



AGNICO EAGLE

2024 Plenary Report

Voluntary Principles on Security and Human Rights

Agnico Eagle Mines Limited

April 23, 2025

1. Context

Agnico Eagle Mines Limited (“Agnico Eagle” or the “Company”) adopted the Voluntary Principles on Security and Human Rights (“VPSHR”) in 2016 and became a formal member in 2017. Agnico Eagle is a proud founding participant of the Voluntary Principles Initiative (“VPI”). We recognize that development requires respect for human rights, and that respect for human rights prevents conflicts. The VPI is an opportunity for Agnico Eagle to reiterate its [core values](#).

Agnico Eagle implements the VPSHR at all mining operations over which the Company has direct control and where personnel and security are present. This is particularly important in regions where it is challenging to provide responsible security for mining operations, including where local private or public security providers may need additional training to carry out their duties with respect for human rights, and where engagement of public officials is important to promote respect for human rights.

This report is Agnico Eagle’s seventh Plenary Report as a member of the VPSHR. It details Agnico Eagle’s actions taken in 2024 to advance the implementation of the VPSHR – in 2024, Agnico Eagle continued to promote the VPSHR internally through implementation of best practices in security and human rights.

Highlights of 2024 include:

- Update of the security and human rights risk assessments and subsequent audit of the VPSHR at LaRonde, Goldex, Canadian Malartic, Meadowbank, Pinos Altos, La India and Kittilä.
- Introduction of a new training on Modern Slavery as part of our VPSHR training series – this training module was completed by all security teams in 2024.
- Development of a new training on Modern Slavery for the Board and Executives; to be rolled out in 2025.
- Update of our [Indigenous Peoples Engagement Policy](#) and issue of our [Reconciliation Action Plan](#).
- Update of our Workplace Discrimination, Harassment and Violence Policy to include clarification on reporting procedures for workers.
- Update of our [Privacy Policy](#).

2. Voluntary Principles at Agnico Eagle

As set out in our Sustainability Report, Agnico Eagle conducts business in regions where human rights laws are respected and promoted and is committed to upholding fundamental human rights as defined in the United Nations Universal Declaration of Human Rights. This includes providing assurance that its operations will not support, benefit, or contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law. The Company believes everyone has the right to a life free from modern slavery and condemns all forms of severe exploitation for personal or commercial gain. Agnico Eagle does not tolerate the use of child labour, prison labour or any form of forced labour, slavery or servitude.

Agnico Eagle also maintains a [Code of Business Conduct and Ethics](#), ensuring all employees are treated with respect and dignity and business operations are undertaken in a manner that ensures respect for human rights and fundamental freedoms. In addition, Agnico Eagle has adopted and implemented the World Gold Council’s Conflict Free Gold Standard to provide assurance that

gold and gold-bearing materials are produced by Agnico Eagle in a manner that does not cause, support, or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law.

Agnico Eagle understands that sustainability considerations are an opportunity to drive improved performance and deliver on Agnico Eagle's strategy to build a growing, high-quality, low risk, sustainable business. To ensure that we meet these objectives, sustainability is integrated at the Board, executive, and operational levels. Our governance structure creates clear lines of accountability, flexibility to adapt to unforeseen circumstances, and ensures sustainability practices are considered in all aspects of the business. Governance details on the Sustainability Management Structure are available [here](#):

- At the Board level, sustainable development matters are presented to the Health, Safety, Environment and Sustainable Development Committee at each quarterly Board meeting.
- At the executive level, corporate oversight and implementation of sustainable development matters are the direct responsibility of the Executive Vice-President, Sustainability, People & Culture and the Corporate Sustainability team.
- At the operational level, governance is in place to ensure that sustainable development matters, along with risk assessment and mitigation measures, are integrated into the day-to-day management of the business.

