



Upper Beaver Project Advisory Committee

Proposed Committee Charter
Adopted April 29th, 2025



1- 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.

2- 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.

3-COMPOSITION

The Committee is composed of between 10 and 15 people from neighbouring communities and organizations as well as Agnico Eagle representatives.

The Committee is coordinated by Agnico Eagle, with professional, neutral third-party support for meeting facilitation and note taking. External expertise may also be brought in on an ad hoc basis.

UPPER BEAVER ADVISORY COMMITTEE COMPOSITION

CATEGORIES	# OF SEATS
Citizens <ul style="list-style-type: none">• Dobie• Larder Lake• King Kirkland• Kirkland Lake• Beaverhouse Lake• McGarry Township	6

Environmental organizations	2
Socio-economic and community organizations	3
Employment and training programs	2
Local Indigenous Nations	5
OBSERVERS	
Municipality or municipal bodies	4
Subject experts	By invitation
PERMANENT MEMBERS	
Agnico Eagle representatives	2
Facilitator and note taker – TES	2

SELECTION PROCESS

The Committee's members were selected through a process of self-designation at a public meeting. The event was promoted through various communication channels, including email, postcards, and radio spots. Agnico Eagle's community relations team also contacted organizations directly through calls and emails to recruit potential members.

At the meeting to create the committee, designating representatives from each community, group or organization fell under the responsibility of its members. Where possible, participants also designated someone from the same community or organization to act as an alternate for them at Committee meetings.

4- 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.

PROPOSED OPERATING RULES FOR THE COMMITTEE

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.
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.

5- ROLES AND RESPONSIBILITIES

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



AGNICO EAGLE

- 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 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.

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