

ADVISORY COMMITTEE

Agnico Eagle – Upper Beaver Project

Minutes – Meeting #1

| MEETING INFORMATION | | |
|--------------------------------------|---|----------------|
| DATE | March 31 st , 2025 | |
| TIME | 5:00 P.M. – 7:00 P.M. EST | |
| LOCATION | Videoconference—ZOOM | |
| PARTICIPANTS | Members and alternates | Present |
| | Simon Jutras, Beaverhouse Lake | ✓ |
| | Mike Chaves, Beaverhouse Lake | ✓ |
| | Dianne Quinn, Dobie | ✓ |
| | Don Campbell, King Kirkland | ✓ |
| | Kyle Sayer, King Kirkland | ✓ |
| | Lori Yamka, Kirkland Lake | ✓ |
| | Bruce Dudgeon, Larder Lake | ✓ |
| | Doug Desjardins, Misema Blanche River Alliance (MBRA) | ✓ |
| | Deb Richards, Misema Blanche River Alliance (MBRA) | ✓ |
| | Burt McKenzie, Beaverhouse First Nation | ✓ |
| | Terrence Fortin, Beaverhouse First Nation | ✓ |
| | Brianne Doyle, Matachewan First Nation | ✓ |
| | Tom Woollings, Kirkland District Game and Fish | ✓ |
| | Emma Archer, Kirkland Lake Chamber of Commerce and KDCDC | ✓ |
| Maria Hekkert, Multicultural group | ✓ | |
| Dan Laverdure, Town of Kirkland Lake | ✓ | |
| AGNICO EAGLE | <ul style="list-style-type: none"> ✓ Amy Danchuk, Senior Community Relations Coordinator ✓ Kishan Leakram, Operations Manager | |
| FACILITATION | <ul style="list-style-type: none"> ✓ Elizabeth Robertson – Facilitator – Transfer Environment and Society (TES) ✓ Roxanne Breton – Note taker – Transfer Environment and Society (TES) | |
| AGENDA | <ol style="list-style-type: none"> 1. Welcome and introductions 2. Review of vacant committee seats 3. Advisory Committee Charter discussion <ul style="list-style-type: none"> • Purpose and mandate • Operating rules (including conflict-of-interest and logistical aspects) • Roles and responsibilities | |

MEETING INFORMATION

- Potential topics of discussion
- 4. Any other business
- 5. Planning next meetings
- 6. End of meeting

These minutes are not a verbatim report, but a summary of the main topics that emerged from the discussions. They aim to reflect the comments, suggestions, and concerns raised during the meeting.

MEETING HIGHLIGHTS

ACTION ITEMS

| | |
|--|------------------|
| Contact the Ontario Rivers Alliance to ask for a representative on the committee. | Committee member |
| Send the contact information of the alternate for the Kirkland Lake Multicultural Group to TES. | Committee member |
| The Agnico team will check internal capacity for additional Advisory Committee meetings and follow up with the committee | Agnico Eagle |
| Share the committee contact list to every member and alternate of the committee | TES |
| Contact the Métis Nation of Ontario (MNO) to inform them of a member's interest to represent them on the Advisory Committee. | Agnico Eagle |
| Reach out to the interested McGarry township citizen to offer to join the Advisory Committee. | Agnico Eagle |
| Ask McGarry township to designate a representative for the Advisory Committee. | Agnico Eagle |

WELCOME AND INTRODUCTIONS

Elizabeth Robertson, the meeting facilitator, welcomes the participants and notes that the meeting was supposed to be held in person, but had to be moved online due to weather conditions. She introduces Transfer Environment and Society (TES) and its role. TES is a consulting firm specializing in community engagement, supporting large projects in their outreach and stakeholder relations. The firm facilitates dialogue between communities and project proponents and works across various sectors, including mining. TES has been involved with the Upper Beaver Project since 2019.

Elizabeth then presents the objectives of this first Advisory Committee meeting:

- Introduce the members, alternates and team members who make up the Advisory Committee.
- Discuss, adjust, and adopt the Advisory Committee charter, including the operating rules.

She reviews the agenda and asks if participants have any additional topics to discuss; none are raised.

She then invites participants to introduce themselves, naming the sector or organization they represent and saying a few words about their connection to the area. They are also asked to choose one word to describe what they hope to bring to the committee.



