="checkbox"/>
Milling	<input checked="" type="checkbox"/>
Smelting	<input type="checkbox"/>
Hydrometallurgical	<input checked="" type="checkbox"/>
Refining	<input checked="" type="checkbox"/>
Other	
<b>Types of infrastructure included in scope (yes or no):</b>	
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 in accordance with 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) <sup>(1)</sup>	X	X <sup>(2)</sup>

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

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## 5.1 Summary of Audit Activities

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### 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. A separate 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.
- 

## 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 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 did not indicate specific issues at the Fosterville complex.

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### 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 regarding their commitment, understanding of their roles and responsibilities, as well as the implementation of certain operational processes.

A total of 29 individuals were met during the audit week:

- 20 people during formal interviews;
- 9 people during informal interviews including 7 at random.

No contractors were available during the site visit.

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### 5.4 TSM – COI Sampling Approach

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

- Site-wide COI mapping was presented to the 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, 4 COIs were interviewed, including landowners, members of the Environment Review Committee, and a member of the Dja Dja Wurrung Clans Aboriginal Corporation (DJAARA) who had agreed 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 Fosterville Complex - 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, with short and long-term objectives and planned actions to achieve these commitments. 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 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.
	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; - an annual review.
	3. Facility performance targets and reporting	A	Agnico is in the process of setting local energy and emissions performance targets and have an action plan in place. The following link provides the Agnico Eagle 2024 Sustainability Report with emissions targets at a corporate level. <a href="#">Report link</a>
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	Biodiversity conservation management is factored into inductions, sustainability reports, budgeting and the Biodiversity Management Plan, while clearly defining roles and responsibilities of actions and targets. Initiatives are publicly reported in the sustainability report.
	2. Facility-level biodiversity conservation planning and implementation	AA	The facility integrates biodiversity conservation management into inductions, sustainability reports, budgeting and the Biodiversity Management Plan, while clearly defining roles and responsibilities of actions and targets. Initiatives are publicly reported in the sustainability report. The Biodiversity Management Plan contains procedures to implement commitments, and is in the document control system to be reviewed annually. Local waterways partnership (Northern Central Catchment Management Authority) includes community participation in biodiversity conservation strategies.
	3. Biodiversity conservation reporting	A	The facility reports publicly on its biodiversity conservation activities. COI feedback on this reporting is actively sought and reported publicly.
Safety & Health (2020)	1. Commitments and Accountability	AAA	An internal and external audit has been conducted to determine 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 an e-learning and an 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	AAA	An internal and external audit has been conducted to determine whether planning and implementation of the physical safety and health management system meets the requirements of Level A. Industrial hygiene risks and controls have been reviewed by a qualified hygienist. The facility has verified that critical controls such as bowtie analysis are in place and functioning.
	3. Training, Behaviour and Culture	AAA	Agnico Eagle's INX system tracks training, including all training that is complete, which staff require what types of training, and notifications of training refreshers. Procedures and training frequency automatically reviewed every 3 years, as well as when any incident occurs. Safety and health has been integrated into core business which was evident by the allocated budget, including a training specific budget. A full-time exercise physiologist is employed to assist staff, as well as gym memberships to all staff, promoting health, wellness and mental wellbeing.
	4. Monitoring and Reporting	AAA	Agnico Eagle has conducted an internal audit for confirmation of level A requirements.

