

ADVISORY COMMITTEE

Agnico Eagle – Upper Beaver Project

Minutes – Meeting #2

MEETING INFORMATION		
DATE	April 29 th , 2025	
TIME	5:00 P.M. – 7:00 P.M. EST	
LOCATION	Dobie Community Hall and Zoom	
PARTICIPANTS	Members and alternates	Present
	Simon Jutras, Beaverhouse Lake	✓
	Roger Bechard, Dobie	✓
	Dianne Quinn, Dobie	✓
	Don Campbell, King Kirkland	✓
	Kyle Sayer, King Kirkland	✓
	Lori Yamka, Kirkland Lake	✓
	Bruce Dudgeon, Larder Lake	✓
	Deb Richards, Misema Blanche River Alliance (MBRA)	✓
	Chelsea Tremblay, Apitipi Anicinapek Nation	✓
	Burt McKenzie, Beaverhouse First Nation	✓
	Terrence Fortin, Beaverhouse First Nation	✓
	Kayla Schram, Matachewan 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	✓
AGNICO EAGLE	✓ Amy Danchuk, Senior Community Relations Coordinator ✓ Kishan Leakram, Operations Manager	
FACILITATION	✓ Elizabeth Robertson – Facilitator – Transfer Environment and Society (TES) ✓ Roxanne Breton – Coordinator – Transfer Environment and Society (TES)	
AGENDA	1. Welcome and introductions 2. Introducing new members 3. Community engagement overview 4. Discussion and adoption of the Advisory Committee Charter <ul style="list-style-type: none"> • Purpose and mandate • Operating rules (including conflict-of-interest and logistical aspects) 	

MEETING INFORMATION	
	<ul style="list-style-type: none"> • Roles and responsibilities • Potential topics of discussion <ol style="list-style-type: none"> 4. Prioritizing topics for the next meetings 5. Any other business 6. Planning next meetings 7. End of meeting

NOTE: 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	
Share the link to the Upper Beaver project page on the IAAC website	TES
Send the survey to prioritize topics for the next meetings of the Advisory Committee	TES
Send the adopted Charter to the committee members	TES
Look into cloud storage options to share documents with members	Agnico Eagle

WELCOME AND INTRODUCTIONS

Elizabeth Robertson, the meeting facilitator, welcomes everyone and Amy Danchuk, Agnico Eagle's Senior Community Relations Coordinator for the Upper Beaver project, thanks participants for being there. Elizabeth introduces her colleague Roxanne and their firm, Transfer Environment and Society (TES). She then presents the word cloud gathered at the last meeting of the Advisory Committee, where participants were asked to answer the question: "In one word: what do you hope to bring to the committee?"

Then, Elizabeth asks participants to choose one word to describe what they hope to accomplish this evening. Here are the words participants choose:



Six people chose the word: “agenda”. Elizabeth says she understands that it’s a priority for participants to get through the agenda this evening and recognizes that the last meeting got a little off track. She says she’ll do her best to guide the Committee through the agenda items within the time allotted.

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

- Discuss, adjust, and adopt the Advisory Committee Charter, including the operating rules.
- Identify and prioritize discussion topics for the upcoming meetings.

Elizabeth goes over a few guidelines to help the meeting run smoothly and reviews the agenda, which includes addressing the different sections of the Charter. Elizabeth suggests removing the section called “potential topics to be covered by the committee” from the Charter itself and discussing them separately, after the Charter’s adoption. There are no objections.

INTRODUCING NEW MEMBERS

Elizabeth then introduces members that have joined the committee since the last meeting. Amy adds that she has reached out to the suggested members from McGarry Township but has not yet received a response. She will keep trying.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 1	How are the alternates going to be kept informed of the activities of the committee?	Elizabeth states that the alternates will stay on the distribution list, and it will be the members’ responsibility to inform them if they need to be replaced for a meeting.
Q & C 2	A member mentions she contacted the VP of Northern College to join the committee. She's unsure why he's absent today.	Roxanne, the meeting coordinator, replies that she forwarded him the invitation but received an automatic out of office e-mail.

COMMUNITY ENGAGEMENT OVERVIEW

Amy presents an overview of the planned engagement activities for 2025. The first workshop related to the impact assessment took place in April and focused on topics related to the atmospheric environment. Two more workshops are planned: one on May 21st, about land use, and another in June focusing on water. She adds that the workshops are not the only opportunities to provide feedback on the Impact Assessment; it is an ongoing conversation.

Based on community input, updated information on the Impact Assessment and answers to questions will be provided at the summer BBQ. Amy then provides an overview of the other engagement initiatives Agnico Eagle has conducted so far, including engagement with Indigenous Nations.

ADVISORY COMMITTEE CHARTER DISCUSSION



Elizabeth begins by presenting how input on the Charter was gathered and how the document has evolved since the last meeting. Following the March 31 meeting, a few adjustments were made based on the discussions at the meeting. The updated version of the Charter was then shared with members, with changes marked in blue. Members were invited to review the document and provide feedback, using the guiding question: “Can I live with this?” as a guide. If the answer was no, they were asked to suggest specific revisions.

TES followed up by offering one-on-one calls to Advisory Committee members to discuss the Charter. Three of these discussions took place. In total, five individuals said they were comfortable with the Charter as it was, while three others shared questions and proposed changes in writing. Some of this feedback has been integrated into the version presented today. There was also a request to remove the Agnico Eagle branding from the presentation slides.

Elizabeth shares three general questions TES received:

Q: Are the meetings being recorded for transcription purposes, and if so, what happens with those recordings afterwards?

