TRANSFERT
ENVIRONNEMENT ET SOCIÉTÉ

ADVISORY COMMITTEE

Agnico Eagle Mines Ltd. — Upper Beaver Project

Meeting Minutes – Meeting #9

MEETING INFORMATION		
DATE	July 29th, 2026	
TIME	5:00 P.M. – 7:00 P.M. EST	
LOCATION	Dobie Community Hall and Zoom	
PARTICIPANTS	**Members and alternates**	**Present**
	Emma Archer, Town of Kirkland Lake	✓
	Tom Woollings, Kirkland District Game and Fish	✓
	Chelsea Price, Kirkland & District Community Development Corporation	✓
	Crystal Labbe, Township of Larder Lake	✓
	Burt Mackenzie, Beaverhouse First Nation	✓
	Soraya Sough Yacia, Matachewan First Nation	✓
	Andrew Bubar, Tamarack Environmental, consultant for Apitipi Anicinapek Nation	✓
	Charles Miller, Apitipi Anicinapek Nation	✓
	Maria Hekkert, Multicultural group	✓
	Merdy Armstrong, McGarry Township	✓
	Don Campbell, King Kirkland	✓
	Dianne Quinn, Township of Gauthier	✓
	Alexandra Luke-Bridges, Keepers of the Circle (virtual)	✓
	Lori Yamka, Kirkland Lake (virtual)	✓
AGNICO EAGLE	✓ Amy Danchuk, Supervisor, Community and Indigenous Relations, Ontario Regional ✓ Cesar Fernandes, Operations Manager	
FACILITATION	✓ Elizabeth Robertson – Facilitator – Transfer Environment and Society (TES) ✓ Roxanne Breton – Coordinator – Transfer Environment and Society (TES)	
WSP	✓ Derrick Moggy, Technical Director, Impact Assessment ✓ Mina Patel, Social Science and Indigenous Peoples Assessment Lead	
AGENDA	1. Welcome and roundtable 2. Follow up on actions from the last meeting 3. Project update	

MEETING INFORMATION	
	4. Presentation by WSP 5. Follow-up on issues reported 6. Planning next meeting 7. End of the 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	
Share the range of parameters that are tested in the effluent at the final discharge point	Agnico Eagle
Find out and share which technical report regarding the open pit have been shared publicly	Agnico Eagle

WELCOME AND ROUNDTABLE

TES welcomes participants to the meeting. Agnico Eagle presents the forward-looking statement and privacy statement, and TES presents the proposed agenda.

TES informs participants that the MBRA representative has stepped down from the committee. A replacement candidate has been suggested, and Agnico Eagle has reached out to that individual and is currently awaiting a response.

FOLLOW-UP ON ACTIONS FROM THE PREVIOUS MEETING

TES reviews the list of follow-up actions from the last meeting and invites Agnico Eagle to provide an update on each one.

- **Share the final PDF version of the Advisory Committee annual report 2025 with the committee:** Completed via the SharePoint.
- **Present an overview of the socio-economic chapter within the Impact Statement at a future meeting, along with preliminary potential impacts provided by a WSP expert:** TES explains that though the original intent was to present the preliminary potential socio-economic impacts of the project at this meeting, it turns out that the assessment isn't advanced enough to do so. Instead, WSP will present how the assessment is being done, and the different elements they will be looking at.
- **Follow up with the committee regarding the monitoring mechanism for the community investment program:** Agnico Eagle explains that the company reports under the Extractive Sector Transparency Measures Act (ESTMA), but does not track how every investment is ultimately used. However, because the company is active in the community, it would be noticeable if funds were not being used as intended.
- **Share the range of parameters that are tested in the effluent at the final discharge point:** Parameters will be sent out to the committee.
- **Share a map of the transmission line option chosen with the Advisory Committee:** Agnico Eagle explains that the design is still ongoing. Feasible options were presented at a previous committee meeting, and the final design will be shared once it is completed.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 1	A member asks if the discharge is currently going to the lake or to the tailings storage facility site.	Agnico Eagle explains that, during the Advanced Exploration phase, the effluent is discharged to the Misema River.

QUESTIONS AND COMMENTS		ANSWERS
		Note added after the meeting: There is no tailings storage facility during the Advanced Exploration Phase)

PROJECT UPDATE

Agnico Eagle presents a project update of the advanced exploration program.

One year of ramp development has been completed, with approximately 2 km excavated. Agnico Eagle notes that this is one of the company's best-performing exploration portal excavations. Construction and development activities are either on schedule or ahead of schedule.

The water treatment plant is also performing well. Planning and procurement are underway for a new biological treatment system called a Moving Bed Biofilm Reactor (MBBR) to support future project needs. Agnico Eagle states that the Upper Beaver Project is on track to become the company's most technologically advanced mine.

TES asks whether any members participated in the site visits held over the weekend as part of the Open House event. A few members indicate that they attended.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 2	A member asks what is meant by "most technologically advanced" mine. Are there plans to use new equipment?	Agnico Eagle explains that the technologies being considered are not new, but proven. The goal is to use tools such as ventilation-on-demand to reduce energy consumption, tele remote equipment, and centralized control rooms to improve efficiency. While these technologies already exist, few mines use them all together and to their full potential.
Q & C 3	A member asks whether the use of automated vehicles could lead to fewer jobs for drivers.	Agnico Eagle explains that automation will create different types of jobs rather than reduce the workforce. Employees will have opportunities to develop new skills and take on more specialized roles.
Q & C 4	A member asks whether Agnico Eagle will provide training for employees in teleoperation.	Agnico Eagle confirms that training will be provided. The company also notes that not all processes will be automated or operated remotely. The focus is on upskilling employees, increasing qualifications, and further professionalizing the industry, rather than reducing jobs.
Q & C 5	A member asks whether, with all the training provided, there is a risk that employees will leave for other mining companies.	Agnico Eagle acknowledges that this is a risk, as there is competition between mining companies. However, the company aims to offer good working conditions, make itself an

QUESTIONS AND COMMENTS		ANSWERS
		attractive employer, and create a workplace where employees want to stay.
Q & C 6	A member notes that job security and job satisfaction go hand in hand.	Agnico Eagle agrees and notes that both are important parts of building a strong workplace culture.
Q & C 7	A member asks whether the biological water treatment system (MBBR) is used elsewhere in Canada and whether it has been tested in mining.	Agnico Eagle explains that the system is already being used at the Meliadine and Macassa mines. It is a well known and proven technology.
Q & C 8	A member asks whether the water will be at ambient temperature when it reaches the river.	Agnico Eagle confirms that the discharge water would be at ambient temperature, and explains that the water first flows through a pond and then undergoes water treatment before being discharged.

