
AEM Specific & Global Reporting Initiative (GRI)



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AEM Specific & Global Reporting Initiative (GRI)

UNLESS OTHERWISE SPECIFIED ALL FUNDS ARE REPORTED IN USD AND ALL INFORMATION IN THIS REPORT IS AS OF DECEMBER 31, 2017

Performance Indicator Tables for 2017



Aspect: AEM Specific Organizational Indicators

AEM1 PRODUCTION BY METALS*

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | TOTAL |
|-------------------|-----------|---------|--------|---------|-------------|----------|------------|-----------|
| Total Gold (oz) | 348,870 | 118,947 | 48,613 | 196,938 | 229,243 | 101,150 | 352,526 | 1,396,288 |
| Total Silver (oz) | 1,254,094 | 1,466 | 2,827 | 12,536 | 2,815,709 | 313,116 | 275,215 | 4,674,964 |
| Mill Zinc (t) | 6,510 | – | – | – | – | – | – | 6,510 |
| Mill Copper (t) | 4,501 | – | – | – | – | – | – | 4,501 |

*Does not include production at Canadian Malartic

AEM3 NUMBER OF PERSONS THAT RECEIVED THE HSE INDUCTION TRAINING

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | TOTAL |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------|
| | 824 | 853 | 64 | 2,379 | 1,501 | 346 | 1,017 | 1,508 | 8,492 |

AEM4 NUMBER OF FORMAL SAFETY MEETINGS WITH EMPLOYEES CARRIED OUT

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | TOTAL |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------|
| | 664 | 204 | 107 | 190 | 360 | 133 | 881 | 337 | 2,876 |

AEM5 NUMBER OF ACCIDENT/INCIDENT ANALYSES CARRIED OUT INVOLVING EMPLOYEES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | TOTAL |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------|
| | 51 | 80 | 9 | 124 | 67 | 32 | 776 | 560 | 1,699 |

G4 Organization Indicators

G4-10 TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT, AND REGION (DEC, 2017)

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration Canada & USA | Exploration Europe | Exploration Mexico | Administration (Head Office & Regional) | TOTAL |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-----------------------------|-----------------------|-----------------------|---|--------------|
| Total number of employees (full time AEM, part time AEM, contractors) | 1,287 | 506 | 122 | 957 | 1,583 | 485 | 1,169 | 886 | 137 | 26 | 419 | 290 | 7,867 |
| AEM employees | 867 | 402 | 70 | 486 | 1,510 | 412 | 861 | 220 | 85 | 11 | 176 | 290 | 5,390 |
| AEM permanent employees | 833 | 390 | 67 | 450 | 1,342 | 397 | 669 | 191 | 31 | 11 | 126 | 262 | 4,769 |
| AEM permanent male | 768 | 362 | 62 | 397 | 1,137 | 331 | 575 | 168 | N/A | N/A | N/A | N/A | 3,801 |
| AEM permanent female | 65 | 28 | 5 | 53 | 205 | 66 | 94 | 23 | N/A | N/A | N/A | N/A | 538 |
| AEM temporary (with benefits) + students | 34 | 12 | 3 | 36 | 168 | 15 | 192 | 29 | 54 | – | 50 | 28 | 621 |
| AEM temp + students male | 23 | 6 | 3 | 26 | 115 | 8 | 125 | 17 | N/A | N/A | N/A | N/A | 322 |
| AEM temp + students female | 11 | 6 | 0 | 10 | 53 | 8 | 67 | 12 | N/A | N/A | N/A | N/A | 167 |
| Contractor employees | 420 | 104 | 52 | 471 | 73 | 73 | 308 | 666 | 52 | 15 | 243 | – | 2,477 |

GRI Economic Performance Indicators



Aspect: Economic Performance

EC1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (THOUSANDS USD)

| | 2017 Total |
|------------------------|------------|
| Net Revenue | 2,242,604 |
| Total Exploration Acct | 118,910 |
| Cost of Production | 1,057,842 |

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration | Abitibi Regional Office | Head Office | Total |
|-----------------------------|---------|--------|--------|---------|-------------|----------|------------|-----------|-------------|-------------------------------|-------------|---------|
| Employee wages and benefits | 81,729 | 34,697 | 11,123 | 31,777 | 36,315 | 10,321 | 70,546 | 12,350 | 6,781 | 12,850 | 73,279 | 381,768 |

| | Total AEM |
|--|-----------|
| Payments on interest, dividends, capitalized interest & capital leases | 166,635 |

| | Finland | Mexico | Quebec | Nunavut | Head Office | Total |
|---|---------------|----------------|---------------|---------------|---------------|----------------|
| Payments of current tax | 8,804* | 62,459 | – | – | – | 71,263 |
| Payments of government royalties and mining taxes | 3,690 | 16,753 | 22,717 | 1,298 | – | 44,458 |
| Royalties paid to land owners | 169 | 6,392 | – | 33,816 | – | 40,377 |
| Payroll taxes paid by employer | – | 9,333 | 13,719 | 3,857 | 2,276 | 29,185 |
| Payroll taxes paid by employee | 10,390 | 9,406 | 53,836 | 27,297 | 28,376 | 129,305 |
| Payments of municipal taxes | 376 | 62 | 1,138 | 1,449 | – | 3,025 |
| Payments of sales taxes (non-refundable) | – | – | 114 | – | – | 114 |
| Payments of rent (mining leases and claims) | 812 | – | 196 | 521 | – | 1,529 |
| Additional payments to government | – | 917 | – | 8,948 | – | 9,865 |
| Total payments to government by country | 24,241 | 105,322 | 91,720 | 77,186 | 30,652 | 329,121 |

*Includes Netherlands

Aspect: Economic Performance (continued)

AEM2 TOTAL EXPLORATION AND DEVELOPMENT INVESTMENT

| | 2017 Total |
|------------------|--------------------|
| Europe Region | 19,698,258 |
| Mexico Region | 33,004,847 |
| Canada Region | 83,688,594 |
| US-Nevada Region | 5,058,366 |
| Total | 141,450,066 |

EC2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE

There is a large consensus in the scientific community that continued emission of greenhouse gases will cause further warming and long-lasting changes in all components of the climate system. Surface temperatures are projected to rise over the 21st century under all assessed emission scenarios. It is therefore believed that heat waves will occur more often and last longer, and that extreme precipitation events will be more intense and frequent in many regions.

The main risks to AEM's operations would be related to the following consequences of climate change:

- Water scarcity: industrial use of water, including for mining, will not be given priority.
- In some regions of Mexico where we operate, water resources are already protected for human consumption.
- We have 3 heap leach operations in Mexico which have a very high "evaporative potential". In an even larger water scarcity context, heap leach operation may need to be further optimized to reduce evaporation rate.
- Rising temperatures will change the depth of the active layer in permafrost environment. At Meadowbank, our closure strategy is to add a layer acting as a thermal cover of non acid generating waste rock over acid generating tailings and waste rock. This cover is intended to allow these materials to progressively integrate in the permafrost. The effect of rising temperature may result in a deeper active layer (that thaws on an annual basis), requiring an increase of the thickness of the waste rock thermal cover.
- More frequent and severe storm events: leading to higher risk of uncontrolled discharge of water and possibly tailings to the environment from our tailings storage facilities and water basins either through existing spillways or following dam overtopping. This will require that our spillways and water storage strategy are adapted to these changing conditions. It is clear that in the context of risk reduction we should minimize water retaining dams in the long term. At Pinos Altos we are going to put the filtered tailings in a depleted pit. At Kittila, we are also considering using a depleted pit for future tailings management.

EC3 COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS

100% – AEM's defined benefit plan obligations are fully funded.