A: No, the meetings are not recorded. The minutes are drafted based on Roxanne’s notes. If a note taker is unavailable, the meeting may be recorded solely for the purpose of drafting the minutes. The recording would then be deleted once the minutes are finalized.

Q: Please share with AC members and observers the Detailed Project Description sent to the IAAC and the IAAC’s Tailored Impact Statement Guidelines. By having a look at those, AC members can get a feel for the many aspects involved in this project.

A: TES will share the link to the Upper Beaver project page on the IAAC (the Impact Assessment Agency of Canada) website.

Q: What is the legal standing of the Charter?

A: The Charter has no legal standing. The committee is an advisory body, not a decision-making one. Elizabeth also clarifies that the committee is not legally required but was established by Agnico Eagle on a voluntary basis. At the first meeting, there was some confusion about whether the committee was mandated under the Impact Assessment Act; however, it is not.

Other questions received from members prior to the meeting and related to specific sections of the Charter are addressed as the committee goes through the document.

Elizabeth explains what a committee Charter is and what it is not. She notes that it should be simple and concise enough to be useful, yet broad enough to allow the committee to evolve.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 3	It might be helpful if the facilitator or note taker made live edits to the Charter during the meeting and moving forward.	Elizabeth acknowledges the suggestion but explains that they won’t be making live edits tonight. While this approach can be useful, the goal of this meeting isn’t to wordsmith



QUESTIONS AND COMMENTS		ANSWERS
		the Charter, but to focus on its broader ideas and intent.
	Since the Charter is a living document and people tend to think in the present, I think it would be helpful to live edit in future meetings.	Elizabeth clarifies that while the committee can decide to make changes to the Charter in the future, it's not a "living document" in the sense that it won't be constantly changing.

5.1. Purpose and mandate

Elizabeth reads the proposed purpose of the committee and asks participants if they can live with it as written. Most say yes. One person abstains.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 4	What does "living with it" mean? I understand the purpose, but I'm not sure about the "living with it" part.	It's a form of compromise. It means that even if it's not worded exactly how each individual member might like it to be, is this a purpose and mandate that will allow the committee to function?
Q & C 5	I agree with the previous comment.	

Elizabeth suggests reading through the proposed mandate as well, and then looking at the purpose and mandate as a whole.

She mentions that a reference to the Impact Assessment was added to this section to reflect concerns and comments received.

Questions from members that were received prior to the meeting appear in the presentation. They are addressed one at a time, as the document is reviewed.

Q: Will the committee elect someone to facilitate meetings?

No, the committee will not elect someone to facilitate meetings. Facilitating discussions in a way that ensures everyone has a voice can be challenging, which is why TES has been asked to provide professional facilitation services. This ensures that the meetings are managed effectively, and that all perspectives are heard.

Q: Should this read - ESG, and economic impacts? (Environmental & Social Governance). Doesn't the IAP fall under that?

ESG terminology doesn't explicitly appear in the Impact Assessment Act or the Impact Assessment Agency of Canada (IAAC)'s regulations, because the Impact Assessment Act predates that concept. However, the substance of ESG principles is embedded in the framework, even if it's not labelled as such.

Q: What kind of information would fall under this point? ("Act as an information relay to the Project's communities, sharing agreed upon information")



“Agreed upon information” would be any topics of discussion that are not specifically designated as confidential.

Q: Is the underlined part a non-disclosure agreement (NDA), as in: AC members can only publicly express opinions that align with the agreed upon information?

There will be no NDAs, and committee members are free to express their own opinions.

Q: Should the committee actively gather feedback and track concerns through surveys, public meetings, and one-on-one discussions?

Conducting surveys and organizing public meetings is Agnico Eagle’s responsibility. Of course, members are encouraged to listen and bring forward any feedback they may hear, but they aren’t expected to represent everyone in their community or speak on their behalf. The idea is to have people from different groups on the committee in order to have a variety of perspectives around the table.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 6	Going back to the ESG question; doesn’t the impact assessment fall under ESG?	While the underlying principles of ESG are reflected in the Impact Assessment Act, the term itself does not appear in it, because the Act predates the concept of ESG.
	It’s not about adding things; it’s about having a framework.	Elizabeth agrees. She then adds that the concept of ESG is mostly used by companies in a more corporate setting and asks the member how they see it relating to the committee.
Q & C 7	Maybe I was thinking about a more corporate framework based on my experience. That makes sense then.	
Q & C 8	Can we not have both?	As mentioned earlier, ESG is a framework used in corporate governance and isn’t directly applicable to the scope of a citizen advisory committee.

Elizabeth goes around the table to asking if participants can live with the mandate as written. The following comments and questions are noted.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 9	I don’t see anything regarding impacts and mitigation measures.	This would be included in “Impact Assessment”.



QUESTIONS AND COMMENTS		ANSWERS
Q & C 10	Are you going to provide guidelines on how the committee will be represented in regard to the impact assessment process?	Feedback from all the engagement activities will be considered by Agnico Eagle in the Impact Assessment. Though the committee will have more opportunities to provide feedback through its meetings.
	What is the role of the committee regarding the mitigation measures? I don't want to take too much time from the people on this.	Elizabeth suggests discussing this later since the mandate of the committee is broader than the Impact Assessment.
Q & C 11	I have some thoughts about the mandate, but I don't want to spend too much time on this.	
Q & C 12	I don't think me and another member got the Charter via e-mail.	Elizabeth apologizes and says TES will check the members' email addresses.
Q & C 13	I agree with the mandate as long as we keep public engagement and Indigenous engagement separate.	
Q & C 14	I agree with the purpose, but I must go back to the formulation "Can I live with it?" I don't think it establishes an agreement amongst participants.	
Q & C 15	I agree with the mandate.	
Q & C 16	<p>I'm okay with the mandate but hung up on the last point: "Make recommendations to Agnico Eagle to influence and improve its practices and approaches and <i>maximize the anticipated benefits</i> of the Project to the community."</p> <p>I don't want people to strive for personal benefits. We need to look for the interest of the environment and specific species as well.</p>	The goal is to interpret it as broadly as possible. In this case, "community" could also encompass the environment and wildlife since it's all part to the ecosystem.
Q & C 17	I agree with everything being concise, but the project is only mentioned on the last point.	Elizabeth reads through each point in the mandate to ensure the project is mentioned in each one.