Agnico Eagle then provides an update on the production phase, starting with the highlights of the project. The company also explains that additional data collection is planned. This includes marine archaeology work related to a proposed change in the effluent discharge pipeline location into Beaverhouse Lake, as well as aquatic studies to address comments received on the draft Fish Habitat Compensation and Offsetting Plan.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 9	A member asks whether technical reports related to the open pit are available.	Agnico Eagle explains that technical reports do exist, but Agnico Eagle is unsure which documents have already been shared and will follow up.
Q & C 10	A member asks whether the open pit could be expanded if additional mineralization is discovered, as has happened at other mines.	Agnico Eagle explains that currently, there is no plan to expand the size of the open pit. While it is not impossible, it is considered unlikely at this time. The company also notes that the ore body is primarily vertical.
Q & C 11	A member asks how deep the shaft will be.	Agnico Eagle states that the shaft is expected to reach a depth of approximately 1.2 km.
Q & C 12	A member asks whether the tailings facility shown on the map is a new facility, or the same one that was used by the old mine.	Agnico Eagle explains that tailings from the previous mine were disposed of in York Lake and other locations, a practice that is no longer done in mining. The proposed pit area will help remove some of those historic tailings.
Q & C 13	A member asks whether the Upper Canada tailings area could be used.	Agnico Eagle notes that information on this topic has already been provided to the First Nation.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 14	A member asks about the closure plan for the open pit and whether it will be refilled with water after mine closure.	Agnico Eagle confirms that the open pit will be allowed to rewater as part of the closure plan.
	The member comments that almost 15 years (life of mine) seems like a long period and asks if there will be water monitoring.	Agnico Eagle explains that monitoring will include not only water quality, but also ground stability to help prevent leaks and other potential issues.
Q & C 15	A member asks whether the projected 14-year mine life is based on current reserves only or if it includes the potential conversion of additional resources.	Agnico Eagle explains that the estimate is based on the current resource model and known reserves.

Agnico Eagle also provides an update on the ongoing authorization and permitting process. Regarding the Impact Assessment, the public will have opportunities to review preliminary project information through information packages. Agnico Eagle explains that while sections of the Impact Statement are being shared in advance, it doesn't start the clock for the formal review period. The formal review period only begins once the Impact Statement has been submitted in its entirety, anticipated for December of this year. The intent of the packages is to allow people to review and digest the information in advance. The packages will be posted on the project website, with the first one planned for August and a second one in late fall. A communication will be sent out to inform the public when the information is available.

PRESENTATION BY WSP

Two experts from WSP are invited to the meeting to discuss the socio-economic impact chapter of the Impact Statement.

- Derrick Moggy, Technical Director, Impact Assessment
- Mina Patel, Social Science and Indigenous Peoples Assessment Lead

WSP presents an overview of the Impact Assessment methodology. They explain that the assessment begins with establishing baseline conditions, followed by the evaluation of potential impacts on valued components such as employment and community well-being. Mitigation measures are then developed in collaboration with the project team. The assessment subsequently evaluates residual effects, which are the effects remaining after mitigation measures have been implemented.

WSP also presents a map of the local and regional study areas and explains how the boundaries of these areas were determined and justified as part of the assessment.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 16	A member asks how the project will determine whether the local healthcare system can handle the additional demand generated by the mine.	WSP explains that the assessment will examine existing pressures and demand on healthcare services and the potential additional demand generated by project workers. It will consider workforce residency

QUESTIONS AND COMMENTS		ANSWERS
		and schedules, recognizing that rotational workers may continue to access some healthcare services in their home communities. Healthcare will be considered in both the socioeconomic infrastructure and services assessment and the human health assessment.

WSP then presents the baseline conditions considered as part of the Impact Assessment.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 17	A member notes that the study area map appears to exclude Apitipi Anicinapek Nation (AAN) and Matachewan First Nation (MFN).	WSP confirms that Apitipi Anicinapek Nation and Matachewan First Nation are included as local study area communities. The regional study area includes the local study areas, including participating Indigenous communities located outside the purple regional boundary. WSP acknowledges that the map may be misleading because the regional boundary generally follows municipal or administrative boundaries.
Q & C 18	A member asks whether Black River-Matheson is included in the study area.	WSP confirms that Black River-Matheson is not currently included in the defined socioeconomic study areas. The municipality does not appear on the list of assessed communities and is located outside the regional boundary shown on the map.
Q & C 19	A member notes that excluding communities outside the study area, such as Black River-Matheson, may skew the data, especially since Timmins is included.	WSP explains that communities are included based on anticipated project effects and the availability of municipal and administrative data. Timmins is included because it may supply workers and regional services. The assessment focuses primarily on communities nearest the project, although relevant effects may extend beyond the defined study-area boundaries.
Q & C 20	A member comments that including larger centres such as Timmins and Rouyn-Noranda could dilute the results.	WSP explains that the assessment focuses primarily on the local study area, where effects are expected to be greatest. Regional communities will be considered only for applicable effect pathways. Timmins is included because it may provide workers and regional services. Information for regional

QUESTIONS AND COMMENTS		ANSWERS
		communities will not necessarily be evaluated for the same topics or in the same manner as local communities.
Q & C 21	A member points out that people travelling to Timmins often pass through Black River-Matheson and suggests it should therefore be included.	WSP explains that communities are included based on the types of project effects anticipated. Timmins is included because it may provide workers and regional services. Black River-Matheson was not expected to provide a substantial workforce or services beyond those available closer to the project, although transportation and other relevant effects may extend outside the study area.
Q & C 22	A member suggests that Black River-Matheson should be included, particularly when considering where employees may come from.	WSP explains that the study areas were defined using information from the project Description and discussions with Agnico Eagle about likely workforce sources. The assessment focuses on communities expected to experience the greatest effects. Although workers may come from outside the study areas, WSP's current understanding is that most workers would come from communities in the local study area.
Q & C 23	A member asks whether workers will be coming from Quebec.	Agnico Eagle confirms that some employees already come from Quebec and that this is expected to continue. A member raises concerns about housing pressures and the possibility that commuting workers will not contribute economically to local communities. WSP explains that the assessment will examine anticipated workforce origins and whether workers are likely to live locally, relocate, commute or work rotationally. These patterns may influence housing demand, community-service use and the distribution of local economic benefits.

