



AGNICO EAGLE

**2025 Plenary Report
Voluntary Principles on Security and Human Rights**

Agnico Eagle Mines Limited

April 30, 2026

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 and uphold human rights, which are fundamental and inherent to all individuals. The VPI is an opportunity for Agnico Eagle to reiterate our [core values](#).

Agnico Eagle implements the VPSHR at all operating mines 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 eighth Plenary Report as a member of the VPSHR. It sets out Agnico Eagle’s actions taken to advance the implementation of the VPSHR – in 2025, Agnico Eagle continued to promote the VPSHR internally through implementation of best practices in security and human rights.

Highlights of 2025 include:

- Updated security and human rights risk assessments at sites subject to external integrated audits (Detour, Macassa, Fosterville and Meliadine)
- External third-party assurance of alignment with the VPSHR for sites subject to external integrated audits in 2025
- Implemented VPSHR training, and additional Modern Slavery awareness training modules for security personnel
- Hosted third-party strategy session with key focus group on Artisanal and Small-Scale Mining (“ASM”) to understand myths and realities in developing practical approaches in south and central America regional context
- Updated our Sustainability Policy to include strengthened commitments to industry standards, expectations and international policies
- Developed an Inclusive Workplace Policy to reflect deepened commitment to embedding inclusion in a culture where all individuals feel respected, valued and empowered
- Published a Modern Slavery Report that outlines the actions undertaken to mitigate modern slavery risks in our operations and supply chains and to support transparency¹

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 (“UDHR”). This includes providing assurance that the Company’s operations will not support, benefit, or contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law. The Company also endorses the United Nations Guiding Principles on Business and Human Rights (“UNGPs”), and believes everyone has the right to a life free from modern slavery and condemns

¹ As required under Australia’s *Modern Slavery Act 2018* and Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

all forms of exploitation for personal or commercial gain. Agnico Eagle also recognizes that ASM is a significant issue for the gold industry in certain regions; should ASM activity impact the Company's operations in the future, the Company will support formalization initiatives for ASM participants who respect applicable legal and regulatory frameworks and who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity in good faith. 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, sustainability 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 our Website ([Agnico Eagle Sustainability Report](#)). The VPSHR are managed as part of Agnico Eagle's integrated sustainability 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 2025, Agnico Eagle continued to participate in VPSHR-related activities by attending presentation calls and participating in 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 2025, we continued providing VPSHR specific and additional Modern Slavery awareness training for Security professionals for our operations. Training is also available for our Executive team by way of a Modern Slavery Management course.

Agnico Eagle's Asset Protection/Security departments participate in Communities of Practice, where various relevant topics are discussed, including the VPSHR; this builds awareness and supports 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 where contracted or otherwise engaged at our 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 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 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 UDHR, as well as upholds the principles of the UNGPs. This includes providing assurance that the Company's 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 into Agnico Eagle's business processes and into our integrated management system, the RMMS. Agnico Eagle has adapted the 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 our 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 2025, Agnico Eagle published a revised Sustainability Policy (which supersedes the previous Sustainable Development Policy) to include strengthened commitments to industry standards, expectations and international policies. Also, a renewed Inclusive Workplace Policy was developed over the course of the year, to reflect deepened commitment to embedding inclusion in a culture where all individuals feel respected, valued and empowered. This Policy replaced the previous Diversity and Inclusion Policy upon its publication in early 2026.

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

Agnico Eagle uses severity of consequence criteria specific to human rights and security to assess security and human rights risks. Each site completes 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 VPSHR guidance documents.

In 2025, the security and human rights risk assessments were updated at Detour, Macassa, Fosterville and Meliadine. An external audit on the VPSHR was completed for these same sites. Audit methodology and efforts were risk-oriented, ensuring appropriate coverage of sites' VPSHR implementation. The external audit report and Independent Assurance Letter are appended to the this 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 Sustainability Policy commits to "provide confidential complaint reporting mechanisms to report unethical, illegal or irresponsible behaviour and address community concerns". 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 2025, Agnico Eagle received approximately 36 reports through the whistleblower hotline, relating to, among other things, Human Resources, Policy Interpretation and Health & Safety and potential Conflicts of Interest. Each of these reports 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 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:

- Detour (Canada)
- Macassa (Canada)
- Fosterville (Australia)
- Meliadine (Canada)
- LaRonde Complex (Canada)
- Goldex Complex (Canada)
- Canadian Malartic Complex (Canada)
- Meadowbank Complex (Canada)
- Kittilä (Finland)
- Pinos Altos (Mexico)
- La India (Mexico)

As part of Agnico Eagle's integrated audit program, operations follow a three-year cycle for third-party external audits, verification and assurance against sustainability standards and principles. Given the timing of the audit cycle, the subset of operations that are externally verified are captured in the independent third-party assurance letter. In 2025, the Detour, Macassa Fosterville and Meliadine operations were externally verified.

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 and 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 our sites in Australia, Canada and Finland are not armed, and operate in countries where human rights are embedded in applicable legislation and where the risks to human rights are low.

At our Detour operation, security services are provided by both Agnico Eagle and a private security contractor. The security contractor provides support both on and off site, and are contractually obligated to complete mandatory VPSHR training prior to beginning their employment with Agnico Eagle's Detour mine.