QUESTIONS AND COMMENTS		ANSWERS
		We could refocus on the project itself later not to make it too wordy.

5.2. Operating rules

Elizabeth reads through the operating rules.

Regarding “conflict of interest” (operating rule #2), she reminds participants of the previous discussion regarding this topic. The question of conflict of interest was initially raised during the committee’s creation meeting when someone asked whether Agnico Eagle employees could serve as members. While some people felt excluding employees would avoid bias (actual or perceived), others pointed out the limited job opportunities in the region and emphasized that employees—particularly from Indigenous communities—could still represent their community’s interests with professionalism. Some participants supported a declaration-based approach, rather than outright exclusion.

In the end, at the committee’s creation meeting, it was decided the conflict-of-interest clause would be maintained for the time being, meaning employees could not serve on the committee. However, a commitment was made to revisit this decision once the committee was formed. The topic was not discussed further at the first committee meeting due to time constraints. Then, during the “mini consultation” between meetings, TES received mixed feedback from members. Some people felt the way the rule was written was too restrictive, while others thought it was too broad.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 18	I have a mechanical company that works with Agnico, we fix the heat for example, would it be a conflict of interest?	Elizabeth asks committee members what they think.
Q & C 19	As long as people declare their conflict of interest, it’s fine. (A few people agree.)	
Q & C 20	I do not see any issue with being part of the committee as a regular employee but would oppose if it was the president of the company or something like that.	
Q & C 21	I think declaring business relationship is a part of transparency.	
Q & C 22	I think it’s a case by case, except if the person was from upper management. If the conflict of interest is declared, the committee can decide. We are a small community and most people know one another.	
Q & C 23	I think declaring conflict of interest is really important, our culture of trust would be undermined if it wasn’t declared. If there is voting on certain issues, I would ask people with a conflict of interest to abstain.	Deciding on a case-by-case basis sounds fair.



QUESTIONS AND COMMENTS		ANSWERS
Q & C 24	Regarding the frequency of meetings (operating rule #3), if something comes up, can we be flexible?	Of course, the committee can be flexible if there is an urgent matter or specific topic that needs to be discussed.
Q & C 25	I suggest including a timeline for calling an additional meeting so everyone can participate.	Elizabeth adds that adding meetings would need to be done with the agreement of committee members.
Q & C 26	We can also consider subcommittees.	
Q & C 27	As long as it doesn't exceed 6 meetings a year too often.	
Q & C 28	<p><i>Question for another member related to a previous intervention (Q&C 11).</i></p> <p>Can you elaborate on what you meant by keeping public engagement and Indigenous engagement separate?</p>	The member in question answers that they want to keep consultations with Indigenous communities separate from public meetings and from the committee.

Elizabeth shares a question asked prior to the meeting about the topics discussed by the committee (operating rule #4):

Q: Who sets the agenda?

A: TES will send members a proposed agenda prior to meeting. The subjects will be based on the committee's previous discussions. The members are then welcome to review the agenda and propose changes.

Elizabeth reads through the other rules of operation.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 29	What does "reasonable" mean in operating rule #5 ("The Committee may call upon experts to contribute to the group's reflection, as needed and as is reasonable").	It would be a case-by-case discussion related to cost, time, and logistics. For example, if the committee asked for 10 experts to be flown in from Australia, that might be considered unreasonable. But if the committee wanted to invite experts working on the impact studies, that seems like a reasonable request.
Q & C 30	Would a subcommittee (operating rule #6) be formed from representatives of this committee?	Yes.

Elizabeth explains the idea behind operating rule #7 ("confidentiality"). Confidentiality would only be requested in certain—limited—cases, and it would be clearly stated during the meeting. For example, if Agnico Eagle



wanted to share preliminary information with the committee that was not yet ready to be shared with the public. In such a case, the request would be to keep the information confidential only until its public release.

Elizabeth shares questions asked prior to the meeting on the same topic:

Q: Does the confidentiality clause imply signing an NDA?

A: No. There will be no NDAs for the committee.

Q: How will this confidentiality impact the way municipal observers relate to their councils?

A: If municipal observers feel uncomfortable with knowing certain confidential information, they could step out of the room when it is shared.

Roxanne adds that cases in which confidential information is presented to this type of committee are usually rare.

Elizabeth asks if everyone agrees with the confidentiality clause. No objections are noted.

