



AGNICO EAGLE



Reconciliation Action Plan with Indigenous Peoples

Quick Guide 2024
English

About Agnico Eagle



Agnico Eagle is a Canadian based and led senior gold mining company and the third largest gold producer in the world, producing precious metals from operations in Canada, Australia, Finland, and Mexico. It has a pipeline of high-quality exploration and development projects in each of these regions, as well as in the United States. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading environmental, social and governance practices.

Land Acknowledgment

Agnico Eagle respectfully acknowledges that our offices and operations worldwide are located on the traditional territories of many Indigenous Peoples and Nations. We respect the connection of Indigenous Peoples to these lands and the environmental stewardship they have provided for millennia.

We will continue to build positive, lasting relationships with Indigenous Peoples, value their perspectives and uphold principles of reconciliation to ensure sustainable development and shared prosperity for many generations.



A Message From the Artist

My name is Caley Leroux, my spirit name is *Wâwâškešiw Kwe* (Whitetail Deer Woman).

I am a Cree woman from Taykwa Tagamou Nation. I work professionally as a nurse with a land-based healing program for youth. I enjoy passing on traditions and values from my

culture to my two sons. As an artist, I draw inspiration from the rich traditions, culture and values of the Cree community in the Mushkegowuk territory. In my free time, I find solace in spending time on the land hunting, fishing and camping.



Reconciliation with Indigenous Peoples

At Agnico Eagle, our ongoing journey toward reconciliation is driven by a deep-rooted belief in social, economic and environmental responsibility toward the communities in which we operate. The decision to prepare this Reconciliation Action Plan (RAP) reflects our commitment to doing what is right while being guided by our values.

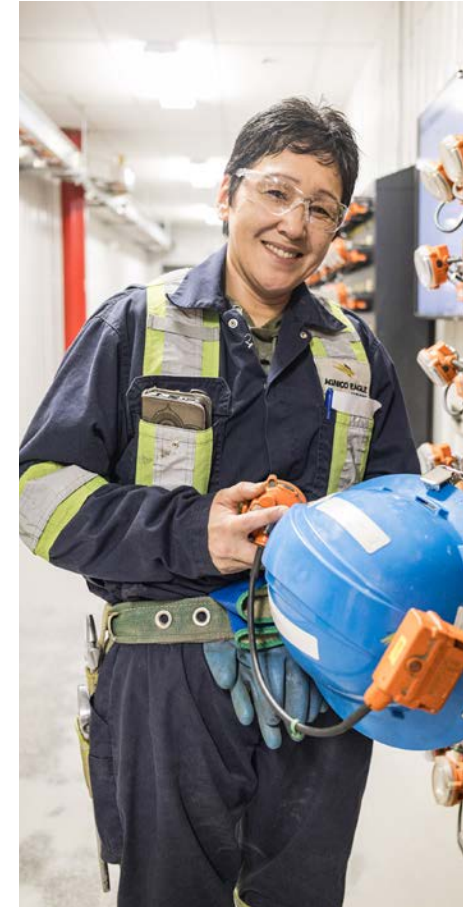
While various programs and initiatives to benefit Indigenous Peoples have been in place for many years across Agnico Eagle's operations, this RAP represents an important step in weaving these activities into a central, comprehensive strategy and it will complement and strengthen our existing efforts and partnerships towards reconciliation.