Here are the words participants chose:



REVIEW OF VACANT COMMITTEE SEATS

Elizabeth shares an update on the Advisory Committee's composition, noting that Mike Chaves has replaced Mike O'Hara as the Beaverhouse Lake alternate. She then reviews the vacant seats and asks members who don't yet have alternates for their sector for their suggestions.

| QUESTIONS AND COMMENTS | |
|------------------------|---|
| Q & C 1 | There is a lot of interest in the alternate position for Larder Lake. I will work on finding an alternate. |
| Q & C 2 | There are a couple of people thinking about joining as an alternate for Kirkland Lake, including someone I think would be an asset for the Committee. |

Elizabeth mentions that there is a seat available for second environmental organization and asks participants if they know of another organization that might be interested in joining the committee.

| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|---|
| Q & C 3 | I think it's important that the Ontario Rivers Alliance is on the Advisory Committee. I will contact them. | Amy mentions that she has already contacted the Ontario Rivers Alliance and that it would be appreciated if the member could follow up. |
| Q & C 4 | I am wondering about the Métis Nation of Ontario (MNO) seat. | Elizabeth says that Agnico Eagle has reached out, but the MNO has not yet expressed interest in the Committee. |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|---|
| | I am informing you that I am a member and can represent them, if necessary, in addition to the sector I am currently representing. | Amy suggests she contact the MNO to let them know of the member's interest. They could then reach out to the member directly if they want to be represented on the committee. |
| | Yes, that would be okay. | |

Amy says that she reached out to Northern College regarding the seat for Employment and Training organizations. While there was initial interest, the timing isn't ideal due to the significant budget cuts they've recently experienced. Once the situation stabilizes, they may reconsider their involvement.

| QUESTIONS AND COMMENTS | |
|------------------------|--|
| Q & C 5 | I recently spoke with Northern College and heard that they will have more availability in a few weeks and would be interested. They will be in contact with Amy. |
| Q & C 6 | An alternate has been appointed for the Kirkland Lake Multicultural Group. Their contact information will be sent to TES. |
| Q & C 7 | Nobody has volunteered to be an alternate for the Kirkland District Game and Fish Association, but I could appoint someone. |

Elizabeth clarifies the role of the observers on the Advisory Committee. They represent the municipalities and are there to provide input and expertise, but will not be directly involved in the committee's decision-making. The municipalities of Larder Lake, Kirkland Lake and Dobie were invited to send representatives. There is already a representative present today from Kirkland Lake, and Amy indicates that someone from Larder Lake will most likely join as well. She adds that the citizen representative for Dobie also works for the town and could be representing two seats. The representative agrees.

Elizabeth adds that municipal bodies are asked to send staff members as representatives, rather than elected officials, to avoid political discussions within the Advisory Committee.

| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|---|--|
| Q & C 8 | <p>Would it be possible for McGarry Township to have a representative as well?</p> <p>There is a lot of travel from Agnico workers in that area as well as another mining project in that area.</p> | Amy states that someone from Virginia Town expressed interest in joining the committee during the meeting to create the committee in February. |
| Q & C 9 | I agree that McGarry Township should be represented. | |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|--|
| Q & C 10 | The McGarry township mayor and town council are interested in this project. I think their voice would be an asset to the committee. | Elizabeth suggests adding 2 seats: one for citizens and one for the township as an observer. |
| Q & C 11 | A lot of people in the township also work for Agnico. | |

The committee decides to add a member seat for citizens and an observer seat for McGarry township. Amy says she will reach out to the interested citizen and ask the township to designate a representative.

ADVISORY COMMITTEE CHARTER DISCUSSION

5.1. Purpose and mandate

Elizabeth reviews the proposed purpose and mandate of the committee, which were presented at the meeting to create the committee. A full proposed charter was also sent out to committee members for review in advance of the first committee meeting. She asks if anyone has questions.

| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|--|
| Q & C 12 | There needs to be room for more discussion, questions and answers. We'd like Agnico experts to come explain how the project was designed and if our concerns were considered. Could the mandate reflect that? | Elizabeth reads the sections of the current mandate that reflect these concerns. Amy indicates that experts will be present at the upcoming workshops related to the Impact Statement. The topics covered in the workshops could also be brought forward for discussion at the Advisory Committee. |
| Q & C 13 | The committee is to provide advice and share our concerns to the mine. Who will that advice go to? Does it remain with the local team, or will it reach the engineering team and decision makers? We'd like the response to come back from the more senior level. | Amy confirms that all feedback the local team has received, and continues to receive, is forwarded to Agnico Eagle's engineering team and corporate management. Elizabeth adds that it's important that Agnico Eagle let the committee know whether its recommendation was followed or not, along with the reason for the decision. Amy agrees. |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|---|--|
| Q & C 14 | <p>We need to know the name of the senior people who design the mine. We would like to meet them.</p> <p>It's a major concern that the mine is so close to us. I don't believe senior people have even heard from us. We want to see the trail of what is done with our feedback.</p> <p>It doesn't seem that any of our feedback has been integrated in the design of the project.</p> | Elizabeth agrees that Agnico Eagle has a responsibility to consider the committee's recommendations. |
| Q & C 15 | What is the connection between the Advisory Committee and the Impact Statement? | Elizabeth clarifies that though the committee's input will be important for the Impact Statement, the committee was not put in place solely for that purpose. The committee has a broader role to play, and its work is expected to extend beyond this phase. |
| Q & C 16 | All the committee members should receive a copy of the initial project description as well as the documents sent to the IAAC. I also think that there are guidelines from the IAAC about the roles of committees. | Elizabeth reminds the member that the purpose of this first meeting is to discuss the Advisory Committee's charter. |
| Q & C 17 | We shouldn't rush the discussion about the charter. If we need more than one meeting, that's ok. Because that will impact the consensus building, we need to be thorough. | Elizabeth says she understands not wanting to rush through the adoption of the charter, however once it is adopted, the committee can begin discussing more substantive issues. She suggests discussing the Impact Statement at our next meeting once the charter is approved. |
| Q & C 18 | I have a concern about the purpose of the Committee. There is no mention of the relationship between the committee and the IAAC guidelines. I'm sure the IAAC would be happy to explain it to the | Elizabeth agrees it would be a good idea to bring in someone to speak about the impact assessment process. |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|---|
| | <p>Advisory Committee. I'd be happy to call the IAAC.</p> <p>Agnico must show how the feedback of the committee is integrated in the project.</p> <p>It's important that the committee understands our responsibility to this process.</p> | |
| Q & C 19 | Maybe Agnico should set up a fund to contribute to the communities. | |
| Q & C 20 | There are specific guidelines for this type of committee. | In Quebec, these kinds of committees are required by law. When a mining company moves into its operating phase in Quebec, it has to set up a committee. However, in Ontario, and at the federal level, this kind of committee is not mandatory. This is why the charter refers to "a voluntary engagement mechanism". |
| Q & C 21 | How many meeting is the committee going to have? | Elizabeth indicates that 3 to 4 meetings a year was suggested. Meeting frequency is covered in the next section of the charter, under "Operating Rules". |
| Q & C 22 | With community and Indigenous relations, along with various topics. There's a lot to cover. Given the scope, should we consider holding more meetings? | Elizabeth suggests that this is one option. It may be challenging for the entire committee to commit to additional meetings. However, it is possible to establish subcommittees to address specific issues. |
| Q & C 23 | I see many subjects from different themes that the committee could discuss, all of them important. The scope of the Advisory Committee is going to widen over time. | Elizabeth explains that while we don't want to rush, the goal for tonight is to adopt a charter that gives the committee enough flexibility to operate effectively. It can be refined over time, but the goal is to start addressing substantive issues soon. |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|---|--|
| Q & C 24 | <p>I did a lot of research about our options as a committee. There are a lot of opportunities. I agree that with everything happening regarding the Impact Statement, four meetings a year doesn't seem sufficient to cover everything.</p> <p>The only people advising us on how a committee should work is the proponent and TES.</p> | |
| Q & C 25 | Is there an Impact Benefit Agreement (IBA) with Beaverhouse First Nation? | Amy indicates that since the mine is not in operation, there are no IBAs yet. Elizabeth adds that there is a separate, more formal engagement process with the Indigenous communities. |
| Q & C 26 | I would be on board if there were more frequent meetings. | |
| Q & C 27 | I agree. In my experience, things keep progressing whether we are meeting or not. More frequent meetings need to occur so that our feedback can be included in the project. | Elizabeth asks the group what meeting frequency would be preferred. |
| | Monthly or every two months. | |