She continues with the other proposed operating rules.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 31	If the meeting minutes are publicly available (operating rule #8), I'm wondering about the neutrality of having them on the Upper Beaver website. Could we use another cloud space of some sort?	Elizabeth highlights that while the facilitation is done by a neutral third party (TES), the committee remains an Agnico Eagle initiative. Roxanne notes that for similar committees, minutes are typically posted on the company's website to make them accessible to the community and those interested in the project.
	My concern is not only the minutes. It's fine for the minutes to be on Agnico's website, but there are also a lot of other documents. Maybe we should have some place to store our documents.	Amy suggests a SharePoint platform could be established.
Q & C 32	Does the attendance rule (operating rule #10) only concern the member or their alternate as well?	It would apply only if the member is absent and not replaced by their alternate.
Q & C 33	I'm still stuck on the word consensus. It's from such a diverse group, there might be individuals that want to move	Consensus doesn't require a vote or majority agreement. It means working towards a



QUESTIONS AND COMMENTS		ANSWERS
	forward while others want to keep discussing. What is a consensus?	<p>solution that everyone can accept or live with.</p> <p>Roxanne adds that while this meeting requires consensus to adopt the Charter, most future discussion topics won't. Everyone's opinion will be heard and reflected in the minutes.</p>
Q & C 34	I don't really see what kinds of issues would require consensus.	Roxanne gives the example of deciding what actions to take if a member is repeatedly absent.
Q & C 35	If these cases happens then we can go to a formal vote.	

Elizabeth shares a question on the topic that was received prior to the meeting.

Q: What will be the process to reach consensus?

A: Consensus is reached through discussion.

5.2. Roles and Responsibilities

Elizabeth presents the roles and responsibilities of Agnico Eagle on the Advisory 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

She then shares the roles and responsibility of members:

- 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 organizations.
- 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.

She concludes this section by explaining the roles and responsibilities of the third-party facilitator:

- 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

She then answers questions asked prior to the meeting:

Q: What will be the content of the annual report that the facilitator will produce? What is the purpose of this report?

A: The annual report will not contain new information but rather summarize the minutes, including the number of meetings, topics discussed, issues raised, etc. It will also typically include pictures and key accomplishments of the committee throughout the year.

Q: Why doesn't the Charter contain details of what should be included in the minutes and how they should be drafted?

A: The content of the minutes is not included in the Charter to allow for adaptability over time, considering feedback from the committee, types of meetings, and various phases of the projects.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 36	Aren't the minutes a summary in it of themselves, or are they actual minutes?	The minutes are a summary of exchanges, not a verbatim transcript of the meeting.
Q & C 37	Will we be seeing the action items of the committee in the minutes?	Yes, but they will be anonymized when a member is responsible for the action item.

5.2. Standard meeting agenda

Elizabeth shares the proposed standard meeting agenda for the Advisory Committee, which would include a welcome and round table, follow-up on actions from the previous meeting, a project update, discussion of meeting topics, and a presentation about reports from the community.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 38	Could Agnico share the slides prior to the meeting, even if it's only an hour before? It would lead to more meaningful discussion.	Elizabeth and Amy say TES and Agnico will do their best to share the presentation slides in advance of the meeting.

Elizabeth asks if everyone agrees with the proposed standard meeting agenda. No objections are noted.

The Charter is officially adopted.



PRIORITIZING TOPICS FOR THE NEXT MEETINGS

To help the committee choose discussion topics for upcoming meetings, Elizabeth explains that she and Roxanne had planned an activity with two parts: 1) identifying topics of interest and 2) prioritizing them. However, due to time constraints, only the first part is conducted during the meeting. Participants are invited to suggest topics they would like to discuss over the next three meetings. TES will follow up with an online survey to allow members to prioritize the topics.

In-person participants write their suggestions on Post-it notes, while online participants contribute via the Zoom chat function. To inform the activity, a slide listing potential topics suggested by community members is shared.

The original plan was to use a Mentimeter survey to support hybrid participation, but since many in-person attendees did not have phones with them, the approach was adjusted accordingly.

A member notes that he shared an agenda proposal by email and distributes hard copies at the meeting. The topics in his document will be included in the prioritization survey.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 39	Is Agnico Eagle going to request our advice for specific topics?	Yes, the committee will be consulted if Agnico Eagle seeks community feedback on specific topics.
Q & C 40	Will you have an information package for the committee?	No information package has been prepared, but as previously mentioned, a link to the project page on the IAAC's website will be shared with all members.

FINAL STATEMENTS AND END OF MEETING

The committee then discusses scheduling the next meeting. Elizabeth suggests July, considering other planned activities, and asks participants which date and time would be most suitable. One member strongly opposes the idea of holding meetings on weekends. Roxanne suggests setting a date now and revisiting it closer to the time if needed.

A member suggests July 22 at 5 p.m., and there are no objections. The next meeting is set for July 22 at 5 p.m.

Elizabeth thanks everyone for attending.



APPENDIX I

PRESENTATION



UPPER BEAVER ADVISORY COMMITTEE

Meeting #2
Dobie Community Hall

April 29, 2025



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
Coordinator



A word cloud featuring various terms in blue and red. The words are arranged in a non-uniform, overlapping manner. The largest word is 'collaboration' in blue. Other prominent words include 'openness' (blue, vertical), 'education' (blue), 'clarity' (red), 'experience' (red, vertical), and 'science' (red, vertical). Smaller words include 'bridges', 'future', 'representation', 'environment', 'perspective', 'guidance' (blue, vertical), 'opportunities', 'intersection', 'knowledge', 'lightheartedness', and 'science'.

bridges

openness

representation

environment

perspective

future

clarity

education

experience

science

collaboration

guidance

opportunities

intersection

knowledge

lightheartedness



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 accomplish this evening?

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OBJECTIVES OF THE MEETING

- Discuss, adjust, and adopt the Advisory Committee charter, including the operating rules.
- Identify and prioritize discussion topics for the upcoming meetings.