As a member of the Mining Association of Canada ("MAC"), Agnico Eagle has committed to implementing a human rights and security approach consistent with the VPSHR and based on risk levels at the mining facilities it operates. This commitment is outlined in MAC's Progress Report ([Agnico Eagle – MAC Progress Report](#)). Agnico Eagle also publicly commits to adhere to the VPSHR in its Sustainability Report, available on its Website ([Agnico Eagle Sustainability Report](#)). The VPSHR are managed as part of Agnico Eagle's sustainability integrated management system: the Risk Management and Monitoring System ("RMMS").

3. Example of promoting awareness of the Voluntary Principles throughout the organization, including within the value chain

Agnico Eagle is a member of the VPI Corporate Pillar. In 2024, Agnico Eagle continued to participate in VPSHR-related activities by attending five presentation calls and participating to the working group on governance.

Potential threats to human rights are considered at Agnico Eagle's sites through the implementation of the RMMS, and results are integrated into operating practices to operationalize the VPSHR. At the site level, Agnico Eagle continued to communicate the importance of complying with the VPSHR to employees and contractors through mandatory induction training that includes an introduction to the VPSHR. In 2024, a new VPSHR training module on Modern Slavery was developed and provided to all security personnel and a version of this same module was developed for the Board and Executive audience (for roll-out in 2025).

Security departments meet every quarter and the VPSHR are discussed, ensuring awareness and continuous training. Security departments also continue to be actively engaged in communicating the importance of complying with the VPSHR to local private security guards and public security at Agnico Eagle's Mexican sites.

Agnico Eagle's supply chain group continues working on strengthening due diligence mechanisms to ensure the Company's values and commitments towards human rights are upheld by our business partners.

4. Example of promoting and advancing implementation of the Voluntary Principles internationally

Agnico Eagle is transparent in its commitment to advancing the VPSHR. The Company promotes the VPSHR in the dealings with government, NGOs, financial agencies and within the mining industry. Agnico Eagle aims to implement the VPSHR and its RMMS at all new operations within a 3-year implementation period following acquisition or start of operations.

5. Relevant policies, procedures and/or guidelines (or any changes thereto from the previous reporting year) to implement the Voluntary Principles

As set out in our Sustainability Report, Agnico Eagle upholds fundamental human rights as defined in the United Nations Universal Declaration of Human Rights. This includes providing assurance that its operations will not support, benefit, or contribute to unlawful armed conflict, serious human rights abuses, or breaches of international humanitarian law. The VPSHR are integrated throughout Agnico Eagle's business processes and into its integrated management system, the RMMS. Agnico Eagle has adapted its RMMS to support its operations to improve performance and comply with requirements and industry standards related to sustainability (e.g., Responsible Gold Mining Principles, Towards Sustainable Mining Initiative, International Cyanide Management Code, VPSHR). Agnico Eagle is committed to ensuring that security aspects of its activities align with the VPSHR.

All Agnico Eagle sites must adopt and comply with corporate policies and procedures, but sites have autonomy to go beyond and implement additional guidance relevant to their operating context.

In 2024, Agnico Eagle updated its [Indigenous Peoples Engagement Policy](#) and published its first [Reconciliation Action Plan](#) ("RAP") – an important step in consolidating its activities related to engagement with Indigenous Peoples into a central strategy.

In addition, recent updates to Agnico Eagle's Workplace Discrimination, Harassment and Violence Policy provided clarification on reporting procedures for employees. This update is also accompanied by training on diversity, inclusion and respect in the workplace being rolled-out throughout the Company.

Finally, Agnico Eagle's [Privacy Policy](#) was also updated.

6. Company procedure to conduct security and human rights risk assessments and integrate findings

Agnico Eagle uses a set of severity of consequence criteria specific to human rights and security to assess security and human rights risks. Each site must complete a risk assessment in accordance with the RMMS comprehensive risk identification system and analysis methodology. Security and human rights risks identified are managed through the RMMS to meet Agnico Eagle's commitments. Agnico Eagle has an integrated audit protocol that includes official VPSHR guidance documents.