WSP then provides an overview of the Impact Statement, according to guidance from the Tailored Impact Statement Guidelines (TISG).

WSP starts to present an example of the baseline data used to characterize communities such as Kirkland Lake. WSP clarifies that the assessment is not conducted on a community-by-community basis, but rather examines socio-economic conditions and potential impacts across the entire study area.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 24	A member comments that the presentation does not provide information on the project's impacts and asks when results will be available.	WSP explains that the effects assessment is still underway and project-specific conclusions and mitigation measures are not yet available. The presentation therefore focuses on methodology. Preliminary results are expected later in the fall, and WSP indicates that some findings may be available for discussion before the assessment is finalized.
	The member notes that baseline data has already been collected and that comments were submitted during previous consultation phases. They would like to understand how that feedback is being reflected in the assessment.	WSP explains that feedback received through engagement activities will be documented in the engagement record. WSP adds that there is still an opportunity to provide input on potential impacts and mitigation measures as the assessment progresses. The socio-economic impact assessment is expected to be completed by the end of the year, with preliminary results anticipated later this fall. WSP notes that there may be an opportunity to share those preliminary results with the committee.
	The member states that they would like to review the preliminary results and would also like to see how the mitigation measures are planned.	
Q & C 25	A member says they are surprised that no impact assessment results are being presented at this stage.	TES apologizes for leading the committee to believe that results would be available. WSP says they would be willing to return in the fall to present the results once they are available.

Agnico Eagle asks whether members would like WSP to continue walking through the example or if they would prefer to move forward with the rest of the presentation.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 26	A member comments that the group has spent enough time reviewing the baseline conditions and would prefer to move on to discussing the project's potential effects.	The other members agree.

WSP presents the potential effects of the Project on economic conditions. During construction and operations, the Project could lead to changes in employment levels (direct, indirect, and induced), labour income, demand for training, and business opportunities related to the supply of goods and services.

WSP also presents examples of mitigation measures commonly used on similar projects, including giving preference to local communities for hiring and contracting, and working with local businesses to maximize opportunities to supply goods and services.

Agnico Eagle notes that many of these potential mitigation measures are already in place at its operations.

WSP adds that projects of this scale can also generate positive effects. In addition to mitigating potential adverse effects, measures can be implemented to enhance positive outcomes such as local employment, training opportunities, and economic benefits for communities and businesses.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 27	A member asks what some of the potential negative effects of the Project could be.	WSP explains that potential adverse effects could include increased competition for labour, as well as impacts on lower-income individuals if wages and the cost-of-living increase in the area. WSP identifies possible competition for labour and potential effects on people with low or fixed incomes if Project-related economic activity contributes to increased local costs. Other examples include housing and accommodation demand, health and community-service pressures, and inflationary effects, particularly during peak construction. These are examples rather than completed project findings.
Q & C 28	A member asks whether issues such as drug and alcohol use or human trafficking are also considered.	WSP confirms that these issues may be considered under community well-being rather than solely as economic effects. The assessment will apply GBA Plus to examine how effects may differ among groups. Locally relevant groups and concerns may also be identified through engagement with communities, stakeholders and the advisory committee.

WSP presents an example of the type of information that could be included in the Impact Statement regarding employment, income, and economic activity. WSP notes that the greatest impacts are most likely to occur during the peak construction period.

WSP also presents the GBA+ (Gender-Based Analysis Plus) approach used in the assessment. WSP explains that the analysis is not limited to gender, but considers any group that may be more vulnerable to adverse project effects, including low-income individuals, people with disabilities, and other potentially affected populations.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 29	A member asks whether Indigenous knowledge has influenced the assessment.	WSP confirms that Traditional Knowledge has been incorporated into the baseline information considered for the assessment.
Q & C 30	A member asks whether Traditional Knowledge has resulted in changes to the project design.	WSP explains that they cannot speak to specific project design decisions but can comment on how Traditional Knowledge is used within the assessment. Information received from First Nations is included in the baseline information, and the concerns and priorities identified through Traditional Knowledge are considered when undertaking the assessment and developing mitigation measures. WSP adds that the Tailored Impact Statement Guidelines (TISG), which outline the requirements of the assessment, are publicly available on the Impact Assessment Agency of Canada (IAAC) website and could be shared with the committee.

TES asks whether preliminary assessment results could be available for the November meeting. WSP explains that some results may be available by then, but not all of them.

TES thanks WSP for attending the meeting and presenting the information.

FOLLOW-UP ON REPORTED ISSUES

Agnico Eagle presents an issue about road conditions that was reported, explaining how it was resolved. Agnico Eagle asks if participants have any questions. No questions are raised.

PLANNING NEXT MEETINGS

The next meetings are scheduled for October 1 and November 26. A member notes that the last Wednesday of the month coincides with the Kirkland District Game and Fish meeting.

For next meeting, Agnico Eagle suggests inviting Jason Plamondon to discuss closure planning. The company notes that a Notice of Project Status has recently been submitted and that work is underway on closure planning for the future production phase. Members agree with this suggestion.

QUESTIONS AND COMMENTS		ANSWERS
Q & C 31	A member raises concerns about access to the land, noting that gated areas and “No Access” signs can limit hunting, ATV	Agnico Eagle explains that the “No Access” sign on one of the roads applies to the heavy truck traffic because it had damaged

QUESTIONS AND COMMENTS		ANSWERS
	use, and other recreational activities, which may affect tourism and the community.	township infrastructure. The company notes that it does not use the Dobie Road to access the site and uses the McBean Pit Road instead.
	The member adds that some areas are gated.	
Q & C 32	A member asks another participant to clarify their concerns regarding drugs and human trafficking.	The member explains that large mining projects can contribute to these types of issues through increased population, higher incomes, and pressures related to housing and temporary accommodations. The representative also notes concerns about the long-term sustainability of mining communities and references former mining towns, such as Joutel, a town that closed down when the mine closed.