EC4 FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|
| | No | No | No | No | No | No | No | No |

Aspect: Economic Performance (continued)

**EC5 RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION
(ALL AMOUNTS ARE REPRESENTED IN LOCAL CURRENCIES)**

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|-------|---------|-------------|----------|------------|-----------|
| Local Currency | CAD | CAD | CAD | EUR | MXN | MXN | CAD | CAD |
| Male starting entry level wage in local currency | 32.36 | 31.36 | 32.36 | 19.00 | 207.06 | 206.74 | 22.39 | 22.39 |
| Female starting entry level wage in local currency | 32.36 | 31.36 | 32.36 | 19.00 | 207.06 | 206.74 | 22.39 | 22.39 |
| Local minimum wage in local currency | 11.25 | 11.25 | 11.25 | 18.00 | 88.36 | 88.36 | 13.00 | 13.00 |
| Ratio of male's entry level wage to local minimum wage | 2.88 | 2.79 | 2.88 | 1.06 | 2.34 | 2.34 | 1.72 | 1.72 |
| Ratio of female's entry level wage to local minimum wage | 2.88 | 2.79 | 2.88 | 1.06 | 2.34 | 2.34 | 1.72 | 1.72 |

EC6 PROPORTION OF EMPLOYEES HIRED FROM THE LOCAL COMMUNITY AT LOCATIONS OF SIGNIFICANT OPERATIONS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Proportion of workforce hired from local region | 100% | 98% | 100% | 91% | 76% | 96% | 37% | 11% |
| Proportion of management team hired from local region | 100% | 100% | 100% | 73% | 24% | 72% | 0% | 0% |

EC7 DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

| | |
|------------|---|
| La India | <p>A number of projects were developed in 2017.</p> <ol style="list-style-type: none"> 1. Construction of the Regional House of Culture in Sahuaripa, Sonora. 2. Support upgrading of 36 schools from kindergarten to College levels in 12 communities of 4 municipalities. 3. 200 computers donated for different schools to perform computer school rooms. 4. Upgrading of the Sahuaripa community clinic, donating new beds, gynecological tables, different equipment for pediatric purposes, medical gases system and a new power line. 5. In Q4 2016 were donated three garbage management trucks for three different municipalities, covering 100% of their needs. 6. We have other three Project that are going to be finished in January 2018 consisting of a soccer #7 field construction in Arivechi Community, a new Gym in Yecora community and two new basket and volleyball courts in Yecora |
| Meadowbank | Development of a business plan to support a Food Bank and soup kitchen in Baker Lake. Preliminary work on community culverts at Airplane Lake. Donation of 5 sea cans for community recycling of hazardous materials. |
| Meliadine | Implementation of dust mitigation measures on a community road in Rankin Inlet. Development of a plan to build a community owned alternative boat launch. Relocation and improvement of a community shooting range. |

Aspect: Economic Performance (continued)

EC8 SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS

The Kittila mine currently is the biggest employer in Finland north of the Arctic Circle. Located close to a ski resort, the Kittila area's local economy was almost exclusively dependent on the busy winter months, and most businesses shut down during the summer. AEM has provided a significant number of year-round employment opportunities, and increased overall level of economic activity in the area.

Agnico Eagle has also brought economic stimulus to the areas around our Pinos Altos mine (in Chihuahua State) and our La India mine (in Sonora State).

In the Abitibi, Agnico Eagle is the largest private employer with our three mines.

In the Kivalliq region of Nunavut, Agnico Eagle is the largest private employer of Inuit people and is using Northern suppliers and contractors. At all our operations, Agnico Eagle is a substantial economic contributor both directly through employment and local purchasing, and indirectly through the 'multiplier effect' stimulating employment in goods and services industries and improving the quality of life in the local communities around the mine.

Aspect: Procurement Practices

EC9

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Average |
|---|-------------|------------|------------|-------------|---------------|-------------|-------------|-------------|----------------|
| Proportion of Spending on Supplies to Local Suppliers | 72% | 74% | 81% | 36% | 91% | 92% | 69% | 51% | 65% |
| Total Purchases in USD | 192,122,882 | 99,896,254 | 25,494,410 | 204,190,330 | 132,648,635 | 43,198,010 | 301,209,609 | 363,759,835 | 1,362,519,964 |
| Total Purchases from Local Region in USD | 138,404,715 | 74,111,070 | 20,700,222 | 91,502,795 | 121,199,695 | 39,610,337 | 208,808,865 | 185,030,893 | 879,368,593 |
| Local Currency | CAD | CAD | CAD | EUR | MXN | MXN | CAD | CAD | |
| Total Purchases from Local Region in Local Currency | 179,732,363 | 96,240,636 | 26,881,309 | 80,997,428 | 2,388,623,093 | 896,992,125 | 271,159,192 | 240,281,118 | |

AEM6 SUMMARY OF NUNAVUT EXPENDITURES FOR 2017 (CAD)

| | Meadowbank (CAD) | Meliadine (CAD) |
|---|------------------|-----------------|
| NTI registered expenditures in local currency | 213,297,010 | 195,111,269 |
| Nunavut based expenditures in local currency | 271,159,192 | 240,281,118 |
| Northern based expenditures in local currency | 271,804,591 | 242,617,185 |
| Baker Lake based expenditures in local currency | 70,497,722 | 23,242,038 |
| Rankin Inlet based expenditures in local currency | 150,483,594 | 138,285,706 |
| Kivalliq expenditures in local currency | 223,361,243 | 166,840,692 |

GRI Environment Performance Indicators



Aspect: Materials

EN1 MATERIALS BY WEIGHT

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|------------------------|-----------|-----------|---------|-----------|-------------|-----------|------------|--------------|
| Treated ore tonnes | 2,246,114 | 2,572,014 | 398,248 | 1,684,626 | 4,503,526 | 5,965,250 | 3,853,034 | 21,222,813 |
| Mined ore tonnes | 2,229,891 | 2,522,556 | 453,956 | 1,563,612 | 5,216,077 | 5,920,866 | 4,418,289 | 22,325,247 |
| Total waste rock mined | 818,715 | 344,497 | 41,662 | 1,490,085 | 18,282,645 | 6,317,119 | 17,456,047 | 44,750,770 |

EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|--|---------|--------|------|---------|-------------|----------|------------|--------------|
| Percentage of materials used that are recycled input materials | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

Aspect: Energy

EN3 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|---|------------------|----------------|----------------|----------------|------------------|----------------|------------------|------------------|
| kWh generated | | | | | 1,880,144 | 19,371,508 | 132,927,090 | 154,178,742 |
| Diesel fuel consumption – electricity generation (L) | – | – | – | – | 547,598 | 5,265,848 | 32,612,259 | 38,425,705 |
| Diesel fuel consumption – heavy duty equipment (L) | 5,331,594 | 3,284,154 | 1,154,252 | 204,391 | 14,447,153 | 8,422,641 | 36,454,327 | 69,298,513 |
| Diesel fuel consumption – light truck (L) | | | | 1,548,745 | | | | 1,548,745 |
| Diesel fuel consumption (other) | | | | 440,719 | | | | 440,719 |
| Natural gas consumption – industrial boiler (m ³) | 6,302,578 | 2,205,876 | 1,346,605 | | | | | 9,855,059 |
| Light fuel consumption (L) | | | | 470,910 | 544,324 | 359,472 | | 1,374,706 |
| Gasoline consumption – light truck (L) | 105,377 | 55,458 | 2,560 | | | | 24,065 | 187,460 |
| Aviation fuel (L) | | | | | 24,000 | 31,680 | 1,275,493 | 1,331,173 |
| Propane gas consumption (L) | | | | 104 | | | 5,367 | 5,471 |
| Liquid petroleum gas LPG (L) | | | | | 582 | 62,170 | | 62,752 |
| Explosives (tonnes) | 1,083 | 840 | 250 | 2,391 | 6,194 | 2,759 | 6,753 | 20,271 |
| kWh purchased | 417,595,680 | 146,297,208 | 41,651,764 | 224,514,834 | 130,028,709 | – | – | 960,088,195 |
| Total Energy (GJ) | 1,947,868 | 737,748 | 244,816 | 912,673 | 1,062,115 | 544,674 | 2,715,349 | 8,165,242 |