Our Vision for Reconciliation

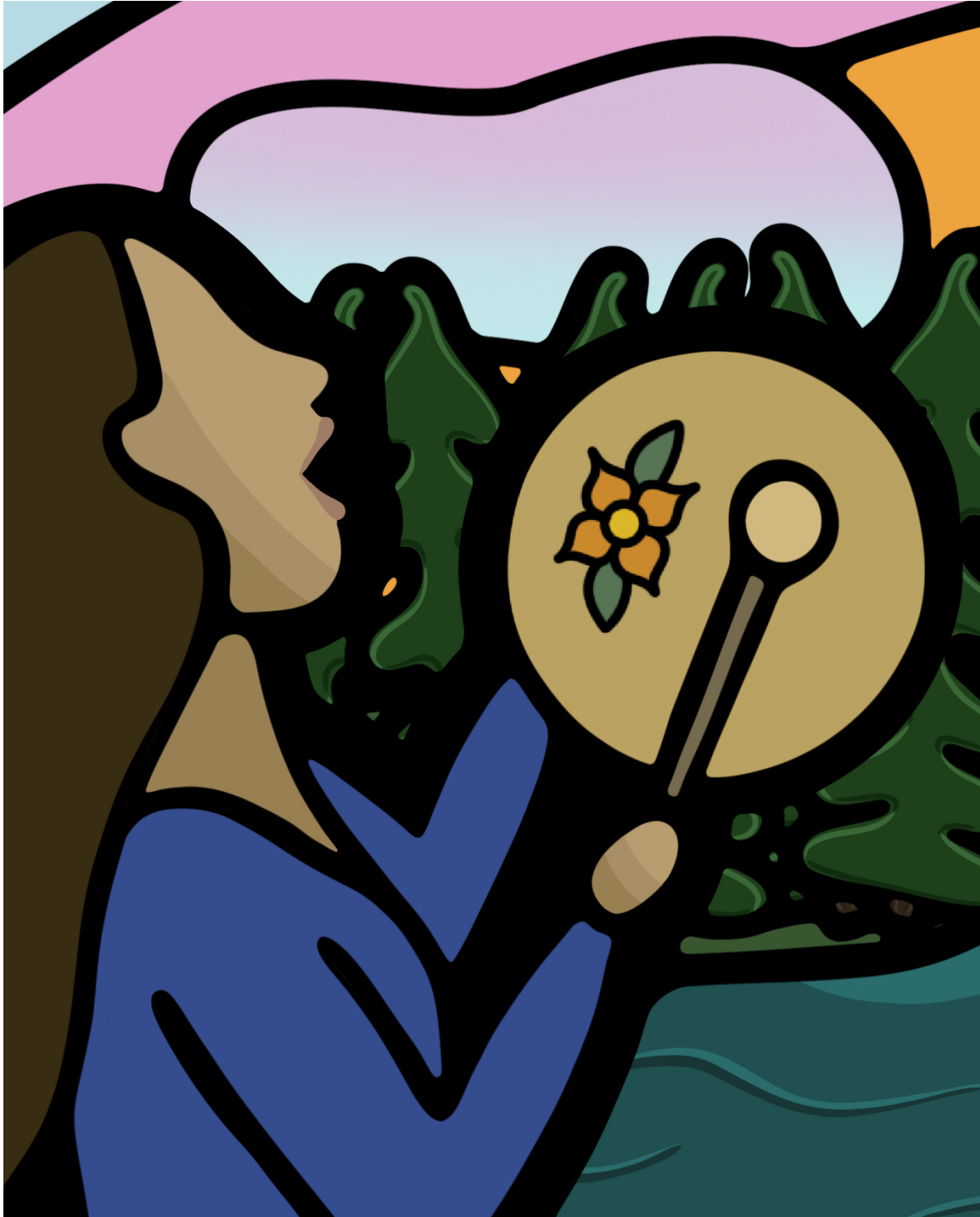
Agnico Eagle's vision for reconciliation revolves around contributing to meaningful societal change. Our primary commitment is to support the sustainable self-reliance of Indigenous Nations in the geographical areas where we operate by creating lasting opportunities for employment, business, and education, and contributing to their social and economic well-being.

To ensure this RAP remains relevant and effective over time, we will continue our dialogue and engagement with Indigenous Peoples. We value agility and responsiveness, adjusting our actions to evolving circumstances and needs. This commitment ensures that our reconciliation journey remains agile, reflecting an ever-changing economic and geopolitical landscape, evolving with the priorities of the Indigenous Peoples and communities with whom we proudly collaborate.



Our Approach

To shape the foundation of this RAP, we engaged with more than 250 Indigenous and non-Indigenous contributors. While engagement sessions were the primary driver behind the commitments outlined in this RAP, we also consulted guiding frameworks and reports.