FINAL STATEMENTS AND MEETING CLOSURE

TES notes the frustration that was expressed concerning the lack of results presented regarding the potential socio-economic impacts of the project. The need for concrete results will be taken into account in preparing for future meetings.

TES and Agnico Eagle thank the participants for their attendance.

The next Advisory Committee meeting is planned for October 1st.

The meeting ends at 7:00 p.m.

APPENDIX I

SUGGESTIONS AND CONCERNS ABOUT SOCIO-ECONOMIC IMPACTS

Here is a summary of concerns gathered from this meeting:

- Lack of impact assessment results at this stage and concerns about the timeline for submitting the study.
- Time available to review the Impact Statement and provide comments.
- Potential loss of jobs due to increased use of teleoperation and automation.
- Capacity of the local healthcare system to handle additional demand generated by the Project.
- Determination of the study area and concerns that it could influence the results of the impact assessment.
- How community feedback submitted during consultation is being incorporated into the Impact Statement.
- Whether Traditional Knowledge has led to changes in the project design.
- Restrictions on land access and activities, and the potential impacts on recreation, tourism, hunting, and ATV use.

APPENDIX II

MEETING PRESENTATION

TRANSFERT
ENVIRONNEMENT ET SOCIÉTÉ

UPPER BEAVER ADVISORY COMMITTEE

Meeting No. 9

Dobie Community Hall

July 29, 2026



Forward Looking Statement

The information in this presentation has been prepared as of July 29, 2026. Certain statements contained in this presentation constitute “forward-looking statements” within the meaning of the United States Private Securities Litigation Reform Act of 1995 and “forward-looking information” under the provisions of Canadian provincial securities laws and are referred to herein as “forward-looking statements”. When used in this presentation, the words “anticipate”, “could”, “estimate”, “expect”, “forecast”, “future”, “plan”, “potential”, “will” and similar expressions are intended to identify forward-looking statements. Such statements include, without limitation, statements concerning the Upper Beaver Project of Agnico Eagle Mines Limited (the "**Company**"), including: mining methods, expected life of mine, tonnage, mill capacity, grades, payable ounces and completion, commissioning, and production at the Upper Beaver Project; estimated timing and conclusions of technical reports and other studies, anticipated job creation, business opportunities and economic benefits, statements regarding the Company’s ability to obtain the necessary permits and authorizations in connection with its exploration, development, and mining operations and the anticipated timing thereof; the geological potential based on exploration results and analysis; use, development and location of current or new infrastructures; and the anticipated timing of events with respect to the Company’s project development and workplan.

Such statements reflect the Company’s views as at the date of this presentation and are subject to certain risks, uncertainties and assumptions, and undue reliance should not be placed on such statements. Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by Agnico Eagle as of the date of such statements, are inherently subject to significant business, economic and competitive uncertainties and contingencies. The material factors and assumptions used in the preparation of the forward-looking statements contained herein, which may prove to be incorrect, include, but are not limited to, the assumptions set forth herein and in management's discussion and analysis for the year ended December 31, 2025 (the "**MD&A**") and the Company's Annual Information Form (the "**AIF**") for the year ended December 31, 2025 filed with Canadian securities regulators and the U.S. Securities and Exchange Commission (the "**SEC**") as well as: that there are no significant disruptions affecting operations; that production, permitting, development, expansion and the ramp-up of operations at each of Agnico Eagle's properties proceeds on a basis consistent with current expectations and plans; that the Company's plans for its mining operations are not changed or amended in a material way; that the relevant metal prices, foreign exchange rates and prices for key mining and construction inputs (including labour and electricity) will be consistent with Agnico Eagle's expectations; that the effect of tariffs or trade disputes will not materially affect the price or availability of the inputs the Company uses at its operations; that Agnico Eagle's current estimates of mineral reserves, mineral resources, mineral grades and metal recovery are accurate; that there are no material delays in the timing for completion of ongoing growth projects; that seismic activity at the Company's operations at LaRonde, Goldex, Fosterville and other properties is as expected by the Company and that the Company's efforts to mitigate its effect on mining operations, including with respect to community relations, are successful; that the Company's current plans to address climate change and reduce greenhouse gas emissions are successful; that the Company's current plans to optimize production are successful; that there are no material variations in the current tax and regulatory environment; that governments, the Company or others do not take measures in response to pandemics or other health emergencies or otherwise that, individually or in the aggregate, materially affect the Company's ability to operate its business or its productivity; and that measures taken relating to, or other effects of, pandemics or other health emergencies do not affect the Company's ability to obtain necessary supplies and deliver them to its mine sites. Many factors, known and unknown, could cause the actual results to be materially different from those expressed or implied by such forward-looking statements. Such risks include, but are not limited to: the volatility of prices of gold and other metals; uncertainty of mineral reserves, mineral resources, mineral grades and mineral recovery estimates; uncertainty of future production, project development, capital expenditures and other costs; foreign exchange rate fluctuations; inflationary pressures; financing of additional capital requirements; cost of exploration and development programs; seismic activity at the Company's operations, including at LaRonde, Goldex and Fosterville; mining risks; community protests, including by Indigenous groups; risks associated with foreign operations; risks associated with joint ventures; governmental and environmental regulation; the volatility of the Company's stock price; risks associated with the Company's currency, fuel and by-product metal derivative strategies; the current interest rate environment; the potential for major economies to encounter a slowdown in economic activity or a recession; the potential for increased conflict or hostilities in various regions, including Europe, South America and the Middle East; and the extent and manner of communicable diseases or outbreaks, and measures taken by governments, the Company or others to attempt to mitigate the spread thereof may directly or indirectly affect the Company. For a more detailed discussion of such risks and other factors that may affect the Company's ability to achieve the expectations set forth in the forward-looking statements contained in this news release, see the 2025 AIF and MD&A filed on SEDAR+ at www.sedarplus.ca and on EDGAR at www.sec.gov, as well as the Company's other filings with the Canadian securities regulators and the SEC. Other than as required by law, the Company does not intend, and does not assume any obligation, to update these forward-looking statements.

Further Information For further details on the Company’s 2026 first quarter results, please see the Company’s news release dated April 30, 2026.