EN4

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|--|---|--------|------|---------|-------------|----------|------------|--------------|
| Energy Consumption outside of the organization | Currently, the only energy consumption outside the organization that is recorded is the aviation fuel used to transport our employees to Nunavut and Mexico | | | | | | | |

EN5 ENERGY INTENSITY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|-----------------------------------|---------|--------|------|---------|-------------|----------|------------|--------------|
| Energy per tonne processed (GJ/t) | 0.87 | 0.29 | 0.61 | 0.54 | 0.24 | 0.09 | 0.70 | 0.38 |

Aspect: Energy (continued)

EN6 REDUCTION OF ENERGY CONSUMPTION

| | Reduction of Energy Consumption | Estimate of amount of emissions saved over the past year |
|------------|--|---|
| La India | <p>Project started for an electricity power line for electricity generation to save on diesel fuel consumption</p> <p>Fuel additive that saved Diesel fuel consumption</p> <p>Use of renewable energy in camp reduced lp gas consumption</p> | 91619 Liquid petroleum gas LPG (Litres) |
| Kittila | <p>Personnel have been educated about saving energy</p> | |
| Meadowbank | <p>Summer fuel test phase for logistic and fuel testing. Phase 2 of fuel testing planned for 2018.</p> <p>Solar panel northern condition operation test completed and successful.</p> <p>Identification of energy-saving opportunity in regard of the carbon tax.</p> <p>TSM flow chart implemented with SO for energy-saving opportunity.</p> <p>Energy dashboard improvement for better energy consumption monitoring</p> <p>Energy dashboard internal audit to ensure energy consumption data accuracy.</p> <p>Time study of the service equipment to increase capacity with the same consumption.</p> <p>Optimization of the incinerator to increase capacity with the same consumption.</p> | Solar panels provided 1.55 MWh. Estimated \$387.50 |
| Lapa | <p>The change in schedule for underground operations in October 2017 induced savings in energy consumptions.</p> <p>Programming was adjusted to make sure equipment runs at lower rates during weekend (compressors, pumps, fans). Operating equipment is also not in use (hoist, compressors, etc.) , which also saves on energy.</p> <p>Motion detectors (lights) were installed in offices</p> | 3743 kW |

EN7 REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

We are not currently requesting data from our suppliers on their energy consumption to produce the goods that are used at the mine. Our contractors are subjected to the same energy management as our employees at the mine. In 2015, we have adopted a code of conduct for our suppliers, where they are asked to actively manage any environmental risks due to their activities. This is taken to include emissions from energy use.

Aspect: Water

EN8

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|---|----------------|------------------|----------------|------------------|------------------|----------------|----------------|---------------|------------------|
| Fresh water pumped from open water bodies (m ³) | 980,555 | 1,070,118 | 210,572 | 1,894,870 | – | – | 528,171 | 33,252 | 4,717,538 |
| Fresh water pumped from wells (m ³) | 920 | – | 1,664 | 50,246 | 657,324 | 278,651 | – | – | 988,805 |
| Fresh water used from rain and snow melt (m ³) | – | – | – | – | 458,398 | 282,202 | – | – | 740,600 |
| Fresh water taken from municipal water system (m ³) | – | 2,324 | – | – | – | – | – | – | 2,324 |
| Total volume of fresh water withdrawal (m³) | 981,475 | 1,072,442 | 212,236 | 1,945,116 | 1,115,723 | 560,853 | 528,171 | 33,252 | 6,449,267 |

EN9

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|-----------------|----------------|------------|-----------------|--|---|--------------------|--------------|---|
| Name of water source significantly affected by withdrawal of water | Lac Chassignole | Thompson River | Heva River | River Seurujoki | Victoria Pozo 1 Poza 2 Poza 4 Poza 7 El Trigo Poza 2 (CM) | La Chipriona (Poza Noria) Poza Campamento | Third Portage Lake | A8 Pump Lake | Whale Lake and proximal lakes and ponds |
| Size of lake (m ³) | 25,000,000 | | – | – | N/A | N/A | 446,000,000 | 1,435,200 | |
| Average flow of river or stream (m ³ per second) | | 6,200 | 0.30 | 4.12 | | | | | |
| Is the water source designated as protected area | No | | No | No | No | | No | No | |
| Is the water source recognized to be particularly sensitive | No | | No | No | No | | No | No | |
| Number of protected species in the water body | – | | – | – | – | | – | – | |
| Is the water body a Ramsar-listed wetland or conservation area | No | | No | No | No | | No | No | |
| Does the withdrawal account for average 5 % or more of annual average volume | No | | No | No | No | | No | No | |
| Is the water source identified as high importance to local or Indigenous People | Yes | | No | No | No | | No | No | |
| Is the water source identified as having high biodiversity value | Yes | | No | No | No | | No | No | |
| Is the water source significantly affected by the withdrawal | No | | No | No | No | | No | No | |

Aspect: Water (continued)

EN10

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|---------------------------------------|-----------|-----------|---------|-----------|-------------|----------|------------|--------------|
| Total water used (m ³) | 5,091,079 | 3,821,606 | 283,235 | 5,437,113 | 1,115,722 | 586,867 | 3,529,792 | 19,865,414 |
| Freshwater recycled (m ³) | 4,109,604 | 2,749,164 | 70,999 | 3,491,997 | – | 586,867 | 3,001,621 | 14,010,252 |
| Fresh water recycled % | 81% | 72% | 25% | 64% | 0% | 100% | 85% | 71% |

Aspect: Biodiversity

EN11 OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Is mine in or adjacent to protected or high biodiversity areas | No | No | No | Yes | Yes | No | No | No |
| Mine land involved in protected or high biodiversity areas (ha) | – | – | – | 8.00 | 1,332.22 | – | – | – |

EN12 DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|
| Is mine site having significant impact on biodiversity | No | No | No | No | No | No | No | No |

MM1 AMOUNT OF LAND (OWNED OR LEASED, AND MANAGED FOR PRODUCTION ACTIVITIES OR EXTRACTIVE USE) DISTURBED OR REHABILITATED

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|--------------|
| Total land area making up mine area (ha) | 785 | 517 | 70 | 1,147 | 7,206 | 4,512 | 2,486 | 880 | 17,602 |
| Total mine area physically disturbed by mine activity (ha) | 706 | 330 | 12 | 1,147 | 562 | 363 | – | 93 | 3,213 |
| Total disturbed area reclaimed (ha) | – | – | – | – | 15 | – | – | – | – |

Aspect: Biodiversity (continued)

EN13 HABITATS PROTECTED OR RESTORED

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Was there any mine impacted land restored | No | No | No | No | Yes | No | No | No |
| Amount of mine impacted land restored | – | – | – | – | 14.95 | – | – | – |
| Was success of the restoration approved by independent external professionals | | | | | | | | |
| Do partnerships exist with third parties to protect or restore distinct habitat | | | | | | | | |

MM2 THE NUMBER AND PERCENTAGE OF TOTAL SITES IDENTIFIED AS REQUIRING BIODIVERSITY MANAGEMENT PLANS ACCORDING TO STATED CRITERIA

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Are there lands on mine site where a biodiversity management plan is required | No | No | No | No | Yes | No | No | No | No |
| Does a biodiversity plan exist | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

EN14

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|--------------|
| Number of IUCN red list and national conservation list species in affected areas | – | – | – | – | – | – | – | – | – |

Aspect: Emissions, Effluents, and Waste

EN15 DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1 (CO₂E))

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|----------------------------------|---------|--------|-------|---------|-------------|----------|------------|--------------|
| Direct greenhouse gases produced | 28,391 | 14,679 | 6,528 | 7,929 | 43,361 | 39,313 | 195,318 | 335,519 |

EN16 ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2 (CO₂E))

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|------------------------------------|---------|--------|-------|---------|-------------|----------|------------|--------------|
| Indirect greenhouse gases produced | 3,620 | 1,331 | 379 | 13,763 | 60,043 | – | – | 79,136 |
| Total greenhouse gases produced | 32,011 | 16,010 | 6,907 | 21,692 | 103,404 | 39,313 | 195,318 | 414,655 |