In 2024, the security and human rights risk assessments were updated at LaRonde, Goldex, Canadian Malartic, Meadowbank, Pinos Altos, La India and Kittilä. An external audit on the VPSHR was completed for these same sites. Audit methodology and efforts were risk-oriented, ensuring adequate and complete coverage of sites' VPSHR implementation. The external audit report and Independent Assurance Letter are appended to the current report.

7. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the Company's activities

Agnico Eagle's Sustainable Development Policy commits to "Provide a confidential complaint reporting mechanism to confidentially report unethical, illegal or irresponsible behaviour". A Confidential Anonymous Complaint Reporting Hotline and a web-based system are in place (<http://agnicoeagle.ethicspoint.com>) to allow reporting of all incidents that meet these criteria, following Agnico Eagle's [Confidential Anonymous Complaint Reporting Policy](#).

In 2024, Agnico Eagle received 14 reports through the whistleblower hotline: 12 of the reports were in relation to Human Resources related matters, one report was expense reimbursement related and one was health and safety related. Each of these cases were reviewed and evaluated.

Agnico Eagle sites also have formal local community grievance processes in place to report and respond to community and stakeholder complaints and incidents, including those related to security and human rights.

8. Company procedure to consider the Voluntary Principles when entering into relations with private security providers

Agnico Eagle employs both external (private security contractors) and internal security personnel at its operations. For internal security personnel, background checks with relevant authorities are conducted as well as internal assessments to ensure quality and attitude of individuals hired for the security function. For external security personnel, Agnico Eagle requires that the contractor provide the site with a list of candidates one week in advance of assigning them to site so that the site may check their backgrounds and their training to ensure they comply with the site's policies and procedures and with international law enforcement principles, and to outline training requirements related to human rights and the use of force. All security personnel undergo comprehensive training that includes specific topics relating to human rights and the VPSHR.

All security personnel and security contractors must follow Agnico Eagle's Code of Business Conduct and Ethics and Supplier Code of Conduct, respectively.

9. Company procedure or mechanism to investigate and remediate security-related incidents with human rights implications by public/private security forces relating to the Company's activities

Security and/or human rights-related incidents are documented, assessed, investigated and remedial actions taken in accordance with Agnico Eagle's RMMS procedures. Incidents are registered through on-site incident reporting processes or through the community grievance mechanism or confidential anonymous complaint reporting process.

10. Overview of country operations selected for reporting year

This report covers the following Agnico Eagle operating sites:

- LaRonde Complex (Canada)
- Goldex Complex (Canada)
- Canadian Malartic Complex (Canada)
- Meadowbank Complex (Canada)
- Kittilä Mine (Finland)
- Pinos Altos Mine (Mexico)
- La India Mine (Mexico)

The VPSHR are also implemented at the Company's Corporate Office (Canada) and followed by the Company's exploration and legacy teams. While Agnico Eagle applies the VPSHR in all jurisdictions, more awareness-building, training and auditing effort is directed to the Company's Mexican operations given the jurisdictional context.

11. Engagement with stakeholders on country implementation

Agnico Eagle works to promote the VPSHR with other companies and government bodies in the jurisdictions in which it operates. Agnico Eagle continues to engage to educate on human rights-related issues. With the addition of the VPSHR to Agnico Eagle's RMMS, human and labour rights are part of the stakeholder engagement approach at Agnico Eagle's sites.

12. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreements with private security providers, as well as arrangement with public security forces

Security personnel at the Canadian, Australian and Finnish sites are not armed and operate in countries where human rights are embedded in applicable legislation and where the risks to human rights are low.

As per Mexican law, Agnico Eagle is not permitted to contract police to provide security to the mine sites. The sites maintain open communication with both the state police and the army (Secretariat of National Defense ("SEDENA")) who frequently patrol the community roads around the mine sites and mine access roads. The Pinos Altos and La India mines have a contract with SISPS¹ to provide armed security guards to the sites for physical security. The contract includes compliance with the VPSHR, such as screening of security guards, completion of use of force and human rights training, and compliance with national and international human rights laws.