5.2. Operating rules

Elizabeth presents the operating rules, emphasizing that the approach is to keep it simple and start with fewer rules. If more are needed, they can be added.

| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|---|
| Q & C 28 | The committee cannot decide about recommendations for other communities. | <p>Elizabeth explains that what we mean by consensus is that the committee works together to find a solution everyone can live with.</p> <p>If there are dissenting opinions, this will be noted.</p> <p><i>Note from Elizabeth after the meeting: I was wrong here, because I gave the impression that committee recommendations need to be consensus-based. They don't! Aiming for consensus applies to decisions the committee makes about the way it operates, not the recommendations it makes to Agnico Eagle. Recommendations should include the variety</i></p> |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|---|--|
| | | <i>of perspectives around the table. (Please see #11 in the proposed Charter Operating Rules)</i> <i>My apologies for the confusion.</i> |
| Q & C 29 | I agree that all opinions should be gathered by the committee, and we should not suppress other groups' opinion if a consensus is not reached. | Elizabeth indicates that all opinions will be noted in the minutes of the meetings. |
| Q & C 30 | The committee's advice should be documented separately from the minutes in a simpler document. This document should outline the advice provided by each organization/area, especially in cases where there is no consensus. We should be careful about whose advice is communicated so no one is silenced. | |
| Q & C 31 | Could you please clarify the committee's role within the various engagement activities related to the project? I am aware of the discussions with the townships as well as separate engagements with Matachewan First Nation. | Elizabeth confirms that the Indigenous engagement is a separate process. Amy indicates that Agnico also engages with the Townships of Dobie and Larder Lake. Projects updates are presented to the Mayor and town council of Kirkland Lake in collaboration with Macassa. Community-wide engagement activities are also organized regularly. |
| Q & C 32 | With these other engagement activities in mind, what is the goal of the committee? Is it more informal? | Amy indicates that the committee is bringing different perspectives and different groups at the same table. It's an opportunity to see if there are shared concerns. There will also be other public engagement activities that everyone on this committee is invited to attend. Elizabeth explains that the committee is a place where representatives from different groups and sectors can hear each other's perspectives. It's also a place to dive deeper into subjects than is possible at public meetings and to find solutions through discussion. |



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|--|
| Q & C 33 | <p>An issue with public meetings featuring experts is that the other people don't benefit from all the questions asked. Typically, only the person interacting with the expert gets answers to their questions.</p> <p>Another member of the committee has background in permitting mine in the North and impact on communities.</p> | |
| Q & C 34 | <p>The mine is being reviewed by the IAAC. Is this committee going to be referenced in their evaluation? The committee is a great opportunity to identify concerns and find mitigation measures.</p> | <p>Yes, all the engagement activities will be included in the Impact Statement, including the committee's work.</p> <p>However, the committee was not created specifically for the Impact Statement, it has a broader mandate.</p> |
| Q & C 35 | <p>We want to have a space to express our concerns and get expert information in a deep and meaningful way. Not like what we've had so far.</p> | <p>Elizabeth indicates that frequency of meetings should aim to be accessible in terms of workload to ensure participation. Subcommittees would be one way to do that.</p> |
| Q & C 36 | <p>All of us have different concerns and levels of expertise, I think a few more meetings would be needed even with the subcommittees.</p> | <p>Elizabeth asks participants how they feel about meeting every other month.</p> <p>A few people nod in agreement.</p> |
| Q & C 37 | <p>It's a good start. If there are no subcommittees, maybe monthly would be better.</p> | |
| Q & C 38 | <p>It's a start, we need to be flexible.</p> | |
| Q & C 39 | <p>I assume there will be connections made and informal meetups. Is this allowed?</p> | <p>Elizabeth answers that, of course, people can meet up, but this would not be an official committee meeting.</p> <p>She adds that there is a financial aspect to consider when adding more meetings.</p> |

Kishan remarks that there seem to be a preference for bi-monthly meetings. The Agnico Eagle team will check internal capacity and follow up with the committee. Amy agrees. She indicates that it would be lovely to meet monthly but considering the small team and three upcoming workshops in the following months as well as the summer BBQ, which are all activities featuring experts, she wants to avoid overcommitting and underdelivering. She asks members to consider participating in these other engagement activities.



| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|--|---|
| Q & C 40 | If the other members are up for it, we could create a chat through social media to discuss and prepare for meetings. | |
| Q & C 41 | I was thinking the same thing. | |
| Q & C 42 | Maybe the committee wants to consider having a contact list for everyone. | Elizabeth indicates that everybody's e-mail is already in the meeting invitation, but a proper contact list can also be shared with everyone. |

ANY OTHER BUSINESS

Amy presents details about the upcoming workshops related to the Impact Statement. The Atmospheric Environment Workshop is scheduled for April 16 from 6:00 p.m. to 8:30 p.m. and will cover key topics such as noise, air quality, vibration, and ambient light.