Pillars & Actions

Pillar 1: Leadership & Governance



1. Develop a Chief Executive Officer leadership statement endorsing the objectives of Agnico Eagle's RAP to communicate the importance of RAP initiatives across the organization.
2. Update the Indigenous Peoples Engagement Policy (IPEP) to complement the RAP, ensure Agnico Eagle's continued and formal commitment to reconciliation and define expectations for all employees.
3. Establish an external Indigenous Advisory Committee to provide guidance and oversight for Agnico Eagle's RAP.
4. Provide members of Agnico Eagle's Executive Team with Indigenous Cultural Awareness Training.
5. Create regular opportunities for leadership teams to meet in community for relationship building experiences.
6. Ensure that leaders at the corporate and site level communicate about the importance of establishing meaningful connections with Indigenous Nations.

Pillar 2: Education



7. Provide Free Prior and Informed Consent (FPIC) training to Executive team, leadership teams and to employees who work directly with Indigenous communities within the first year of employment and refresher training at least every three years.
8. Develop guidelines to include meaningful and appropriate Land Acknowledgments to share Agnico Eagle's appreciation of Indigenous stewardship, intention of conducting continued sustainable operations and working responsibly with Indigenous Peoples.
9. Develop Indigenous Cultural Awareness Training (ICAT) for Agnico Eagle employees, adapted to each operating region. Track participation and completion of ICAT training and report on company-wide progress in the RAP annual progress report.
10. Explore the possibility to develop a standardized, Indigenous-specific sensitivity and risk analysis process in the assessment and development phases of new projects to account for, and potentially mitigate, the impacts on Indigenous communities.
11. Develop and implement an Indigenous scholarship program to provide financial support to Indigenous students in communities where Agnico Eagle operates. The program's goal will be to assist students pursuing post-secondary education in various fields, not limited to mining.
12. Promote and provide education on cultural days that acknowledge and celebrate the diverse cultures and achievements of Indigenous Peoples where applicable.

Pillar 3: Employment



13. Review recruitment practices to remove barriers for Indigenous Peoples interested in working with Agnico Eagle.
14. Refine our employment practices to foster a supportive environment, enabling the professional growth and retention of Indigenous Peoples.
15. Work with dedicated regional community partners and youth organizations to host on-site career fairs and immersive experiences at Agnico Eagle's mine sites and offices for youth interested in careers in the mining industry.
16. Launch voluntary, confidential self-identification survey for Indigenous Peoples across Agnico Eagle's operations.

Pillar 4: Community



17. Facilitate cultural awareness activities at Agnico Eagle sites and offices in partnership with Indigenous-led organizations or community members. Actively engage in cultural and traditional Indigenous events. When suitable, promote local community events through Agnico Eagle's communication channels. Monitor and document cultural awareness activities and include updates on company-wide progress in the RAP annual report.
18. Appoint a relationship leader at each operation, development project or region to act as the primary contact for Indigenous Peoples and communities, to serve as a consistent conduit for community members to provide feedback and ensure inquiries are addressed, and to serve as an accessible representative of Agnico Eagle.
19. Establish multiple communication channels with Indigenous Peoples for engagement and feedback on the RAP.
20. Identify and assess the possibility to apply Community Relations and Indigenous Affairs standards (TSM or others) to exploration sites and development projects to ensure the standards in building relationships, sharing information, and establishing mutual respect and trust exist across all project stages.
21. Identify opportunities to support the preservation of Indigenous languages, values, knowledge, and culture at a regional level to support Indigenous Nations in cultural revitalization efforts.
22. Host annual discussions with the Indigenous Advisory Committee to discuss progress on the RAP. Ensure feedback from these discussions is shared along with progress towards RAP commitments.
23. Identify opportunities to enhance communication and raise awareness within Indigenous communities to improve accessibility to sponsorships and donation programs.
24. Continue to integrate Indigenous cultural references and artworks in offices and sites across Agnico Eagle's operations.

Pillar 5: Economic Engagement



- 25. Facilitate positive and empowering learning experiences for procurement employees by providing training on leading practices in Indigenous procurement, Impacts and Benefits Agreements and RAP commitments during onboarding, followed by regular refresher training sessions.
- 26. Communicate regional or site-specific recommendations for Agnico Eagle suppliers regarding Indigenous employment and cultural awareness training.
- 27. Include report on Indigenous procurement spend in the RAP annual report.
- 28. Develop a reporting system to communicate the financial benefits shared with Indigenous Peoples by tracking the amount of: Direct benefits shared with Indigenous Nations, procurement spends with Indigenous businesses, donations and sponsorships supporting Indigenous initiatives and scholarships to Indigenous students.
- 29. In consultation with Indigenous communities, advocate for economic reconciliation through industry-relevant policy building on topics such as: Infrastructure and connectivity development, housing improvements, education and training, revenue sharing regulations, increased health and wellness services, better access to social services in Indigenous communities, improved access to capital for entrepreneurship, economic development, community investments and participation in major project.