Aspect: Emissions, Effluents, and Waste (continued)

EN17 OTHER RELEVANT INDIRECT GREENHOUSE GAS (GHG) EMISSIONS BY WEIGHT (SCOPE 3)

| | |
|---|--|
| Other relevant indirect greenhouse gas (GHG) emissions 'by weight (Scope 3) | AEM does not currently track indirect GHG emissions from employee travel or from employees commuting to and from work. AEM does not have programs in place at its operations to enhance car pooling or through providing bus transportation to and from the mine site, however in 2017 AEM installed electric vehicle charging stations for employees at LaRonde, and is preparing to do the same at Goldex. |
|---|--|

EN18 GREENHOUSE GAS (GHG) EMISSIONS INTENSITY

| TONNES OF CO ₂ PER TONNES OF ORE PROCESS | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|---|---------|--------|-------|---------|-------------|----------|------------|--------------|
| GHG intensity | 0.014 | 0.006 | 0.017 | 0.013 | 0.023 | 0.007 | 0.051 | 0.020 |

EN19 REDUCTION OF GREENHOUSE GASES (GHG) EMISSIONS

| | Reduction of GHG emissions Initiative | Estimate of amount of emissions saved over the past year |
|---------|--|--|
| Kittila | Change from heavy fuel oil to light fuel oil (starting from October 2017) when heating underground mine air | |
| Lapa | Less heating underground since October 2017. Equipments (7) were removed from underground, and others are less solicited, which reduces the emissions from diesel vehicles. | About 340 t CO ₂ e |

EN20 EMISSIONS OF OZONE DEPLETING SUBSTANCES (ODS)

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration | Global Total |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|--------------|
| Ozone-depleting substances emitted in 2017 (t) | – | – | – | – | – | – | – | – | – | 0 |

EN21 NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Global Total |
|--|---------|--------|------|---------|-------------|----------|------------|--------------|
| Estimated SO _x emissions from fuel (tonnes) | 29 | 18 | 6 | 14 | 81 | 85 | 373 | 606 |
| Estimated NO _x emissions from fuel (tonnes) | 448 | 273 | 96 | 218 | 1,239 | 1,128 | 5,672 | 9,075 |

Aspect: Emissions, Effluents, and Waste (continued)

EN22 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|-------------------------------|------------------------------|-------------------------|---------------------|---------------------|---------------------|--|---------------------|---|
| Volume of final effluent discharged to the environment (m ³) | 3,317,103 | 1,262,418 | 55,533 | 5,287,869 | 1,116,954 | – | 815,403 | | |
| What type of effluent treatment is used | Chemical | Other | Other | Neutra- lization | Activated sludge | Activated sludge | Actiflow for TSS | Actiflow for TSS | |
| | Biological | | | Sedimen- tation | | | No treatment for East Dike Discharge | | |
| Volume of sewage discharged into municipal sewage system (m ³) | – | – | – | 1,011.58 | – | – | – | – | – |
| Volume of sewage treated at mine and discharged to environment (m ³) | | | | | | | | | |
| What type of sewage treatment system is used | | | | | Activated sludge | Activated sludge | Biological | Bio Disk | Bionest systems with UV disinfection |
| What type of sewage treatment system is used | Bionest Treatment ponds | Septic field UV treatment | Septic tank | Biological | | | | | |
| What type of sewage treatment system is used | | | Bionest UV treatment | | | | | | |

Aspect: Emissions, Effluents, and Waste (continued)

EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|---|---------|--------|--------|---------|-------------|----------|------------|-----------|--------------|
| Total domestic waste generated (tonnes) | 1,861 | 1,353 | 192 | 1,168 | 1,733 | 433 | 10,161 | 962 | 17,863 |
| Percentage of domestic waste recycled | 74% | 82% | 66% | 100% | 59% | 81% | 12% | | |
| Domestic waste (garbage) sent to an on-site landfill (tonnes) | – | – | – | – | 718 | 82 | 8403 | | 9,203 |
| Domestic waste (garbage) sent to an on-site incinerator (tonnes) | – | – | – | – | – | – | 557 | | 557 |
| Domestic waste (garbage) sent to an off-site landfill (tonnes) | 492 | 245 | 66 | – | – | – | – | | 803 |
| Paper and cardboard sent to recycling (tonnes) | 65 | 42 | 9 | 13 | 13 | 13 | – | | 155 |
| Plastics sent to recycling (tonnes) | 16 | – | 1 | – | 0 | 6 | 6 | | 29 |
| Metals sent to recycling (tonnes) | 1,000 | 859 | 73 | 735 | 880 | 214 | 1,097 | | 4,859 |
| Wood sent to recycling (tonnes) | 287 | 206 | 43 | 420 | 122 | 119 | – | | 1,198 |
| Tires sent to recycling (tonnes) | | | | | | | 81 | | |
| Other sent to recycling (tonnes) | | | | | | | 17 | | |
| Total Hazardous waste generated (tonnes) | 216,169 | 46,005 | 24,856 | 18,251 | 327,593 | 132,616 | 4,943 | 5,950 | 776,383 |
| Used oil sent off site for treatment or used on-site as fuel (tonnes) | 192 | 41 | 22 | 16 | 291 | 118 | | | |
| Used oil sent off site for treatment or used on-site as fuel (l) | 215,920 | 45,820 | 24,795 | 17,687 | 326,880 | 132,171 | | | 763,273 |
| Contaminated soil produced during the year (tonnes) | 40 | | | 348 | 127 | 10 | 4,699 | 5802 | 11,026 |
| Hazardous waste shipped to an off-site disposal facility (tonnes) | 17 | 144 | 39 | 200 | 295 | 317 | 243 | 148 | 1,404 |

Aspect: Emissions, Effluents, and Waste (continued)

MM3 TOTAL MATERIAL MINED, BOTH HAZARDOUS AND NON HAZARDOUS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|--|-----------|-----------|----------|-----------|-------------|-----------|------------|-----------|--------------|
| Mined Materials both hazardous and non hazardous | | | | | | | | | |
| Overburden mined (tonnes) | | | | | | | 935,319 | | 935,319 |
| Ore loaded onto heap leach (tonnes) | | | | | 2,480,468 | 5,965,250 | | | 8,445,717 |
| Waste rock returned underground as backfill or in pits (tonnes) | 384,868 | 185,149 | 178,700 | 395,873 | 58,994 | – | 1,702,054 | – | 2,905,638 |
| Waste rock used in tailings dam construction (tonnes) | – | 49,829 | – | 686,896 | 131,402 | – | 540,038 | – | 1,408,165 |
| Waste rock used in other construction (tonnes) | – | 144,705 | – | 188,467 | 91,000 | – | 402,947 | 450,000 | 1,277,119 |
| Waste rock placed on surface or removed from waste rock piles (tonnes) | 433,847 | (35,186) | (21,129) | 1,093,103 | 18,001,249 | 6,317,119 | 13,096,940 | 21,506 | 38,907,449 |
| Total Mill tailings produced (tonnes) | 2,668,085 | 2,509,529 | 398,249 | 1,735,370 | 2,027,612 | – | 3,194,539 | – | 12,533,384 |
| Mill tailings returned underground as backfill (tonnes) | 691,886 | 1,195,574 | – | 434,386 | 546,928 | – | – | – | 2,868,774 |
| Mill tailings placed in surface tailings containment (tonnes) | 1,976,199 | 1,313,955 | – | 1,300,984 | 1,480,684 | – | 3,194,539 | – | 9,266,361 |
| Mined Materials only hazardous | | | | | | | | | |
| Overburden mined presenting potential hazards (tonnes) | | | | | | | | | |
| Total waste rock mined presenting potential hazards | | – | – | 483,277 | – | 854,184 | 5,162,655 | | 6,500,116 |
| Waste rock to underground or to pits presenting potential hazards (tonnes) | 384,868 | – | – | 190,380 | – | – | 987,951 | | 1,563,199 |
| Waste rock used in dam construction presenting potential hazards (tonnes) | – | – | – | 483,913 | – | – | 26,584 | | 510,497 |
| Waste rock used in other construction presenting potential hazards (tonnes) | – | – | – | 0 | – | – | 86,465 | | 86,465 |
| Waste rock placed on surface or removed from waste piles presenting potential hazards (tonnes) | 433,847 | – | – | 292,151 | – | – | 3,968,928 | | 4,694,926 |
| Mill tailings produced presenting potential hazards (tonnes) | 2,668,085 | – | – | 1,735,370 | – | – | 3,194,539 | | 7,597,994 |
| Mill tailings to underground as backfill presenting potential hazards (tonnes) | 691,886 | – | – | 434,386 | – | – | – | | 1,126,272 |
| Mill tailings placed in surface pond presenting potential hazards (tonnes) | 1,976,199 | – | 0 | 1,300,984 | 0 | 0 | 3,194,539 | | 6,471,722 |