A few changes to the format have been made since the last meeting where this was announced. There will not be breakout rooms, everyone will receive the same information, and feedback will be gathered by TES.

Postcard invitations are expected to arrive this week, and the email invitation will be sent out tomorrow. Following the workshop, a feedback form will be distributed, and future sessions will be adjusted accordingly.

Stay tuned for upcoming workshops on **Water** and **Land Use**! Amy hopes to see everyone there.

| QUESTIONS AND COMMENTS | | ANSWERS |
|------------------------|---|---|
| Q & C 43 | I assume you have all the information already. Can you send out a PDF with information prior to the workshop? | Amy indicates that the presentation from the Impact Study consultants is not ready yet. Information will be shared in advance, if possible, but this might not be the case. |

FINAL STATEMENTS AND MEETING CLOSURE

Elizabeth provides a quick overview of the standard meeting agenda proposed in the Charter. The next meeting will not follow this agenda but will be a continuation of the current discussion. Additionally, we will discuss the topics to be covered in subsequent meetings.

TES will distribute another Doodle poll to schedule the next meeting.

Elizabeth thanks everyone for attending the meeting.



FOR REVIEW

**APPENDIX I
PRESENTATION**



FOR REVIEW



Upper Beaver Project

Welcome to the
first meeting of the
Advisory
Committee!

Monday, March 31, 2025
Virtual



TRANSFER ENVIRONMENT AND SOCIETY (TES)

Founded in 1987, Transfer Environment and Society (TES) offers a unique expertise in multi-stakeholder engagement, consultations, meeting facilitation and coordination, and community relations.

Our goal is to foster meaningful conversations between communities and project proponents.

TES currently oversees **40 committees**.

OUR TEAM TODAY



Elizabeth Robertson
Facilitator



Roxanne Breton
Note taker



Objectives of the meeting



- Introduce the members, alternates and team members who make up the Advisory Committee.
- Discuss, adjust, and adopt the Advisory Committee charter, including the operating rules.

Proposed agenda

- | | |
|------------|--|
| 5 :00 p.m. | Welcome |
| 5 :05 p.m. | Introductions |
| 5 :25 p.m. | Review of vacant committee seats |
| 5 :40 p.m. | Advisory Committee Charter discussion <ul style="list-style-type: none">• Purpose and mandate• Operating rules <i>(including conflict-of-interest and logistical aspects)</i>• Roles and responsibilities• Potential topics of discussion |
| 6 :40 p.m. | Any other business |
| 6 :50 p.m. | Planning next meetings |
| 7 :00 p.m. | End of the meeting |





INTRODUCTIONS



Introduce yourself

- Your name
- The sector or organisation you represent
- Your connection to the area



Please answer this question

In one word: what do you hope to bring to the committee?



REVIEW OF VACANT COMMITTEE SEATS

| Category | Members | Alternates |
|---|--|---|
| Citizens | Roger Bechard, Dobie | Dianne Quinn, Dobie |
| | Simon Jutras, Beaverhouse Lake | Mike Chaves, Beaverhouse Lake |
| | Bruce Dudgeon, Larder Lake | |
| | Lori Yamka, Kirkland Lake | |
| | Don Campbell, King Kirkland | Kyle Sayer, King Kirkland |
| Environmental organizations | Doug Desjardins, Misema Blanche River Alliance (MBRA) | Deb Richard, Misema Blanche River Alliance (MBRA) |
| | | |
| Employment and training programs | | |
| | | |
| Socio-economic and community organizations | Emma Archer, Kirkland Lake Chamber of Commerce and KDCDC | |
| | Maria Hekkert, Multicultural group | |
| | Tom Woollings, Kirkland District Game and Fish | |
| Local Indigenous Nations | Chelsea Tremblay, Apitipi Anicinapek Nation | |
| | Burt McKenzie, Beaverhouse First Nation | Terence Fortin, Beaverhouse First Nation |
| | Brianne Doyle, Matachewan First Nation | Kayla Schram, Matachewan First Nation |
| | To be filled (Timiskaming First Nation) | |
| | To be filled (Métis Nation of Ontario) | |