TO HELP THINGS RUN SMOOTHLY



Please

1. Share speaking time, so everyone has a chance to contribute
2. Respect others' ideas
3. Stay on topic
4. Raise your hand when you want to speak



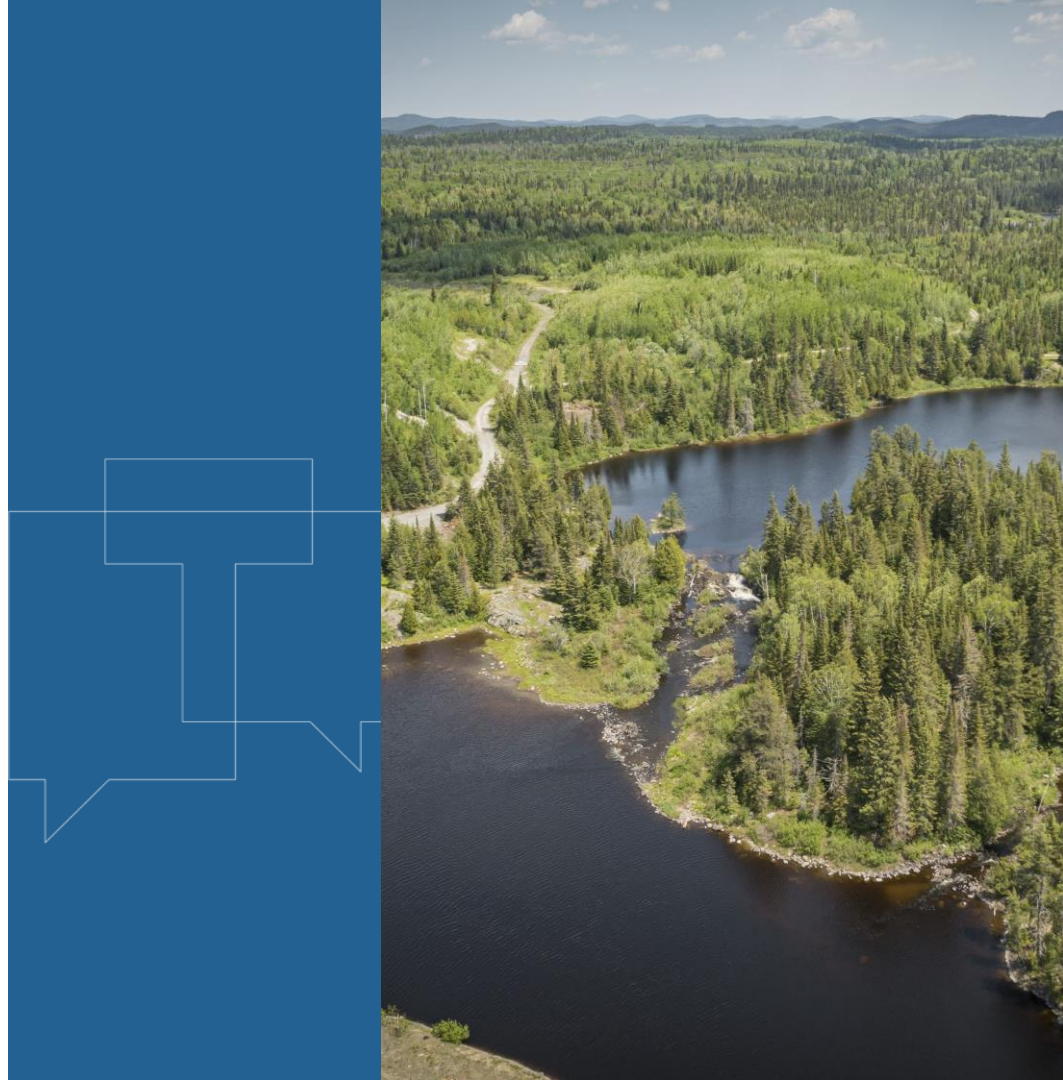
AGENDA



- 5:00 Welcome
- 5:05 Introducing new members
- 5:10 Community engagement overview
- 5:15 Discussion and adoption of the Advisory Committee Charter
 - Purpose and mandate
 - Operating rules (including conflict-of-interest and logistical aspects)
 - Roles and responsibilities
 - Potential topics of discussion
- 6:00 Prioritizing topics for the next meetings
- 6:50 Planning next meetings
- 6:40 Any other business
- 7:00 End of meeting



INTRODUCING NEW MEMBERS



Category	Members	Alternates
Citizens	Roger Bechard, Dobie Simon Jutras, Beaverhouse Lake Bruce Dudgeon, Larder Lake Lori Yamka, Kirkland Lake Don Campbell, King Kirkland Wendy Weller, McGarry Township	Dianne Quinn, Dobie Mike Chaves, Beaverhouse Lake Kyle Sayer, King Kirkland
Environmental organizations	Doug Desjardins, Misema Blanche River Alliance (MBRA)	Deb Richard, Misema Blanche River Alliance (MBRA)
Employment and training programs	Dean Lessard, Northern College	
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	Anna McPherson, Multicultural group
Local Indigenous Nations	Chelsea Tremblay, Apitipi Anicinapek Nation Burt McKenzie, Beaverhouse First Nation Brianne Doyle, Matachewan First Nation To be filled (Timiskaming First Nation) To be filled (Métis Nation of Ontario)	Terence Fortin, Beaverhouse First Nation Kayla Schram, Matachewan First Nation