Aspect: Emissions, Effluents, and Waste (continued)

EN24 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|--------------|
| Total Number of Spills | 40 | 6 | 2 | 208 | 9 | 44 | 442 | 160 | 911 |
| Number of spills inside mine site boundary | 39 | 6 | 2 | 208 | 9 | 44 | 405 | 147 | 860 |
| Total volume of spills inside mine site boundary (l) | 5,053 | 737 | 50 | 17,695 | 1,488 | 1,800 | 17,461 | 39,120 | 83,403 |
| Average volume of spills inside mine site boundary (l) | 130 | 5 | 25 | 85 | 438 | 15 | 43 | 292 | 1,032 |
| Number of spills outside mine site boundary | 1 | – | – | – | – | – | 37 | 13 | 51 |
| Total volume of spills outside mine site boundary (l) | 95,000 | – | – | – | – | – | 6,392 | 55 | 101,447 |
| Average volume of spills outside mine site boundary (l) | 95,000 | – | – | – | – | – | 173 | 4 | 95,177 |
| Average volume of spills inside mine site boundary (l) | 4 | 2 | – | 20 | 6 | – | 18 | 2 | 52 |
| Total volume of 100-1000 l spills inside mine site boundary (l) | 1,322 | 410 | – | 4,625 | 1,378 | – | 4,010 | 330 | 12,075 |
| Average volume of 100-1000 l spills inside mine site boundary (l) | 330 | 200 | – | 231 | 756 | – | 223 | 165 | 1,905 |
| Number of 100-1000 l spills outside mine site boundary | – | – | – | – | – | – | 2 | – | 2 |
| Total volume of 100-1000 l spills outside mine site boundary (l) | – | – | – | – | – | – | 650 | – | 650 |
| Average volume of 100-1000 l spills outside mine site boundary (l) | – | – | – | – | – | – | 325 | – | 325 |
| Number of > 1000 l spills inside mine site boundary | 1 | – | – | 1 | – | – | – | 2 | 4 |
| Total volume of > 1000 l spills inside mine site boundary (l) | 3,000 | – | – | 10,000 | – | – | – | 37,500 | 50,500 |
| Average volume of > 1000 l spills inside mine site boundary (l) | 3,000 | – | – | 10,000 | – | – | – | 18,750 | 31,750 |
| Number of > 1000 l spills outside mine site boundary | 1 | – | – | – | – | – | 1 | – | 2 |
| Total volume of > 1000 l spills outside mine site boundary (l) | 95,000 | – | – | – | – | – | 4,885 | – | 99,885 |
| Average volume of > 1000 l spills outside mine site boundary (l) | 95,000 | – | – | – | – | – | 4,885 | – | 99,885 |

EN25 WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III AND IV, AND TRANSPORTED WASTE INTERNATIONALLY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Is hazardous waste shipped outside the country | No | No | No | No | No | No | No | No |
| Volume of hazardous waste shipped outside of the country (tonnes) | – | – | – | – | – | – | – | – |

Aspect: Emissions, Effluents, and Waste (continued)

EN26 IDENTIFY SIZE, PROTECTED STATUS AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE REPORTING ORGANIZATION'S DISCHARGES OF WATER AND RUNOFF

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|----------------|----------------|----------|-----------------|-------------------|----------|---------------------|-----------|-------------|
| Where is final effluent discharged | Dormenan Creek | No Name Stream | Wet Land | River Seurujoki | LA Bateria Stream | N/A | Wally Lake | Other | N/A |
| | | | | | | N/A | Second Portage Lake | | N/A |
| Size of lake used for effluent discharge (m ³) | – | – | – | – | – | – | 39,700,000 | – | – |
| Average flow of river used for affluent discharge (m ³ per second) | 2.00 | – | – | 4.12 | – | – | – | – | – |
| Is receiving water body designated as protected area | No | No | No | No | No | N/A | No | No | N/A |
| Number of protected species in the water body used for discharge | – | – | – | – | – | – | – | – | – |
| Is the water body a Ramsar-listed wetland or conservation area | No | No | No | No | No | N/A | No | N/A | N/A |
| Is the amount of effluent discharged average 5 % or more of annual avg volume | Yes | No | No | No | No | N/A | No | No | N/A |
| Is the water body significantly affected by discharge | Yes | No | No | No | No | N/A | No | No | N/A |

EN27 EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES

| | |
|---|--|
| Extent of impact mitigation of environmental impacts of products and services | As a member of the world gold council, Agnico Eagle Mines is committed to ensuring ethical gold use. |
|---|--|

EN28 PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Percentage of reclaimed products and packaging materials | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

Aspect: Compliance

EN29 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Was mine charged for non-compliance with environmental laws or regulations | No | No | No | No | No | No | Yes | No | No |
| Amount of fines for non-compliance with environmental laws and regulations (CAD) | – | – | – | – | – | – | 53,970* | – | – |
| Were there actions against mine for non-compliance with envir. laws or regul. | No | No | No | No | No | No | No | Yes | No |

*In 2015, Environment Canada charged the Company with two infractions under the Fisheries Act in relation to a seepage incident at the Meadowbank mine in 2013. In 2017, Agnico Eagle paid a fine of C\$50k related to this incident. In 2017, the Canadian Nuclear Safety Commission issued a penalty of C\$3,970 related to the control and use of a radiation device at the Meadowbank mine.

Aspect: Compliance (continued)

EN30 SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS USED FOR THE ORGANIZATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE

Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce

Transport is a critical component of Agnico Eagle's business. We have a significant fleet of heavy equipment used to mine and transport ore and waste rock. We use light vehicles to move people around our sites, and we transport large quantities of materials along public roads to our operations. In addition, our employees and contractors use cars, buses and planes to get to and from work. AEM has also become a signatory of the International Cyanide Management Code, for the Manufacture, Transport, and Use of Cyanide In the Production of Gold.

The potential impacts from transport related to our activities are felt in three principal areas, GHG emissions, potential road accidents, and traffic issues such as noise, dust, and road maintenance. AEM recognizes these potential impacts and has strategies and/or management plans in place to reduce and mitigate impacts.