OBSERVERS

| Category | Members |
|----------------------------------|------------------------------|
| Municipality or municipal bodies | Dobie |
| | Larder Lake |
| | Dan Laverdure, Kirkland Lake |
| Subject experts | By invitation |

PERMANENT MEMBERS

| Category | Members |
|------------------------------|---|
| Agnico Eagle representatives | Amy Danchuk, Senior Community Relations Coordinator |
| | Kishan Leakram, Operations Manager |
| TES | Elizabeth Robertson, facilitator |
| | Roxanne Breton, note-taker |



COMMITTEE CHARTER: DISCUSSION, ADJUSTMENTS, AND ADOPTION

Purpose and mandate

PURPOSE

The Advisory Committee is a voluntary engagement mechanism initiated by Agnico Eagle to foster open dialogue with representatives of local communities and organisations and share information as the Upper Beaver Project evolves. It is a place where issues can be discussed as they arise, and problems solved collaboratively.

MANDATE

The Committee's mandate is to:

- Create a space for dialogue and information sharing between Agnico Eagle and the individuals and groups affected by the Upper Beaver Project.
- Develop a shared understanding of the environmental, social, and economic issues (challenges and opportunities) associated with the Project's development.
- Collaborate on finding solutions to issues surrounding the Project as they arise.
- Act as an information relay to the Project's communities, sharing agreed upon information.
- Identify and bring forward community concerns related to the Project.
- Make recommendations to Agnico Eagle to influence and improve its practices and approaches and maximize the anticipated benefits of the Project to the community.

Proposed operating rules for the committee

The Committee's operating rules remain free of excessive formalities. Their purpose is to establish a simple framework for how the committee functions. These rules help maintain order, transparency, and accountability, fostering a collaborative and effective environment for achieving the committee's goals. Additionally, they encourage respectful dialogue between the Committee's members, ensuring that discussions remain constructive and aligned with the Committee's mandate.

1. **Culture:** Members are committed to fostering a culture of trust, good faith, and respectful communication.
2. **Conflict-of-interest declaration:** Members who have a business relationship with Agnico Eagle must disclose it to the Committee or any other potential conflict related to the matters or objectives of this Committee.
3. **Meeting frequency:** The Committee aims to meet 3 to 4 times a year. The number of meetings can be adjusted as needed with the agreement of the members.
4. **Topics:** The topics of discussion are determined and approved by the Committee members.
5. **Expert advice:** The Committee may call upon experts to contribute to the group's reflection, as needed and as is reasonable.

Proposed operating rules for the committee

6. **Subcommittees:** The Committee may create subcommittees to address specific topics.
7. **Confidentiality:** From time to time, the Committee may be given access to confidential, preliminary information about the project. In these cases, members agree not to share the information publicly.
8. **Meeting minutes:** Minutes of the meetings, once approved by the members, will be publicly available on the Upper Beaver Project website.
9. **Role of alternates:** Committee members may ask their alternates to replace them at meetings. Alternates are designated in advance and come from the same category as the regular member. Members are responsible for notifying and passing on relevant information to their alternate. Both members and alternates are included in the distribution list and receive information related to the work of the Committee.
10. **Attendance:** If a member is absent from 2 consecutive meetings without justification, they are invited to express interest in continuing their involvement with the Committee. In the event of a third consecutive absence, the Committee will decide whether or not to replace the member within the group.
11. **Consensus-based:** The Committee aims to make its decisions by consensus.
12. **Changes to these rules:** The Committee can make changes to these operating rules as needed, provided the changes are made by consensus.



AGNICO EAGLE'S CONTRIBUTION TO THE COMMITTEE

- Plan, coordinate, and provide logistical support (e.g., meeting space, technology) for Committee meetings.
- Provide representatives to participate in each Committee meeting and answer questions.
- Prepare the necessary information and material conducive to effective and comprehensive discussions during Committee meetings.
- Follow up on Committee recommendations and suggestions, and explain the reasoning behind Agnico Eagle's decisions regarding topics discussed with the Committee.