13. Examples of supporting outreach, education and/or training of relevant personnel, private security, public security, and/or civil society

At sites in Canada, Australia and Finland, all in-house and private security contractors receive induction training introducing them to the VPSHR and Agnico Eagle's commitments. In 2024, training of security forces occurred at all operating sites, as well as exploration sites in Mexico, Ontario and Nunavut. At Pinos Altos, local police representatives are invited to attend the training. A total of 49 external Mexican public security service officers were trained to the VPSHR in 2024. This included both the general overview of the VPSHR as well as the new Modern Slavery awareness training module.

¹ Servicio Integral de Seguridad Privada de Sonora.

14. Company procedure to review progress on implementing the Voluntary Principles at local facilities

Progress in the implementation of the VPSHR is reviewed on a yearly basis through a self-assessment tool. Sites review and report their progress through that tool, and reporting is done by the Company's Corporate team.

Implementation action plans, when developed, are followed through Agnico Eagle's RMMS. VPSHR training is imbedded within the RMMS, which facilitates follow up. VPSHR compliance is also included in Agnico Eagle's external integrated audit (done in 2024-2025), which includes an external assurance of Agnico Eagle's VPSHR implementation status.

15. Lessons or issues from this reporting year, as well as plans or opportunities to advance the Voluntary Principles for the organization

In 2024, Agnico Eagle continued training and awareness campaigns on the VPSHR. Comments received from the security teams highlighted a need for training that was more adapted to our operations context. The Company is working with Avanzar to develop training programs on subjects such as Harassment and Discrimination as well as Conflict Management and De-escalation. These training programs are expected to be completed in 2025. A review of the general VPSHR training module is also ongoing with the objective of ensuring the topics and examples are applicable and relevant to all countries in which Agnico Eagle's operate.

AGNICO EAGLE MINES LIMITED

EXTERNAL AUDIT 2024

VOLUNTARY PRINCIPLES ON SECURITY AND
HUMAN RIGHTS (VPSHR)

CANADA, MEXICO AND FINLAND

APRIL 2025

WSP REFERENCE: CA0017482.7300_010

FINAL VERSION





AGNICO EAGLE MINES LIMITED

EXTERNAL AUDIT 2024
VOLUNTARY PRINCIPLES ON
SECURITY AND HUMAN RIGHTS
(VPSHR)

CANADA, MEXICO AND FINLAND

FINAL VERSION

WSP REFERENCE: CA0017482.7300_010

APRIL 2025

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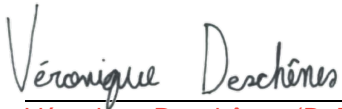
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REVISION MANAGEMENT

VERSION	DATE	DESCRIPTION
RevA	2025-02-21	Preliminary version for comments
Rev0	2025-04-15	Final version
	Select date.	
	Select date.	
	Select date.	
	Select date.	

SIGNATURES

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2025-04-15

Date

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The conclusions presented in this report are based on work performed by trained, professional and technical staff, in accordance with their reasonable interpretation of current and accepted engineering and scientific practices at the time the work was performed.

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AGNICO EAGLE MINES LIMITED

Sustainability Systems Manager

Josée Noël

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Project Director and Auditor (<i>LaRonde Complex</i>)	Katia Santini
Lead Auditor (<i>Kittilä</i>)	Janna Riikonen
Auditor (<i>Kittilä</i>)	Juuso Lautiainen
Auditor (<i>La India and Pinos Altos</i>)	Maria Esperanza Gonzales
Lead Auditor (<i>Meadowbank Complex</i>) and Auditor (<i>Corporate</i>)	Jessica Barua
Auditor (<i>Meadowbank Complex</i>)	Emily Stratford

REFERENCE TO BE CITED

WSP. 2025. External audit 2024, Voluntary Principles on Security and Human Rights (VPSHR), Canada, Mexico and Finland. Report produced for Agnico Eagle Mines Limited. WSP Reference: CA0017482.7300_010. 6 pages and Appendix.