EN31 TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|-----------|---------|---------|------------|-------------|----------|------------|------------|
| Total spending on environmental protection and management | 7,915,278 | 938,732 | 315,107 | 16,337,796 | 1,330,225 | 641,293 | 12,103,985 | 21,677,295 |
| Environment management budget | 1,728,590 | 207,098 | 325,787 | 2,181,985 | 988,944 | 658,243 | 3,078,229 | 3,812,760 |
| Environment capital expenditures (in-pounding & infrastructure) | 884,456 | 642,105 | – | 6,764,279 | 304,605 | 756,964 | 8,837,755 | 1,742,077 |
| Spending on waste disposal, water treatment and remediation | 5,302,232 | 89,529 | 237,989 | 7,391,532 | 36,676 | 194,733 | 188,000 | 433,558 |

GRI Labour Practices and Decent Work Performance Indicators



LA1 TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|--|-----------|----------|-----------|----------|-------------|-----------|------------|-----------|--------------|
| Total number of AEM Employees leaving in 2017 | 32 | 4 | 74 | – | 124 | 52 | 221 | 53 | 560 |
| Number of permanent female employees under 30 leaving employment | 2 | – | 2 | – | 2 | 5 | 63 | 21 | 95 |
| Number of permanent female employees 30-50 leaving employment | – | 1 | 2 | – | 11 | 2 | 20 | – | 360 |
| Number of permanent female employees over 50 leaving employment | – | – | – | – | – | – | 8 | 1 | 9 |
| Number of permanent male employees under 30 leaving employment | – | – | 24 | – | 29 | 18 | 75 | 23 | 169 |
| Number of permanent male employees 30-50 leaving employment | 15 | 1 | 28 | – | 69 | 23 | 40 | 4 | 180 |
| Number of permanent male employees over 50 leaving employment | 15 | 2 | 18 | – | 13 | 4 | 15 | 4 | 71 |
| Number of permanent employees from local region leaving employment | 31 | – | 74 | – | 40 | 3 | 120 | 13 | 281 |

LA2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY SIGNIFICANT LOCATIONS OF OPERATION

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|-------------------------|-------------------------|-------------------------|---------|------------------------|------------------------|-------------------------|-------------------------|-------------------------|
| Is life insurance offered to AEM full-time employees | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Is health care offered to AEM full-time employees | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Is disability/invalidity coverage offered to AEM full-time employees | Yes | Yes | Yes | Yes | Provided by government | Provided by government | Yes | Yes | Yes |
| Is maternity/paternity leave offered to AEM full-time employees | Yes | Yes | Yes | Yes | Provided by government | Provided by government | Yes | Yes | Yes |
| Is retirement provision offered to AEM full-time employees | Yes | Yes | Yes | Yes | Provided by government | Provided by government | Yes | Yes | Yes |
| Is stock ownership offered to AEM full-time employees | Yes | Yes | Yes | Yes | Yes | Yes | Yes, temp with benefits | Yes, temp with benefits | Yes, temp with benefits |
| Is life insurance offered to AEM temporary employees | Yes, temp with benefits | Yes, temp with benefits | Yes, temp with benefits | Yes | Yes | Yes | Yes, temp with benefits | Yes, temp with benefits | Yes, temp with benefits |
| Is health care offered to AEM temporary employees | Yes, temp with benefits | Yes, temp with benefits | Yes, temp with benefits | Yes | Yes | Yes | Yes | Yes | Yes |
| Is disability/invalidity coverage offered to AEM temporary employees | Yes | Yes | Yes | Yes | Provided by government | Provided by government | Yes | Yes | No |
| Is maternity/paternity leave offered to AEM temporary employees | Yes | Yes | Yes | Yes | Provided by government | Provided by government | Yes | Yes | Yes |
| Is retirement provision offered to AEM temporary employees | Yes | Yes | Yes | Yes | Provided by government | Provided by government | Yes | Yes | No |
| Is stock ownership offered to AEM temporary employees | No | No | No | No | No | No | No | No | No |

LA3 RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|
| Total percentage of employees entitled to parental leave | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Number of female employees that left for parental leave | 11 | 1 | – | 3 | 8 | 2 | 15 | 1 |
| Number of male employees that left for parental leave | 55 | 27 | 9 | 54 | 74 | 17 | 25 | 3 |
| Number of female employees who returned to work after parental leave | 10 | 1 | – | 1 | 8 | 2 | 4 | 1 |
| Number of male employees who returned to work after parental leave | 53 | 26 | 9 | 54 | 74 | 17 | 2 | 3 |
| Number of female employees who were on parental leave at year end | 3 | – | – | 3 | 2 | – | 11 | 1 |
| Number of male employees who were on parental leave at year end | – | – | – | 4 | 5 | 1 | 8 | – |

LA4 MINIMUM NOTICE PERIOD(S) REGARDING OPERATIONAL CHANGES, INCLUDING WHETHER IT IS SPECIFIED IN COLLECTIVE AGREEMENTS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Notice period prior to significant operational change (weeks) | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |

MM4 NUMBER OF STRIKES AND LOCK-OUTS EXCEEDING ONE WEEK'S DURATION, BY COUNTRY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Total number of strikes and lock-outs exceeding one week's duration | - | - | - | - | - | - | - | - |

LA5 PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Does mine have formal H & S Committee with labour and management representation | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| What proportion of workforce is represented in the H&S committee | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

LA6 TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES BY REGION AND BY GENDER

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration & Offices | Global Total |
|--|-----------|-----------|---------|-----------|-------------|-----------|------------|-----------|-----------------------|--------------|
| Person-hours worked | 2,375,120 | 1,167,628 | 404,350 | 1,645,181 | 4,362,860 | 2,121,065 | 2,349,339 | 1,756,149 | 1,943,205 | 18,110,348 |
| Number of fatalities | - | - | - | - | - | - | - | - | - | - |
| Restricted work cases | 7 | - | - | 10 | 2 | - | 10 | 6 | 2 | 35 |
| Light duty assignments restricted work | 4 | 16 | - | 1 | 2 | - | 9 | 8 | 5 | 40 |
| Days lost (LTA) | 606 | - | - | 125 | 178 | - | 731 | 119 | N/A | 1,759 |
| Days lost (LDA) | 283 | 772 | - | 69 | 10 | - | 455 | 69 | N/A | 1,658 |
| Medical aid incident | 19 | 16 | 10 | 18 | 4 | 8 | 20 | 27 | N/A | 122 |
| First aid incident | 479 | 37 | 27 | 17 | 27 | 21 | 155 | 151 | N/A | 914 |
| Reported | 108 | 123 | 61 | 47 | - | - | 193 | 114 | N/A | 646 |
| Incident | - | 99 | 35 | 549 | 12 | - | 298 | 254 | N/A | 1,247 |

LA7 WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASE RELATED TO THEIR OCCUPATION

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Are there workers with high incidence or high risk of disease related to job | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No |
| Did mine provide training to assist prevent/manage serious diseases | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Was disease preventing/managing training given to employees | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Was disease preventing/managing training given to families | No | No | No | No | Yes | Yes | No | No | No |
| Was disease preventing/managing training given to community members | No | No | No | No | Yes | Yes | No | No | No |

LA8 HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Is H&S covered in formal agreement with trade unions | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

LA9 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER AND BY EMPLOYEE CATEGORY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Global Total |
|---|---------|--------|-------|---------|-------------|----------|------------|-----------|--------------|
| Total number of hours to training personnel | 8,286 | 10,591 | 6,929 | 10,082 | 100,976 | 34,393 | 27,256 | 4,236 | 202,749 |
| Average number of hours devoted to training personnel | 36 | 27 | 103 | 22 | 75 | 87 | 41 | 22 | 52 |

LA10 PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Did the mine offer internal skills training programs | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes |
| Did the mine have any apprenticeship training programs in place | Yes | Yes | Yes | Yes | No | Yes | No | No |
| Number of apprenticeships in place | N/A | 33 | 8 | 16 | – | 39 | 16 | – |
| Did the mine offer programs to help preparing for retirement | Yes | Yes | Yes | Yes | No | Yes | Yes | Yes |

LA11 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|
| Percentage of salaried employees who received performance and career reviews | 100% | 100% | 100% | 98% | 100% | 100% | 100% | 100% |
| Percentage of hourly employees who received performance and career reviews | 100% | 100% | 100% | 98% | 100% | 100% | 30% | 31% |

LA12 COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER CATEGORY ACCORDING TO GENDER, AGE, GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|
| Percentage of workforce under 30 years old | 15% | 28% | 18% | 12% | 29% | 36% | 28% | 20% |
| Percentage of workforce 30-50 years old | 57% | 39% | 50% | 62% | 62% | 60% | 50% | 60% |
| Percentage of workforce over 50 years old | 28% | 33% | 32% | 26% | 9% | 4% | 22% | 20% |

LA13 RATIO OF BASIC SALARY OF MEN TO WOMEN BY EMPLOYEE CATEGORY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|
| Ratio: Male basic salary/Female basic salary | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |

LA14

Percentage of new suppliers that were screened using labour practices criteria

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which human rights is explicitly covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements.