Privacy Statement

Agnico Eagle documents engagement activities to support meaningful and timely follow-up actions and to meet regulatory requirements. This may include the preparation of meeting summaries and the use of Borealis, a Canadian data management platform.

If individuals request that their interactions not be documented, or wish to remain confidential for any reason, Agnico Eagle will respect that request.



AGENDA

5:00 p.m.	**Opening** Welcome and roundtable Follow up on actions from the last meeting
5:15 p.m.	**Project Update** Overview of updates since the last meeting by Agnico Eagle Questions about the project update
5:30 p.m.	**Socio-economic impacts** Presentation by WSP Discussion
6:50 p.m.	**Follow-up on issues reported**
6:55 p.m.	**Date and time of the next meeting**
7:00 p.m.	**End of the meeting**

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ROUNDTABLE

UPDATES FROM THE COMMUNITY



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FOLLOW-UP ON ACTIONS FROM THE PREVIOUS MEETING



FOLLOW-UP ACTIONS

Action	Responsible	Status
Share the final PDF version of the Advisory Committee annual report 2025 with the committee.	TES	Complete via SharePoint
Present an overview of the socio-economic chapter within the Impact Statement at a future meeting, along with preliminary potential impacts provided by a WSP expert.	Agnico Eagle	This meeting
Follow up with the committee regarding the monitoring mechanism for the community investment program.	Agnico Eagle	This meeting
Share the range of parameters that are tested in the effluent at the final discharge point.	Agnico Eagle	Complete
Share a map of the transmission line option chosen with the Advisory Committee.	Agnico Eagle	Pending, work ongoing

Project Update

AGNICO EAGLE

Advanced Exploration

AGNICO EAGLE



Advanced Exploration

Shaft Sinking

- Shaft sinking ongoing; currently passed 530 meters

Exploration Ramp Portal

- ~2 km lateral development, +160 metres in depth
- Actively working on Technology Roadmap

Water Treatment Plant (WTP)

- Currently operating and treating water on site
- Water quality testing continues to ensure environmental compliance
- Planning and procurement are underway for a new biological treatment system (MBBR) to support future project needs



Ramp Development



Ramp Development



Environment - Sampling

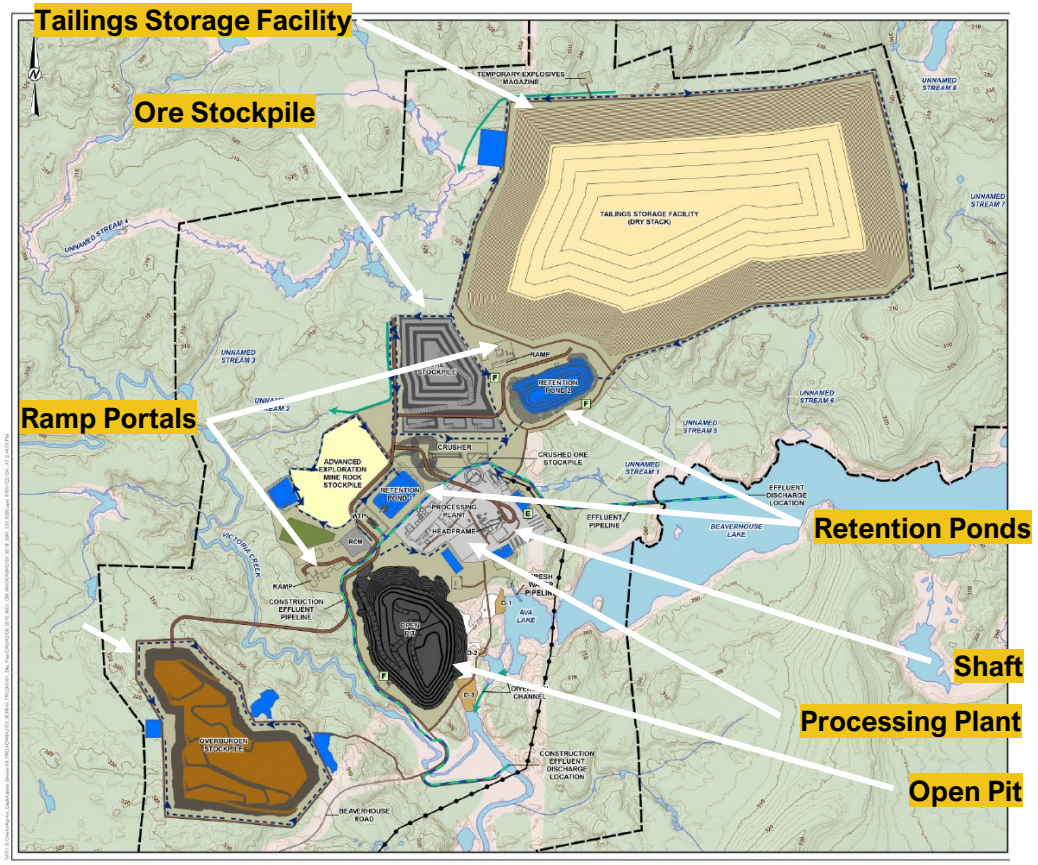
Production Phase

AGNICO EAGLE

Production Phase

Highlights of Project:

- Primarily an underground project accessible with ramps and shaft
- Small open pit in the first years of operation
  - To manage risk associated with rock instability and risk of water infiltration due to historical development and proximity of York Lake over historical workings
- Life of mine that could extend to 14 years
- Mill at site with a daily tonnage and mill capacity between 5,200 and 8,000 tonnes per day
- Employment Opportunities – 500 to 650 employees
- Business Opportunities (Local Procurement Policy)
- Target start of construction: 2028



Production Phase – Supplemental Data Collection

Marine Archeology:

- Required due to proposed change in the alternate discharge pipeline alignment into Beaverhouse Lake
    - Field assessment – photos and sediment characterization to support WSP's desktop assessment.