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A	Independent assurance letter – VPSHR (2024)
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ABBREVIATIONS AND ACRONYMS

Agnico Eagle	Agnico Eagle Mines Limited
TSM	Towards Sustainable Mining
VPI	Voluntary Principles Initiative
VPSHR	Voluntary Principles on Security and Human Rights
WSP	WSP Canada Inc.

1 Introduction

As part of its triennial audit, Agnico Eagle Mines Limited (Agnico Eagle) has integrated the audit of:

- Voluntary Principles on Security and Human Rights (VPSHR) from the Voluntary Principles Initiative (VPI).

This report presents the result of WSP external audit (VPSHR) performed for Agnico Eagles' sites.

1.1 Objectives of external audit for VPSHR

The external audit enabled us to:

- determining the level of implementation and compliance with the VPSHR;
- Identify the degree to which key actions associated with the VPSHR are being implemented;
- Provide greater assurance and transparency.

2 Auditors and Audit Information

External auditing for VPSHR was carried out by the following WSP team.

Table 2-1 WSP auditors and Audit Information

Audit firm:	WSP
Lead assurance provider:	Stephanie Davidovsky (Canada) stephanie.davidovsky@wsp.com
	Katia Santini (Canada) katia.santini@wsp.com
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Date(s) of audit activities:	
Pinos Altos - <i>Mexico</i>	<u>Onsite audit activities:</u> 25/10/2024 - 28/10/2024
La India - <i>Mexico</i>	<u>Onsite audit activities:</u> 29/10/2024 - 31/10/2024
LaRonde Complex - <i>Canada</i>	<u>Onsite audit activities:</u> 16/09/2024 - 20/09/2024
Kittilä – <i>Finland</i>	<u>Onsite audit activities:</u> 30/09/2024 - 03/10/2024
Goldex Complex - <i>Canada</i>	<u>Onsite audit activities:</u> 07/10/2024 - 11/10/2024
Meadowbank Complex - <i>Canada</i>	<u>Onsite audit activities:</u> 28/10/2024 - 31/10/2024
Canadian Malartic Complex - <i>Canada</i>	<u>Onsite audit activities:</u> 18/11/2024 - 23/11/2024
Audit period	2022 - 2024

3 Facilities Information

Table 3-1 Facilities Information of Agnico Eagle

Pinos Altos	Address	Ave. Mirador #7724 Colinas del Valle Chihuahua, Chih.C.P.31217
	Country of operation	Mexico
	Products/metals produced on site	Gold
La India	Address	Camino a la chiprona km 6.5, Antiguo rancho la amargosa, Sahuaripa, Sonora
	Country of operation	Mexico
	Products/metals produced on site	Gold
LaRonde Complex	Address	10 200, route de Preissac, Rouyn-Noranda, QC, J0Y 1C0
	Country of operation	Canada
	Products/metals produced on site	Gold, copper and zinc
Kittilä	Address	Pokantie 541 99250 Kiistala
	Country of operation	Finland
	Products/metals produced on site	Gold
Goldex Complex	Address	1953, 3rd Avenue West Val d'Or, QC, J9P 4N9
	Country of operation	Canada
	Products/metals produced on site	Gold and copper
Meadowbank Complex	Address	P.O. Box 540 Baker Lake, NU, X0C 0A0
	Country of operation	Canada
	Products/metals produced on site	Gold
Canadian Malartic Complex	Address	100 chemin du Lac Mourier Malartic, QC, J0Y 1Z0
	Country of operation	Canada
	Products/metals produced on site	Gold

4 Methodology

4.1 General

Things to be considered:

- The external audit (VPSHR) was carried out during the same period as the *Towards Sustainable Mining* (TSM) external verification process. The current report is only for the external audit (VPSHR).
- Interviews were conducted during the TSM verification and as such, interviews were conducted according to TSM verification process.

An integrated audit tool was developed based on the VPSHR and TSM auditing guidance documents.