OBSERVERS

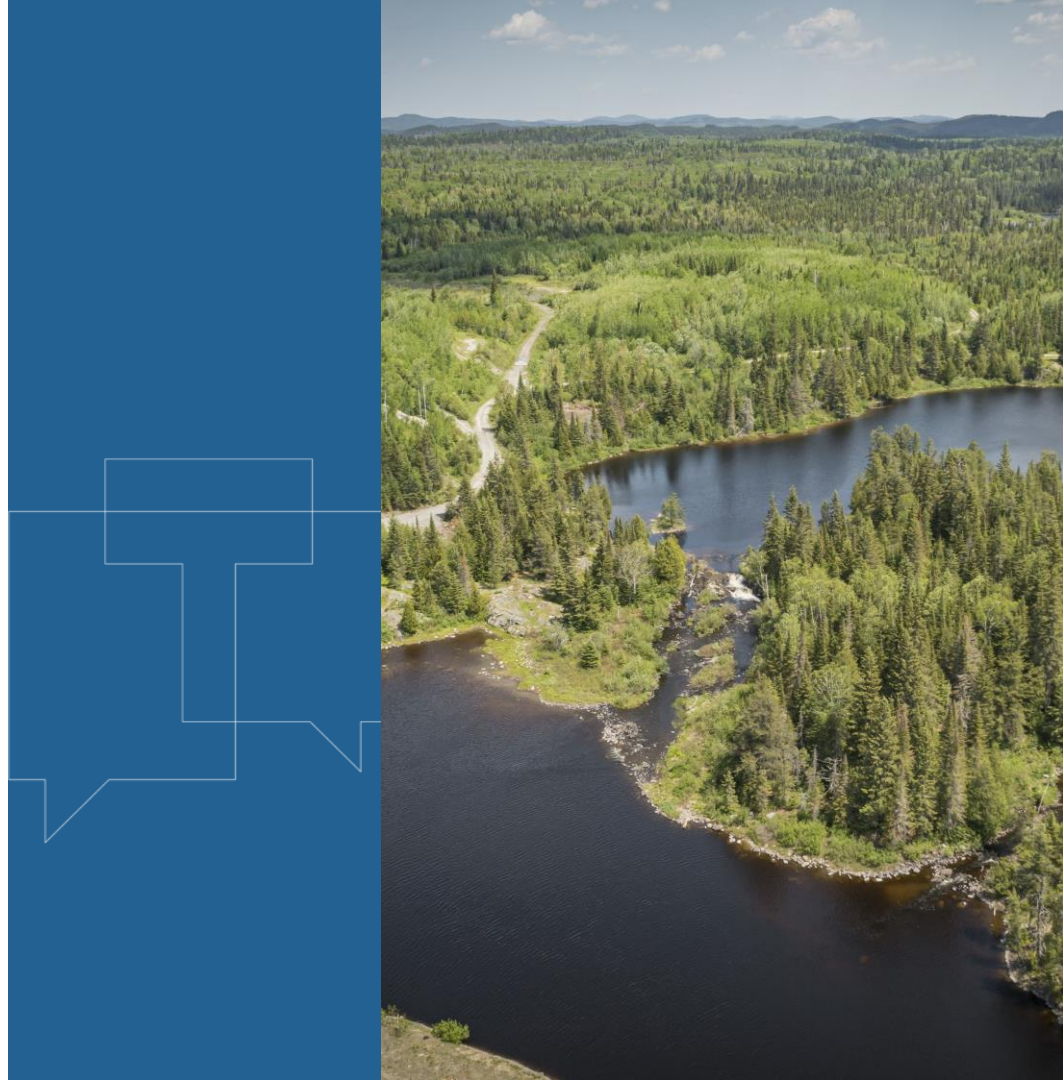
Category	Members
Municipality or municipal bodies	Dianne Quinn, Dobie Crystal Labbé, Larder Lake Dan Laverdure, Kirkland Lake McGarry Township
Subject experts	By invitation

PERMANENT MEMBERS

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



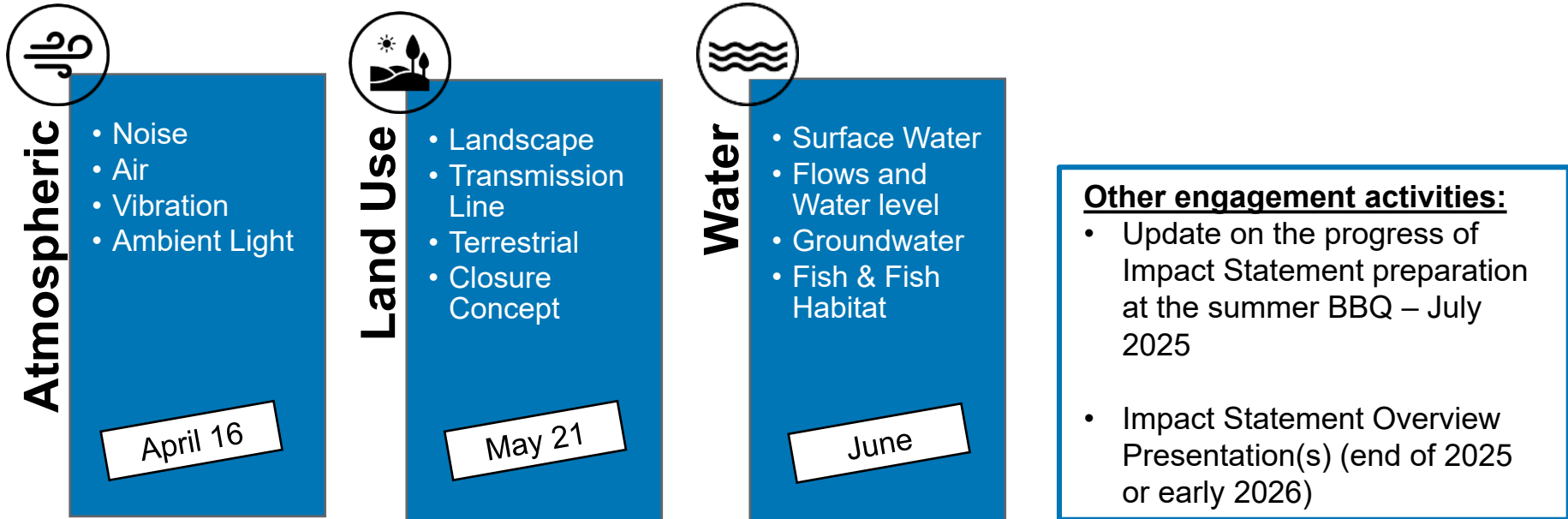
COMMUNITY ENGAGEMENT OVERVIEW



Engagement Activities for Impact Assessment Preparation and Other Environmental Authorizations

Workshops

Proposed workshops to discuss various project related topics, information available, potential impacts, mitigation measures and monitoring program:



Agnico Eagle has undertaken several engagement activities regarding Upper Beaver project development. Here is an overview of activities and feedback received.