Aquatics:

- Being completed to address comments received on the draft FHCOP
    - eDNA sampling
    - Habitat assessments in unnamed streams to verify connectivity and presence/absence of fish and fish habitat
    - Assessing alternate habitat enhancement locations within Beaverhouse Lake and other lakes within the Misema River watershed

Production Phase – Authorizations Update

JURISDICTION	AREA	PURPOSE / DETAILS
Federal	Impact Assessment	Environmental, social, economic and health effects are currently being assessed, and technical studies are ongoing to inform mitigation measures. The Impact Statement is expected to be submitted by the end of 2026. **The public will have opportunities to review preliminary project information through information packages, with the first package scheduled for release in August.**
	Navigable Waters	Ensure waterway use and navigation consideration York Lake exemption required, Exemption application submitted
	Fisheries Act Authorization, Section 35	Protect fish and fish habitat; Fish Habitat Compensation and Offsetting Plan updated; to be submitted soon
	Fisheries Act, Schedule 2	Evaluate mine waste disposal options; Alternatives Assessment **draft completed**
Provincial	Transmission Environmental Assessment	Assess transmission line & substation impacts; Environmental Assessment Study ongoing; **draft Environmental Study Report expected to be completed in August**
	Environmental Approvals	Manage air, water, and noise emissions
	Water Use Permits	Regulate surface water & groundwater use
	Closure Plan	Plan for safe site closure and reclamation

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QUESTIONS ABOUT PROJECT UPDATE



Discussion on Socio-Economic Impacts

WSP Team Today



Derrick Moggy
Technical Director, Impact Assessment
WSP Canada

- Derrick has over 25 years of experience in environmental assessment, permitting, and regulatory approvals, and extensive experience supporting mining projects across Ontario and Canada.
- Provides technical leadership and oversight for the Impact Statement, ensuring environmental, social, economic, health, and Indigenous considerations are integrated into the assessment process.



Mina Patel
Social Science and Indigenous Peoples Assessment Lead
WSP Canada

- Mina has over 20 years of professional experience, with 18 years of that focused on working on projects primarily related to Indigenous engagement and assessing the social and economic impacts of development on Indigenous peoples.
- Mina also holds an LLM in Human Rights Law (University of London). Mina provides senior support to the team assessing the Socio-economic and Indigenous Peoples impacts in the Impact Statement.

Overview of Impact Assessment Methodology

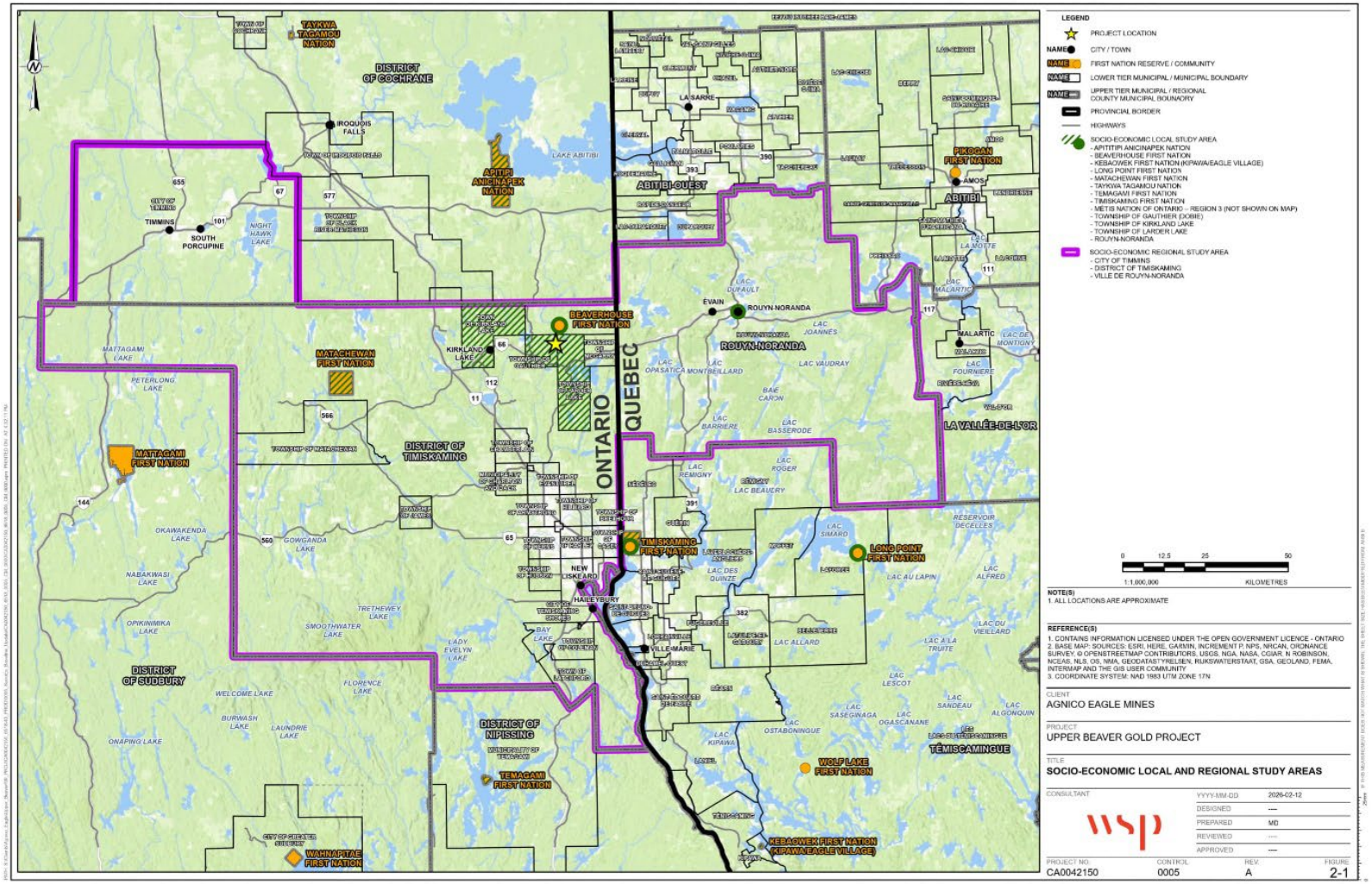
Baseline (Existing) Conditions: Characterize the existing features of the biophysical and human environment and their associated interrelationships, as well as temporal and spatial variability.

Potential Effects: Determine the potential direct and indirect effects of the Project on valued components (VCs) of the environment

Mitigation Measures: Apply appropriate mitigation measures to reduce or eliminate potential effects.