LA15

Significant actual and potential negative impacts for labour practices in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which human rights is explicitly covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements.

LA16 RATIO OF BASIC SALARY OF MEN TO WOMEN BY EMPLOYEE CATEGORY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|
| Number of grievances about labour practices filed through formal mechanisms | – | – | – | – | – | 18 | – | – |

GRI Human Rights Performance Indicators



Aspect: Investment and Procurement Practices

HR1

Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

In 2015, Agnico Eagle has adopted a Code of Conduct for suppliers, including contractors, that require suppliers to uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. The Code states that suppliers must not employ children below the minimum legal age where the work is performed and in any event, no worker shall be employed who is under the age of 15. Forced labour in any form is also explicitly prohibited by the Code. AEM will not conduct business in places of high political risk or places where there are high instances of human rights abuses. As such, we have not felt the need to apply human rights clauses or screening to past significant investments agreements. We will continue to mine only in places where the instances of human rights abuses are low and places of low political risk.

HR2 TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES AND PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Did the mine provide training to employees on human rights or cultural awareness | No | No | No | No | Yes | No | Yes | Yes | No |
| Number of hours used for human rights or cultural awareness training | | | | | 676 | | 340 | 135 | |
| Percentage of work force received human rights or cultural awareness training | | | | | 12% | | 8% | 13% | |

Aspect: Non-discrimination

HR3 TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Were there any formal complaints of discrimination or harassment | No | No | No | No | No | No | Yes | Yes | No |
| Were the discrimination or harassment incidents investigated | | | | | | | Yes | Yes | No |
| Number of discrimination or harassment incidents investigated | | | | | | | 10 | 5 | |

Aspect: Freedom of Association and Collective Bargaining

HR4 OPERATIONS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT SIGNIFICANT RISK, AND ACTIONS TAKEN TO SUPPORT THESE RIGHTS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Is the freedom of association and collective bargaining at risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk |

Aspect: Child Labour

HR5 OPERATIONS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOUR, AND MEASURES TAKEN TO CONTRIBUTE TO THE ELIMINATION OF CHILD LABOUR

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Is there a risk of incidents of child labour | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk |

Aspect: Force and Compulsory Labour

HR6 OPERATIONS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED LABOUR OR COMPULSORY LABOUR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF FORCED OR COMPULSORY LABOUR

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Is there a risk of incidents of forced labour or compulsory labour | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk | Not at Risk |

Aspect: Security Practices

HR7 PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| % of security personnel trained in human rights | 0% | 0% | 0% | 0% | 100% | 100% | 50% | 0% | 0% |

Aspect: Indigenous Rights

MM5 TOTAL NUMBER OF OPERATIONS TAKING PLACE IN OR ADJACENT TO INDIGENOUS PEOPLES' TERRITORIES, AND NUMBER AND PERCENTAGE OF OPERATIONS OR SITES WHERE THERE ARE FORMAL AGREEMENTS WITH INDIGENOUS PEOPLES' COMMUNITIES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Is the operation adjacent or on Indigenous Peoples' territory | No | No | No | No | No | No | Yes | Yes | Yes |
| Do formal agreements exist with Indigenous Peoples | No | No | No | No | No | No | Yes | Yes | Yes |

Notes:

- 1) The Pinos Altos site is situated on collective lands (ejidos). Agreements with these land owners were signed prior to any activity on-site.
- 2) The Meadowbank Mine is on Inuit Owned Land. AEM operates at Meadowbank with full consent of the Inuit through several formal agreements, specifically an Inuit Impact Benefits Agreement, a Water Compensation Agreement, a Commercial Land Lease and a Production Agreement that includes payment of royalties to the Inuit.

HR8 TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLE AND ACTIONS TAKEN

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Were there any incidents of violations of rights of Indigenous People | No | No | No | No | No | No | No | No | No |

Aspect: Assessment

HR9

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Total number and percentage of operations that have been subject to human rights reviews or impact assessments | - | - | - | - | - | - | - | - | - |

HR10

| | |
|---|---|
| Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken | Agnico Eagle has a Code of Conduct for suppliers, including contractors, that require suppliers to uphold the highest standards of human rights and treat their workers and contractors with dignity and respect. The Code states that suppliers must not employ children below the minimum legal age where the work is performed and in any event, no worker shall be employed who is under the age of 15. Forced labour in any form is also explicitly prohibited by the Code. Courses and training in Human Rights were carried out at our Mexican sites, for both Agnico Eagle Security personnel and contractors. |
|---|---|

HR11

| | |
|--|--|
| Significant actual and potential negative human rights impacts in the supply chain and actions taken | Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which human rights is explicitly covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements. |
|--|--|

Aspect: Human Rights Grievances Mechanism

HR12

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of grievances about human rights through formal mechanisms | - | - | - | - | - | - | - | - | - |

GRI Society Performance Indicators



Aspect: Local Communities

SO1

Operations with implemented local community engagement, impact assessments and development programs

In Northwestern Quebec (LaRonde, Goldex and Lapa) we have a community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities through engagement with the local government representatives. Mine closure is regulated by the Government of Quebec. LaRonde and Goldex have Community Liaison Committees, in addition to participating at the town council meetings.

At Kittila (Northern Finland) we have a similar community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities through engagement with the regional government (municipal Kittila Regional Council) and with the governing bodies for the state of Lapland. Mine closure is regulated by the Government. Community Liaison Committee meetings are held 2 – 4 times a year.

At Pinos Altos (Northern Mexico) we have a similar community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities. We engage regularly with the governing groups or community elders in the local communities and villages to address all issues.

At La India, we continue with an open doors policy for any doubt, comment, suggestion, claim, complaint or ideas, with communications channels to design strategies based on their needs and strategic projects based on a long-term shared vision between government, communities and Agnico.

At Meadowbank, we have delivered the Financial Literacy course to the community with a view to help the transition from a land economy to a wage economy. We also continue to engage with the Hamlet of Baker Lake through the Community Liaison Committee which also reviews the needs of the community and provide a conduit to capture funding requests. We have a Community Agreement with the Hamlet to provide financial capacity to sponsor locally driven programs like hazardous waste and youth mentorship. We also provided our commitment to provide financial resources to the local Hunter and Trapper Organization for the hiring of a wildlife monitor on the All weather access road.

Finally, we are conducting a Socio economic Inuit impacts and benefits review of our operations for the Kivalliq region and have committed through the Inuit Impact Benefit Agreement, to monitor and analyze those impacts and proceed to enhance positive impacts and minimize negative impacts.

At Meliadine, we have a community engagement plan to review and communicate our ongoing work at the local Itivia community harbour and at the Meliadine project site. Together with the Hamlet of Rankin Inlet, we have created a joint Community Liaison Committee comprised of Hamlet counselors and senior staff of Agnico Eagle to engage in impacts monitoring. In addition, this joint Community Liaison Committee is responsible to identify possible infrastructure development projects where we at Agnico, could positively contribute to the collective wellness in the Hamlet. This Committee is tasked to review infrastructure needs by which we can support and provide sustainable capacity support.