Pillar 6: Environment



- 30. Evaluate and enhance Agnico Eagle's environmental monitoring by collaborating with local Indigenous communities and Elders. Establish engagement mechanisms and, when absent, identify potential Elder committees.
- 31. Develop a corporate standard under the Sustainable Development Policy on protocols relating to the discovery of Indigenous archaeological items.
- 32. Engage the Indigenous Advisory Committee on the ongoing sustainability initiatives of Agnico Eagle.
- 33. Strive to actively involve and recruit employees from local Indigenous communities into Agnico Eagle's Environment and Sustainable Development teams.

Pillar 7: Wellness, Health, and Safety



34. Review current health and wellbeing support programs to identify opportunities for providing support for mental health and wellness to Indigenous employees that are considerate of Indigenous worldviews and culture.
35. Identify opportunities to support social infrastructure needs in Indigenous communities where we operate, including resources for vulnerable populations such as women's shelters.
36. Promote awareness among employees on the importance of reporting workplace incidents related to harassment.
37. Seek opportunities to participate in and support research projects related to the global wellbeing of Indigenous Nations in collaboration with our Indigenous partners and neighbours.
38. In collaboration with various communities, particularly Indigenous neighbours and local governments, assess challenges related to basic needs and healthcare. Identify areas where Agnico Eagle can provide support and contribute to the well-being of the community.
39. Create a dedicated space for Indigenous women to provide feedback and guidance within standard engagement processes.
40. Continue to raise awareness of violence and discrimination against Indigenous populations.

The Path Forward

As we embark on the implementation of this RAP, we are firmly engaged in building equitable and respectful relationships with Indigenous Peoples and we recognize the key role they have played in shaping this path forward. As we progress, we will ensure that those directly affected by our initiatives can actively contribute to assessing the outcomes of our commitments through consistent and frequent engagement. The full RAP document is available on the official Agnico Eagle website at [agnicoeagle.com](https://www.agnicoeagle.com).



[agnicoeagle.com](https://www.agnicoeagle.com)



Certain statements contained in this RAP Quick Guide constitute "forward-looking statements" within the meaning of the United States Private Securities Litigation Reform Act of 1995 and "forward-looking information" under the provisions of Canadian provincial securities laws and are referred to herein as "forward-looking statements". When used in this RAP, the words "could", "estimate", "expect", "future", "plan", "potential", "strive", "will" and similar expressions are intended to identify forward-looking statements. Such statements include, without limitation, the Company's goals and plans with respect to reconciliation with Indigenous Peoples and the partial or complete achievement of any action or objective set out in this RAP, within the given timeframe, as well as the specific means to achieve it. Such statements reflect the Company's views as at the date of this RAP and are subject to certain risks, uncertainties and assumptions, and undue reliance should not be placed on such statements. Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by the Company as of the date of such statements, are inherently subject to significant business, economic and competitive uncertainties and contingencies. The material factors and assumptions used in the preparation of the forward-looking statements contained herein, which may prove to be incorrect, include, but are not limited to, the assumptions set forth herein and in management's discussion and analysis ("MD&A") and the Company's Annual Information Form ("AIF") for the year ended December 31, 2023 filed with Canadian securities regulators and that are included in its Annual Report on Form 40-F for the year ended December 31, 2023 ("Form 40-F") filed with the United States Securities and Exchange Commission (the "SEC"). For a more detailed discussion of such risks and other factors that may affect the Company's ability to achieve the expectations set forth in the forward-looking statements contained in this RAP, see the AIF and MD&A filed on SEDAR+ at www.sedarplus.ca and included in the Form 40-F filed on EDGAR at www.sec.gov, as well as the Company's other filings with the Canadian securities regulators and the SEC. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.