4.2 Summary of Audit Activities

4.2.1 Preparation of the Audit

The preparatory activities carried out were as follows:

- Coordination meeting with Agnico Eagle representatives to plan the on-site visit.
 - Transmission of the audit plan to the sites.
 - Gathering of information (auto-evaluation and documentation support, internal audit report, etc.) from sites.
 - Review of available data related to activities, self-assessment and documentation provided by the sites.
-

4.2.2 Audit Activities

For the on-site audit, the auditors conducted:

- An opening meeting.
 - Meetings with employees on each subject of the protocols including the VPSHR.
 - Random interviews on the floor.
 - A closing meeting.
 - Additional interviews after the site visit to complete certain missing elements.
-

4.3 VPSHR Audit Sampling Approach

For all sites, Agnico Eagle conducted security and human rights risk assessments which were provided to the auditors prior to the site visits.

Two sampling approaches were used, depending on the level of risk associated with the country of the mining site.

- For the two sites in Mexico, considering the higher security and human rights risks, sites' security and human rights risk assessments, control measures and practices were audited to ensure compliance with VPSHR principles.
- For all other sites, the audit consisted of a review of the training and practices to ensure compliance with VPSHR principles.

5 Conclusion

Agnico Eagle is committed to implementing the VPSHR at all mining operations over which the Company has direct control and where personnel and security are present. These commitments are publicly available on [Agnico Eagles website](#).

All Agnico Eagle's sites adopt and comply with corporate policies and procedures and according to information reviewed during the audit, the sites comply with these policies and procedures.

Agnico Eagle uses both private external security contractors and internal security personnel. Personnel from external contractors must adhere to the company's code of conduct and ethics, policies and procedures.

No allegations of security-related human rights violations were reported at the mine sites according the information reviewed.

Based on the document review, site visits and interviews, we have evaluated that Agnico Eagle is in compliance with VPI for the period ending December 31, 2024.

APPENDIX

A

INDEPENDENT ASSURANCE
LETTER – VPSHR (2024)



INDEPENDENT ASSURANCE LETTER – VPSHR (2024)

Client:	Agnico Eagle Mines Limited		
Project:	Independant Assurance Letter –VPSHR (2024)	WSP Ref.:	Evaluation of certain Agnico Eagle Mines sites limited to VPSHR - 2024
Subject:	Appendix to CA0017482.7300_010_R_Rev0 _VPSHR_Assurance_letter_AE_ENG	Date:	April 15, 2025

Agnico Eagle Mines Limited (Agnico Eagle) recognizes that any of its mining activities requires respect for human rights, and that respect for human rights prevents conflicts. The Voluntary Principles on Security and Human Rights (VPSHR) guide companies in maintaining the safety and security of their operations within an operating framework that ensures respect for human rights and fundamental freedoms.

Agnico Eagle retained WSP to conduct its integrated audits against the VPSHR, Towards Sustainable Mining (TSM) initiative, the Responsible Gold Mining Principles (RGMP) and their Risk Management and Monitoring System (RMMS). The integrated audit objectives included providing an independent assurance on the level of implementation of the above standards, including the VPSHR, for each site audited.

The following Agnico Eagle sites were audited in 2024:

- Agnico Eagle Corporate
- Pinos Altos
- La India
- LaRonde Complex
- Kittilä
- Goldex Complex
- Meadowbank Complex
- Canadian Malartic Complex

The integrated audit was conducted by experienced auditors and TSM external verifiers. The lead auditors hold CEA™ certifications. Audits were conducted both in accordance with TSM requirements, in accordance with international accepted standards such as ISO 19011- *Guidelines for auditing management systems* and, accordingly, consisted primarily of interviews, analysis of documents and review of other relevant evidence to evaluate compliance with VPSHR.

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WSP has ensured that its employees remain independent during the performance of its independent audit. None of the audit team members participated in the development or maintenance of Agnico Eagle's policies, procedures and internal controls for complying with the VPSHR. The audit team members confirm that they are independent.

Based on the document review, site visits and interviews, we have evaluated that Agnico Eagle is in compliance with the VPSHR for the period ending December 31, 2024.

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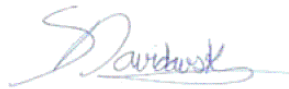


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