PROTOCOL	INDICATORS	LEVEL	COMMENTS
			Critical controls are used in monitoring and audit programs such as Boots in the Field, and the INX Incontrol software for auditing.
	5. Performance	AA	Targets and performance results are communicated to employees and contractors. The facility benchmarks its safety and health performance against other Victorian mines at the quarterly meetings in the MCA (Victoria) Health and Safety working group.
Water Stewardship	1. Water Governance	AAA	Monthly water management meetings held where projects are planned and it is discussed how this may affect water management. Risks, issues and incidents related to water management are documented in the sites monthly management report which is shared with senior management The Sustainability Policy and Water Management Policy details the commitments to water governance on site.
	2. Operational Water Management	A	Systems are in place to effectively manage water including a Surface Water Management Plan that includes: <ul style="list-style-type: none"> <li>- Water quality objectives</li> <li>- Water management strategies and objectives</li> <li>- Maximum operating levels for mine water storage pits</li> <li>- Mine water storage scenarios</li> <li>- Management measures</li> <li>- Monitoring programs</li> </ul> In addition to this water balances have been undertaken using GoldSim software and is updated monthly.
	3. Watershed-scale Planning	AA	The sites Good Neighbour Guide and Environmental Review Committee include opportunities for the community to discuss water-related risks. The Environmental Review Committee also includes quarterly reporting of the Environmental Monitoring Program which is inclusive of ground and surface water results and management.
	4. Water Reporting and Performance	AA	Public reporting is done via websites and newsletters with an independent review on accuracy taking place prior to reporting. Monthly management meetings are set up to track and monitor actions required.
Indigenous and Community Relationships	1. Community of Interest (COI) Identification	AA	The documented process for identification of key stakeholders is incorporated into the site's Community Engagement Management Plan. A COI self-identification process exists through the Good Neighbour Guide, community events and newsletters, the Environmental Review Committee, and the Community Grants Committee.
	2. Effective COI Engagement and Dialogue	AAA	The Community Engagement Management Plan outlines appropriate methods of communication with various stakeholders including COI. Training is also conducted in appropriate engagement methods, which includes specific cultural awareness training. Overall, the COI interviews showed that there is a strong level of communication between COIs and the site. COIs are also generally happy with the site's level of involvement with the community. Feedback from COI indicates that the site has historically acknowledged advice provided by COI.
	3. Effective Indigenous Engagement and Dialogue	AA	The Indigenous Benefit Agreement (IBA) between Bakaru wayaparrangu and Fosterville Gold Mine Pty Ltd includes engagement commitments, and opportunities for indigenous communities. The Cultural Heritage Monitoring and Management Agreement (CHMMA) details agreements with directly affected indigenous communities for culturally significant sites that may be impacted.
	4. Community Impact and Benefit Management	AA	The IBA and the Risk Management Plan details monitoring of adverse impacts. Identification of potential impacts has been undertaken in the Socioeconomic Impacts EES. Agnico Eagle offer vibration monitoring at neighbouring properties to identify impacts.
	5. COI Response Mechanism	AA	INX database contains and manages complaint details sufficiently. Community Engagement Plan includes details of the feedback process, including escalation and management of complaints. Good Neighbours Guide includes a mechanism for COI inclusion in development of the feedback process. Annual review available through the Good Neighbours Guide annual review process.
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	Emergency Management Plan, which is used for crisis management planning at a corporate level, includes identified threats and risks. It also includes details for roles at the site. Evidence on site showed a list of 15 people who had responsibilities, along with a video sample showing a mock media interview assessment of a staff member.

PROTOCOL	INDICATORS	LEVEL	COMMENTS
	2. Review	Y	Through the change management process, the Emergency Management Plan is regularly reviewed to update based on improvements, or a change in roles and staff. The Agnico Eagle document control system (CDMS) also triggers annual reviews of the Emergency Management Plan. Testing is documented in the INX database.
	3. Training	Y	Crisis simulation exercises are carried out annually with the next simulation scheduled for 11 <sup>th</sup> and 12 <sup>th</sup> December 2025.
Prevention of Child and Forced Labour	1. Preventing Forced Labour	Y	The Agnico Eagle Supplier Code of Conduct and the New Supplier Form clearly set expectations around the use of forced labour.
	2. Preventing Child Labour	Y	Children under the age of 18 are only used when part of a structured work experience or apprenticeship program where there are strict supervision requirements. Risk assessments completed for work experience children in accordance with the Department of Victorian Education.  Supplier Code of Conduct specifically prohibits the use of child labour under the age of 15.

PROTOCOL	INDICATORS	YES OR NO
<b>Responsible Sourcing Alignment Supplement (RGMP)</b>	<b>Corporate Governance and Ethical Conduct</b>	
	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
	<b>Integration of Sustainable Development into Corporate Strategy and Decision-Making</b>	
	8. Corporate Sustainable Development Strategy	N/A
	9. Supply Chain	Yes
	<b>Respect for Human Rights and Labour Rights</b>	
	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
	<b>Environmental Stewardship</b>	
	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	
<b>Social, Economic, and Institutional Development</b>		
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><b>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.</b></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><b>The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.</b></p>	<p><input checked="" type="checkbox"/> The scores in this report are considered accurate based on this verification.</p>
<p><b>Limitations</b></p>	<p>The verification consists of the evaluation of activities and installations as observed at a specific point in time. The verifier focused 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><b>Date of statement of verification</b></p>	<p>December 11<sup>th</sup>, 2025</p>
<p><b>Signature of lead verifier</b></p>	

# 8 Examples of Evidence Consulted

## Climate Change

- Climate Action Report 2023;
- Agnico Sustainability Report 2024;
- Climate Management Group minutes.

## Tailings Management

- Table of Conformance (2022);
- Tailings Management Policy;
- OMS;
- Employee interviews.

## Biodiversity Conservation Management

- Biodiversity Management Plan;
- 2025 Budget review: Environmental Budget;
- Internal Audit 2025.

## Safety & Health

- INX database: Reporting;
- Internal Audit 2025;
- Risk Management Procedure;
- Annual Safety Management System Review.

## Water Stewardship

- Water Management Policy (Agnico Eagle);
- Surface Water Management Plan;
- Site Water Balance;
- Emergency Management Plan.

## Indigenous and Community Relationships

- Good Neighbours Guide;
- Community Engagement Plan;
- Indigenous Benefits Agreement (IBA);
- ERC minutes.

## Crisis Management and Communications Planning

- Emergency Management Plan;

- Crisis Management Plan;
- Threat Response Checklist.

**Prevention of Child and Forced Labour**

- Agnico Eagle Supplier Code of Conduct.

wsp