Aspect: Local Communities (continued)

MM6 NUMBER AND DESCRIPTION OF SIGNIFICANT DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of disputes re. land use or rights of local or Indigenous communities | None | None | None | None | None | None | None | None | None |

SO2 OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Is there actual or potential negative impact on communities near site | No | No | No | No | No | No | No | No | No |

Aspect: Anti-corruption

SO3

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Total number and percentage of operations assessed for risk related to corruption and the significant risks identified | None | None | None | None | None | None | None | None | None |

MM7 THE EXTENT TO WHICH GRIEVANCE MECHANISMS WERE USED TO RESOLVE DISPUTES RELATING TO LAND USE, CUSTOMARY RIGHTS OF LOCAL COMMUNITIES AND INDIGENOUS PEOPLES, AND THE OUTCOMES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Were grievance mechanisms used to resolve disputes with local communities | No | No | No | Yes | No | No | No | No | Yes |

MM8 NUMBER (AND PERCENTAGE) OF COMPANY OPERATING SITES WHERE ARTISANAL AND SMALL-SCALE MINING (ASM) TAKES PLACE ON, OR ADJACENT TO, THE SITE; THE ASSOCIATED RISKS AND THE ACTIONS TAKEN TO MANAGE AND MITIGATE THESE RISKS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Is there artisanal or small scale mining on or adjacent to site | No | No | No | No | No | No | No | No | No |

Aspect: Anti-corruption (continued)

MM9 SITES WHERE RESETTLEMENTS TOOK PLACE, THE NUMBER OF HOUSEHOLDS RESETTLED IN EACH, AND HOW THEIR LIVELIHOODS WERE AFFECTED IN THE PROCESS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of households involved in resettlement program | None | None | None | None | None | None | None | None | None |
| Number of individuals impacted directly by resettlement | None | None | None | None | None | None | None | None | None |
| Is there consultation process in place to establish community after relocation | | | | | | | | | |
| Are there disputes related to resettlement | | | | | | | | | |

MM10 NUMBER OF OPERATIONS WITH CLOSURE PLANS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Does the site have a completed closure & remediation plan | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | N/A |
| Has the closure and remediation plan been submitted to authorities | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | N/A |
| Has the closure and remediation plan been formally approved by authorities | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | N/A |

MM10A SIGNIFICANT INCIDENTS INVOLVING COMMUNITIES IN WHICH GRIEVANCE MECHANISMS HAVE BEEN INVOKED TO ADDRESS THEM, TOGETHER WITH THEIR OUTCOMES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Were there any formal grievances submitted to the mine by local communities | Yes | No | No | No | No | No | No | No | No |

MM11 NUMBER AND DESCRIPTION OF INCIDENTS AFFECTING EMPLOYEES, COMMUNITIES, OR THE ENVIRONMENT IN WHICH EMERGENCY PREPAREDNESS PROCEDURES WERE ACTIVATED

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Were there incidents affecting stakeholders where emergency procedures activated | No | No | No | Yes | No | No | No | No | No |

SO4 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Percentage of governance body members communicated on anti-corruption | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Percentage of employees communicated on anti-corruption | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Percentage of governance body members trained on anti-corruption | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Percentage of employed trainees on anti-corruption | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Aspect: Anti-corruption (continued)

SO5 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of confirmed incidents of corruption | None | None | None | None | None | None | None | None | None |

Aspect: Public Policy

SO6 TOTAL VALUE OF POLITICAL CONTRIBUTIONS BY COUNTRY AND RECIPIENT/BENEFICIARY

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Were any financial or in-kind contributions given to political or related parties | No | No | No | No | No | No | No | No | No |

Aspect: Anti-Corruption Behaviour

SO7 TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of legal actions for anti-competitive, anti-trust and monopoly practices | None | None | None | None | None | None | None | None | None |

Aspect: Compliance

SO8

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Monetary value of fines for non-compliance with laws and regulations | None | None | None | None | None | None | \$53,970* | None | None |

* In 2015, Environment Canada charged the Company with two infractions under the Fisheries Act in relation to a seepage incident at the Meadowbank mine in 2013. In 2017, Agnico Eagle paid a fine of C\$50k related to this incident. In 2017, the Canadian Nuclear Safety Commission issued a penalty of C\$3,970 related to the control and use of a radiation device at the Meadowbank mine.

SO9

| | |
|---|--|
| Percentage of new suppliers that were screened using criteria for impact on society | Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which elements of impacts on society are covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements. |
|---|--|

Aspect: Compliance (continued)

SO10

Significant actual and potential negative impacts on society in the supply chain and actions taken

Agnico Eagle Mines Limited is committed to conducting business in an ethical, legal, and socially responsible manner. We expect all suppliers and potential suppliers to adhere to the same stringent set of values that Agnico holds itself to. In the induction process, all suppliers must agree to the terms laid out in the "Supplier Code of Conduct" in which elements of impacts on society are covered. It is Agnico's objective to partner with suppliers that share our values and meet our requirements.

Aspect: Grievance Mechanism for Impacts on Society

SO11 NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of grievances about impacts on society file through formal mechanisms | - | - | - | - | - | - | - | - | - |

GRI Product Responsibility Performance Indicators



MM11

Programs and progress relating to materials stewardship. AEM currently does not have any policies or procedures for improving efficiencies and sustainability throughout procurement, production, use, and disposal processes. We expect all of our business partners to uphold themselves to the same standards as AEM does (As outlined in the code of conduct and business ethics and the code of sustainable conduct once it is an official AEM policy.)

Aspect: Customer Health & Safety

PR1

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

AEM has not reported directly on this GRI indicator for the following reasons:

- 1) AEM is primarily a gold producer and does not directly market its product and/or services to the final consumer. Our gold is typically sold to a third party such as a financial institution or brokerage who then sell it. Consequently AEM does not generate a final consumer product and thus does not actively participate in assessing the life cycle stages in which health and safety impacts are assessed,
- 2) AEM is a member of the World Gold Council and fully endorses the principles put forward by the Responsible Jewelry initiative of the World Gold Council and through this means ensures that its product is used in a responsible manner to the extent practical within the management control of the company.

PR2

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of non-compliances with H&S regulations resulting to fines | None | None | None | None | None | None | None | None | None |
| Number of non-compliances with H&S regulations resulting to warning | None | None | None | None | None | None | None | None | None |
| Number of non-compliances with H&S voluntary codes | None | None | None | None | None | None | None | None | None |

Aspect: Product and Services Labelling

PR3

Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements

AEM has not reported data against this Performance Indicator as, in our view, this indicator is not relevant to our specific business case. AEM does not create a final product that is marketed directly to a consumer. Most of our production is in the form of dore bullions which are shipped to a refiner. The LaRonde mine produces concentrates containing gold which are shipped to a smelter. From time to time we also ship byproducts (slag and carbon) containing gold to be processed outside our facilities. All these are shipped with appropriate content information. The concentrates, slag and carbon shipped in Canada are accompanied by a Material Safety Data Sheet (MSDS) with detailed chemical analysis of contents. We do not market a final consumer product and thus final labeling requirements are not relevant. We do provide information to the refiner or smelter receiving our products on their contents and make up.

PR4

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of non-compliances with product/service regulation resulting to fines | None | None | None | None | None | None | None | None | None |
| Number of non-compliances with product/service regulation resulting to warning | None | None | None | None | None | None | None | None | None |
| Number of non-compliances with production/service voluntary codes | None | None | None | None | None | None | None | None | None |

PR5

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Are there practices in place to assess and maintain customer satisfaction | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

Aspect: Marketing Communication

PR6

Sale of banned or disrupted products

AEM has not reported data against this Performance Indicator as in our view this indicator is not relevant to our specific business case. AEM does not create a final product that is marketed directly to a consumer. Consequently we do not participate in marketing, advertising or promotion of a consumer product. We adhere to international standards relating to the responsible use of gold through our participation in the World Gold Council and the Responsible Jewelry initiative.

Aspect: Marketing Communication (continued)

PR7

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|---|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of non-compliances with marketing regulations resulting to fines | None | None | None | None | None | None | None | None | None |
| Number of non-compliances with marketing regulations resulting to warning | None | None | None | None | None | None | None | None | None |
| Number of non-compliances with marketing voluntary codes | None | None | None | None | None | None | None | None | None |

PR8

| | LaRonde | Goldex | Lapa | Kittila | Pinos Altos | La India | Meadowbank | Meliadine | Exploration |
|--|---------|--------|------|---------|-------------|----------|------------|-----------|-------------|
| Number of substantiated complaints on breached customer privacy from 3rd parties | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Number of substantiated complaints on breached customer privacy from regulator | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Number of identified leaks, thefts or losses of customer data | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

Aspect: Compliance

PR9

| | |
|---|---|
| Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. | Nil – AEM was not charged or fined at any of its six operating mines in 2017 for non-compliance with laws and regulations concerning the provision and use of its products or services. |
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