Effects Assessment: Assess residual effects after mitigation has been applied.

Map of Socio-Economic Local and Regional Study Areas



Socio-Economic and Human Health Baseline Condition Report Overview

The purpose of the Report is to document the social, economic, and human health conditions of municipalities and Indigenous Nations with the Local and Regional Study Area (LSA and RSA) who may experience Project.

Baseline is organised as follows:

- **Spatial and Temporal Boundaries** - defines the geographic extent that could experience potential effects of the Project on socio-economic conditions
- **Methodology** – outlines information sources and approach to the Study
- **Indigenous Peoples Overview** – overview of each Indigenous community being considered in the Impact Statement along with inclusion of Indigenous Knowledge data received
- **Social Conditions** – baseline data outlining social conditions for municipalities being considered in the Impact Statement
- **Community Resources** – overview of Infrastructure and Services for each municipality (e.g. social services, health services, recreation and leisure, education services, housing, etc.)
- **Economic Conditions** – overview of employment and economic conditions for each municipality (e.g. labour force characteristics, income data, economic sector overview)
- **Non-Traditional Land and Resource Use** – overview of land and resource activities for each municipality (e.g. land use plans, parks and protected areas, agriculture, forestry, hunting, fishing, etc.)
- **Health Conditions** – overview of health characteristics with a focus on key determinants of health, lifestyles and behaviours, diseases, mental health, etc.

Impact Statement Overview

Potential impacts, mitigations, and residual effects on **socio-economic and human health conditions** in the LSA and RSA will be discussed in the following chapters of the Impact Statement:

- Human Health Conditions (following guidance from TISG Section 9.1)
- Social Conditions (following guidance from TISG Section 9.2)
- Economic Conditions (following guidance from TISG Section 9.3)
- Land and Resources (following guidance from TISG Sections 9.1 and 9.2)
- Indigenous Peoples (following guidance from TISG Sections 10.1, 10.2, and 10.3)

These chapters will discuss conditions including, but not limited to:

- Community well-being
- Population and demographics
- Community infrastructure and services
- Housing and accommodations
- Employment, income and economic activity
- Business and procurement opportunities
- Municipal finances and tax revenues
- Land and resource use
- Social, economic, and health conditions of Indigenous Peoples
- Rights of Indigenous Peoples

Impact Statement Methodology:

Economic Example

Assessment of Economic Conditions

Baseline Conditions: Characterize the existing features of the biophysical and human environment and their associated interrelationships, as well as temporal and spatial variability.

Community & Workforce

- Town of Kirkland Lake had a population of 7,750 in 2021 (which decreased from 7,980 in 2016); the population's average age was 44.3 with approximately 49.1.% of the population identifying as male and 50.1% identifying as female
- Kirkland Lake has a slightly older population than the Province overall (which was 41.8 in 2021)
- The older population may impact long-term potential for skills and employment growth

Current Employment

- About 54% of working-age residents participate in the labour force
- Employment rates are moderate, but unemployment remains slightly lower than the Provincial average, especially among women
- Many women are employed in Health Care and Social Assistance, while most men are employed in Mining, Quarrying, and Oil & Gas extraction

Main Job Sectors

- Kirkland Lake relies primarily on gold mining for its economic vitality
- Other sectors such as forestry, construction, good and services also support jobs in the Town.

Assessment of Economic Conditions

Baseline Conditions: Characterize the existing features of the biophysical and human environment and their associated interrelationships, as well as temporal and spatial variability.

Education & Skills

- Just over one quarter of adult residents in Kirkland Lake have a formal high school diploma or equivalent, which is in keeping with Provincial rates
- Strengths include trades and apprenticeships (especially amongst men), and college-level training which had higher rates than the Province overall

Income & Economic Well-Being

- Available information shows slightly lower than average employment income than Provincial levels and greater reliance on government transfers
- Expanding employment and local business opportunities can strengthen household incomes

Discussion: Is there additional information that can inform the assessment?

Assessment of Economic Conditions

Potential Effects: Determine the potential direct and indirect effects of the Project on valued components (VCs) of the environment

Potential Project effects on economic conditions include:

- During Construction and Operations
  - Potential change in employment (direct, indirect and induced) levels and labour income
  - Potential change in employment could lead to changes in the demand for training
  - Potential need to supply goods and services to the Project, which may result in changes in business opportunities and business income

Typical Mitigation Measures

- Advertise open job postings within local communities as soon as possible.
- Communicate employment skills requirements to local training providers.
- Conduct recruiting programs with local communities to support recruitment.
- Work with local businesses on opportunities to supply of goods and services.
- Share information about employment preparation and training with local communities.
- Establish a skills inventory and local and Indigenous business inventory.
- Support retraining programs to establish transferable skills for employees.
- Provide job search assistance to employees at the closure phase.
- Give preference to local communities in hiring Project employees and contracting for goods and services.

Assessment of Economic Conditions

Effects Assessment: Assess residual effects after mitigation has been applied.

Characterization of the residual changes:

- An assessment of the changes in the criteria and indicators is conducted on the changes in economic conditions, after the application of mitigation
- The change in each criteria are characterized according to magnitude, spatial extent, duration, frequency and reversibility
- The results are used to inform the potential effects on communities within the Local and Regional Study Areas

Example: Socio-Economic Impact Statement

Employment, Income and Economic Activity

Impact Statement

During construction and operations, the Project is expected to result in positive socio-economic effects through direct, indirect, and induced employment opportunities, increased labour income, procurement of goods and services, and contributions to municipal, provincial, and federal revenues. Similar assessments for recent Ontario mine projects predicted substantial employment and GDP contributions throughout the mine life.

The Project will require a workforce consisting of construction personnel, mine operators, tradespeople, technical specialists, environmental professionals, and administrative staff. Local and regional businesses are expected to benefit from procurement opportunities related to transportation, accommodation, maintenance services, fuel supply, equipment, and professional services.

Potential adverse socio-economic effects may include labour market competition, increased demand for housing and accommodations, pressure on health and community services, and inflationary effects on wages and local business costs. These effects are most likely to occur during peak construction periods when workforce requirements are highest.