Completed Engagement Activities

- Held over 100 activities with Indigenous Nations and stakeholders since 2018
- Developed tools to share Project information:
 - Dedicated Website
 - Newsletters
 - Baseline Studies Booklets
 - Notification of Site Activities
- Community Information Sessions/Workshops/BBQ
- 2 dedicated Community Relations Coordinators with site-based office
- Implementation of an Advisory Committee

Summary of Feedback Received

- Impact to current land access and to the Beaverhouse Lake Boat Launch
 - Concern about road safety within the project area
 - Impact to terrestrial and aquatic life, including species at risk
 - Impact on water quality and water level
 - Impact on neighbours (noise)
 - Interest to have justification for open pit
-
- Interest in employment and business opportunities
 - Interest in Agnico Eagle's involvement in community projects

COMMITTEE CHARTER: DISCUSSION, ADJUSTMENTS, AND ADOPTION



THE COMMITTEE'S CHARTER - YOUR INPUT



1. We made a few small changes to the charter based on our previous meeting.
2. This updated charter was distributed to the committee with the changes marked in blue, and you were invited to review it, and provide feedback.
3. We suggested using the simple framing question: *"Can I live with this?"* . If the answer was no, we invited you to tell us what specific change you felt was needed.
4. We also followed up with emails to the regular members, asking if they would be interested in a call to share their thoughts about the charter one-on-one.
5. This led to calls with 3 people.



THE COMMITTEE'S CHARTER – YOUR INPUT



The results of our mini-consultation:

- 5 individuals said they were comfortable with the charter as it was.
- 3 individuals shared questions and proposed changes in writing.
- 3 one-on-one discussions took place to gather feedback.

Some of that feedback has been incorporated into the charter presented today.

(There was also a request to remove the Agnico Eagle branding from the slides.)



GENERAL QUESTIONS



- Are the meetings being recorded for transcription purposes, and if so, what happens with those recordings afterwards?
- Please share with AC members and observers the Detailed Project Description sent to the IAAC and the IAAC's Tailored Impact Statement Guidelines. By having a look at those, AC members can get a feel for the many aspects involved in this project.
- What is the legal standing of the charter?



WHAT THE CHARTER IS

- A simple framework to guide how the committee operates
- A tool to support respectful, constructive dialogue
- Simple and concise
- Broad enough to allow the committee to evolve
- A shared reference to keep us aligned with the committee's purpose



WHAT THE CHARTER IS NOT

- A legal or binding document
- A set of rigid or overly formal rules
- A decision-making framework (the committee is advisory)
- Too restrictive
- Unchangeable
- A place to get stuck in process



PURPOSE AND MANDATE

PURPOSE

The Advisory Committee is a voluntary engagement mechanism initiated by Agnico Eagle to foster open, *constructive* dialogue with representatives of local communities and organizations 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, including the Impact Assessment Process
- 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.



Question:

- Will the committee elect someone to facilitate meetings?

The Advisory Committee is a voluntary engagement mechanism initiated by Agnico Eagle to foster open, constructive

Question:

- Should this read - ESG, and economic impacts? (Environmental & Social Governance). Doesn't the IAP fall under that?

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PURPOSE AND

Questions:

- What kind of information would fall under this point?
- Is the underlined part a non-disclosure agreement (NDA), as in: AC members can only publicly express opinions that align with the agreed upon information?

with representatives of local communities and organizations and share information as the Upper Beaver Project evolves. It is a place

Question:

- Should the committee actively gather feedback and track concerns through surveys, public meetings, and one-on-one discussions?

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PROPOSED OPERATING RULES



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 6 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.
6. **Subcommittees:** The Committee may create subcommittees to address specific topics.



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Questions:

- Who sets the agenda?

- 3. Meeting frequency:** The Committee aims to meet 6 times a year. The number of meetings can be adjusted as needed by 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.
- 6. Subcommittees:** The Committee may create subcommittees to address specific topics.



PROPOSED OPERATING RULES

- 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. When information is confidential, this will be clearly stated during the meeting.
- 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



PROPOSED OPERATING RULES

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. When information is confidential, this will be clearly stated during the meeting.

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Questions:

- Does the confidentiality clause imply signing an NDA?
- How will this confidentiality impact the way municipal observers relate to their Councils?

alternates

10. Attendance:

express int

absence, the committee

Questions:

- What will be the process to reach consensus?

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



ROLES AND RESPONSABILITIES



AGNICO EAGLE

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



ROLES AND RESPONSABILITIES



MEMBER'S 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 organizations.
- 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.

ROLES AND RESPONSABILITIES



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

ROLES AND RESPONSABILITIES



Question:

- What will be the content of the annual report that the facilitator will produce?
What is the purpose of this report?
- Why doesn't the charter contain details of what should be included in the minutes and how they should be drafted?