MEMBERS' CONTRIBUTION TO THE COMMITTEE

- Review information provided by Agnico Eagle in order to share their questions, concerns, and comments during the meetings.
- Inform Agnico Eagle of the various issues and concerns relating to the Upper Beaver Project shared by their respective communities, groups, and organisations.
- Actively participate in the search for solutions as issues arise.
- Formulate opinions and proposals on possible solutions to be explored, as well as actions to be taken or commitments to be made by Agnico Eagle.

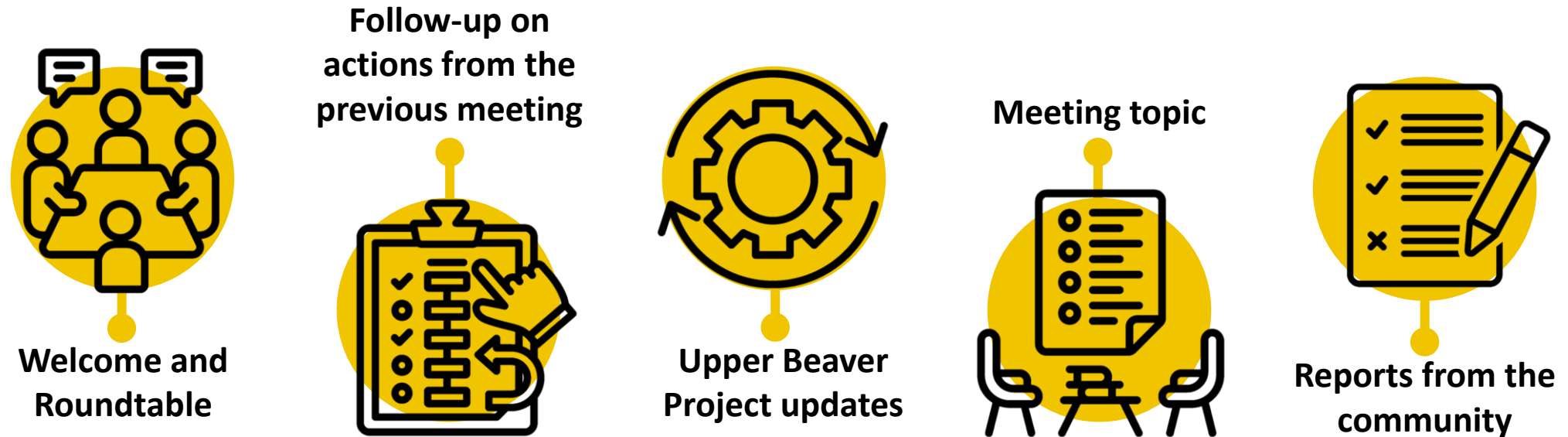


THIRD PARTY'S CONTRIBUTION TO THE COMMITTEE

- Assist in planning and coordinating Committee meetings.
- Assist Agnico Eagle in preparing the material to present to the Committee.
- Facilitate the Committee meetings so they are conducive to open, honest, and respectful discussions.
- Draft the meeting minutes and the annual report.

Example of standard meeting agenda

The meeting agendas can follow this model:



Potential topics to be covered by the committee

The following topics are part of a non-exhaustive list of topics that could be discussed by the Committee.

Most of these topics have been suggested by community members:



- The project’s environmental impacts (i.e., project footprint, open pit, wildlife, water quality, etc.), per the project’s design and Committee members’ interests, particularly as they relate to the Impact Assessment process.
- Roads and mining traffic.
- Housing needs for incoming workers.
- Women and children’s safety.
- Use and transportation of chemicals.
- Training opportunities.
- Closure plans.



ANY OTHER BUSINESS

Virtual workshops

First workshop: Atmospheric Environment – April 16 from 6:00 p.m. to 8:30 p.m.

Featured topics:

Noise



Air Quality



Vibrations



Ambient light



This is the first workshop in a series. Stay tuned for upcoming workshops on **Water** and **Land Use!**



PLANNING NEXT MEETINGS

Next meetings



- Set the dates for the next meetings.
- Location of the next meetings.
- Communication and planning preferences.



AGNICO EAGLE

Thank you

Trading Symbol:
AEM on TSX & NYSE

Investor Relations:
416-847-8665
info@agnicoeagle.com

agnicoeagle.com