In Mexico, Agnico Eagle is not permitted by local law 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 *Servicio Integral de Seguridad Privada de Sonora* 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

In 2025, training of in-house security personnel continued across our operations. Security personnel in Ontario and Australia received induction training introducing them to Agnico Eagle's sustainability commitments. Depending on the operation and the scope of the contracted security service, additional training is extended on VPSHR and human rights. As an example, at Fosterville, contracted security personnel were extended and received the same training as Agnico Eagle security personnel, which included both the general overview of the VPSHR as well as the Modern Slavery awareness training module. At Pinos Altos, local police representatives are invited to attend VPSHR training, which includes both the general overview of the VPSHR as well as the Modern Slavery awareness training module. At La India, training sessions were provided to employees, private security as well as state and military authorities and focused on topics including the Human Rights Commission, police conduct in accordance with human rights, gender-based violence, legitimate use of force, bullying and children's rights.

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, 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 2025, Agnico Eagle continued training and awareness campaigns on the VPSHR. The Company continued to maintain and update training programs that are adapted to the mining industry and context. Looking ahead, these training modules will be available across Agnico Eagle's various training platforms/applications to facilitate improved scheduling and tracking of training certifications. Also planned for 2026 are further strategic sessions on ASM to better understand misconceptions, challenges and opportunities of the mining industry coexisting with ASM.

Appendix 1

WSP

Independent assurance letter – Voluntary Principles on Security and Human Rights
March 2026

AGNICO EAGLE MINES LIMITED

EXTERNAL AUDIT 2025

VOLUNTARY PRINCIPLES ON SECURITY AND
HUMAN RIGHTS (VPSHR)

CANADA, AUSTRALIA

MARCH 2026

WSP REFERENCE: CA0017482-7300_037

FINAL VERSION





AGNICO EAGLE MINES LIMITED

EXTERNAL AUDIT 2025
VOLUNTARY PRINCIPLES ON
SECURITY AND HUMAN RIGHTS
(VPSHR)

CANADA, AUSTRALIA

FINAL VERSION

WSP REFERENCE: CA0017482-7300_037

MARCH 2026

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REVISION MANAGEMENT

VERSION	DATE	DESCRIPTION
RevA	2026-03-24	Preliminary version for comments
Rev0	2026-04-06	Final version
	Select date.	
	Select date.	
	Select date.	
	Select date.	



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6 avril 2026

Date

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6 avril 2026

Date

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CLIENT

AGNICO EAGLE MINES LIMITED

Corporate Director, Sustainability and Regulatory Affairs Natasha Dombrowski

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Auditor <i>(Meliadine et Detour Lake)</i>	Emily Stratford

REFERENCE TO BE CITED

WSP. 2026. External Audit 2025, Voluntary Principles on Security and Human Rights (VPSHR), Canada, Australia. Report produced for Agnico Eagle Mines Limited. WSP Reference: CA0017482-7300_037. 6 pages and Appendix.



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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 the WSP external audit (VPSHR) performed for Agnico Eagle's sites.

1.1 Objectives of External Audit for VPSHR

The external audit enabled us to:

- determine 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

The following WSP team carried out external auditing for VPSHR.

Table 2-1 WSP Auditors and Audit Information

Audit firm:	WSP
Lead assurance provider:	Stephanie Davidovsky (Canada) stephanie.davidovsky@wsp.com
	Fred Fabris (Australia) fred.fabris@wsp.com
Other members of the assurance:	Emily Stratford (Canada) Emily.Stratford@wsp.com
	Christie Jeffkins (Canada) christie.jeffkins@wsp.com
Date(s) of audit activities:	
Meliadine - Canada	<u>On-site audit activities:</u> 25/08/2025 - 28/08/2025
Macassa - Canada	<u>On-site audit activities:</u> 20/10/2025 - 24/10/2025
Detour Lake - Canada	<u>On-site audit activities:</u> 22/09/2025 - 25/09/2025
Fosterville - Australia	<u>On-site audit activities:</u> 15/09/2025 - 19/09/2025
Audit period	2023 - 2025

3 Facilities Information

Table 3-1 Facilities Information of Agnico Eagle

Macassa	Address	1350 Government Road Kirkland Lake, ON
	Country of operation	Canada
	Products/metals produced on site	Gold
Meliadine	Address	Rankin Inlet, NU X0C0G0
	Country of operation	Canada
	Products/metals produced on site	Gold
Detour Lake	Address	Unorganized North Cochrane District, ON P0L 1W0
	Country of operation	Canada
	Products/metals produced on site	Gold
Fosterville	Address	100 McCormick’s Road, Fosterville, VIC, 3557
	Country of operation	Australia
	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.

Based on the risk level associated with the countries hosting the mining sites, the audit consisted of a review of training and practices to ensure compliance with VPSHR principles.

5 Results

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 Eagle's website](#).

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

6 Conclusion

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, 2025.

APPENDIX

A

INDEPENDENT ASSURANCE
LETTER – VPSHR (2025)





INDEPENDENT ASSURANCE LETTER – VPSHR (2025)

Client: Agnico Eagle Mines Limited

Project: Independent Assurance Letter – VPSHR (2025) **WSP Ref.:** Appendix to CA0017482-7300_037_R_Rev0_VPSHR_Assurance_letter_AE_ENG

Subject: Evaluation of Certain Agnico Eagle Mines Sites Limited to VPSHR - 2025 **Date:** April 6, 2026

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 2025:

- Meliadine;
- Macassa;
- Detour Lake;
- Fosterville.

Experienced auditors and TSM external verifiers conducted the integrated audit. The lead auditor holds a CEA™ certification. Audits were conducted both in accordance with TSM requirements and in accordance with internationally 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.

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 to comply with the VPSHR. The audit team members confirm their independence.

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, 2025.

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