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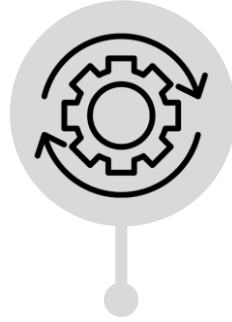
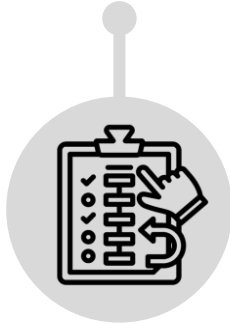


EXAMPLE OF STANDARD MEETING AGENDA



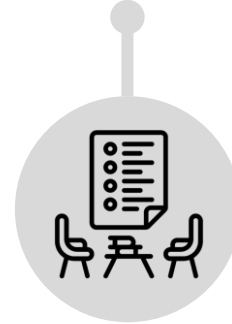
Welcome and
Roundtable

Follow-up on
actions from the
previous meeting



Upper Beaver
Project updates

Meeting topic



Reports from the
community

PRIORITIZING TOPICS FOR THE NEXT MEETINGS



2025 CALENDAR DRAFT



Event	When	Topic
AC Meeting #1	March 31	Charter
Thematic Workshop	April 16	Impact Assessment – Atmospheric environment
AC Meeting #2	April 29	Charter
Thematic Workshop	May 21	Impact Assessment – Land use
Thematic Workshop	June 19	Impact Assessment – Water
AC Meeting #3	July	
Summer BBQ	July 19 (tbc)	Impact Assessment – The latest results
AC Meeting #4	September	
AC Meeting #5	November	
Public meeting	Early 2026	Impact Statement presentation



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 :

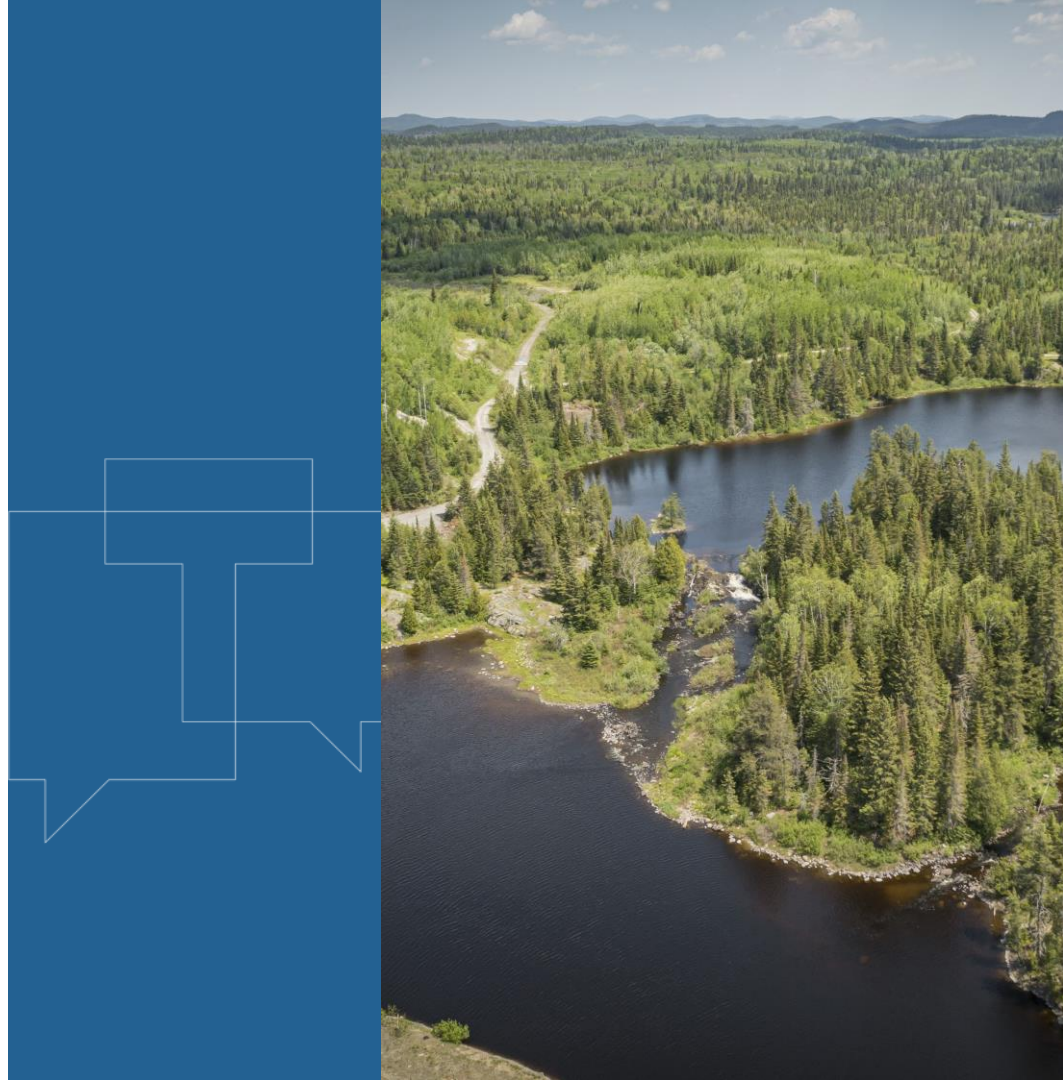
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- The project's environmental impacts (i.e., project footprint, open pit, wildlife, water quality, etc.), per the project's design and Committee members' interests, particularly as they relate to the Impact Assessment process
- Roads and mining traffic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



PLANNING NEXT MEETINGS



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ANY OTHER BUSINESS



THANK YOU!

Feedback Survey - Advisory
Committee