To maximize positive effects and reduce potential adverse effects, the Proponent will implement measures including:

- Local and Indigenous hiring initiatives;
- Procurement policies favouring local and Indigenous businesses where feasible;
- Workforce accommodation strategies;
- Ongoing engagement with municipalities, service providers, and Indigenous communities;
- Monitoring of labour market and housing conditions throughout construction and operations.

Criterion	Assessment
Direction	Positive
Magnitude	High
Geographic Extent	Local and Regional
Duration	Long-Term (life of mine)
Frequency	Continuous during operations
Reversibility	Partially Reversible following closure
Significance	Significant Positive Effect

Example: Socio-Economic Impact Statement

Community Well-Being and Services

Impact Statement

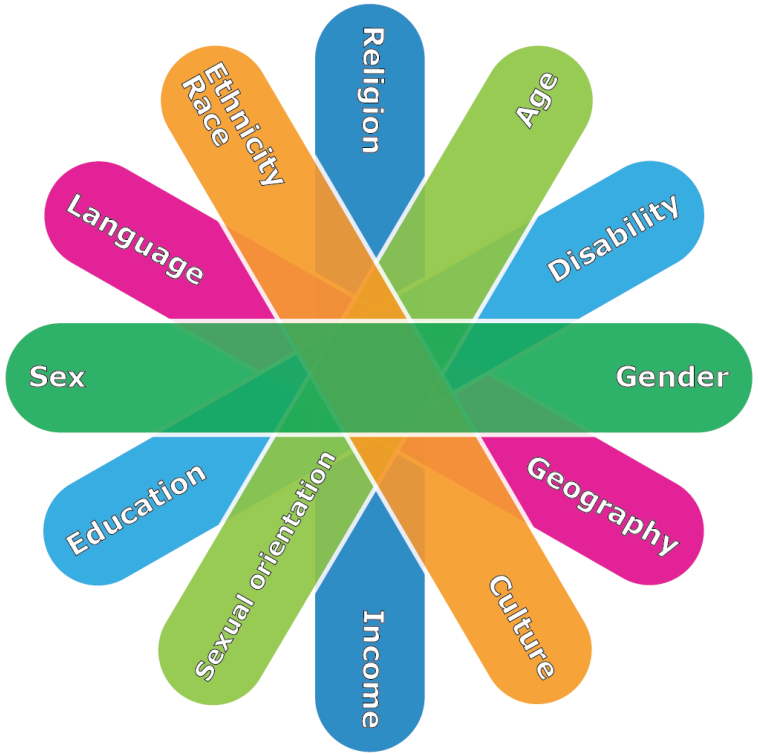
Project-related population influx associated with the construction workforce may increase demand on housing, health care, emergency services, recreation facilities, and community infrastructure. The magnitude of these effects is expected to vary depending on workforce sourcing, commuting practices, and accommodation arrangements.

Mitigation measures, including workforce accommodation planning, collaboration with municipal service providers, and regular communication with community stakeholders, are expected to reduce potential pressures on local services. Residual effects are predicted to be low to moderate and are not expected to result in substantial degradation of community well-being.

Criterion	Assessment
Direction	Positive
Magnitude	High
Geographic Extent	Local and Regional
Duration	Long-Term (life of mine)
Frequency	Continuous during operations
Reversibility	Partially Reversible following closure
Significance	Significant Positive Effect

Gender-Based Analysis Plus Overview

- The *Impact Assessment Act (2019)* requires a Gender-Based Analysis Plus (GBA Plus) to be applied to Impact Assessments in Canada.
- GBA Plus is an approach to assess how policies, programs, and projects may be experienced differently by diverse groups of people based on intersecting identity factors and characteristics.
- These identities may include (but are not limited to): gender, sexual orientation, age, race, ethnicity, class, religion, and mental or physical disability.
- The GBA Plus approach involves understanding how certain groups may experience or be disproportionately affected by a project.
- Understanding how these groups could be affected by projects allows for more targeted, sensitive, and appropriate enhancement measures, mitigations, monitoring, and follow-up
- This approach supports inclusive, equitable outcomes in projects.



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FOLLOW UP ON ISSUES REPORTED



FOLLOW UP ON ISSUES REPORTED

Reported Issue – Fork Lake Road and new boat launch (July 7, 2026)

Concern Raised:

- Fork Lake Road needs layer of gravel, ruts forming in front of ramp at launch
- Soft hill leading up to turn around area near cottage
- Nowhere to park boat when going to town

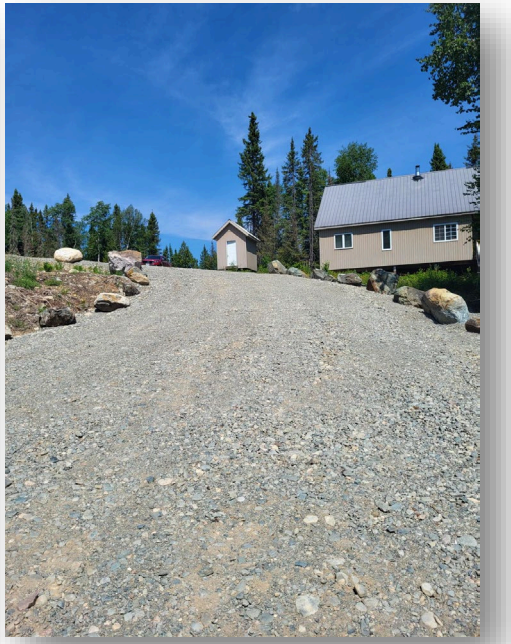
Agnico Eagle Observations:

- Ongoing monitoring indicates generally good conditions at boat launches and access roads
- Positive feedback received from users accessing the lake via Fork Lake Road and the new boat launch

Response & Action: (July 7 and 11, 2026)

- Community & Indigenous Relations Supervisor acknowledged the concerns raised, confirmed follow-up, and expressed willingness to meet to discuss opportunities for improving future launches.
- Individual was invited to attend the July 25 Open House to continue the conversation and provide feedback.
- Site Services team reviewed conditions and documented site photos (included here)
- **Action**: Fork Lake Road was graded, including launch area







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DATE AND TIME OF NEXT MEETINGS



ADVISORY COMMITTEE CALENDAR - PROPOSAL

Event	Date	Time	Topic
AC Meeting #1	March 31, 2025	5:00 – 7:00 p.m.	Charter
AC Meeting #2	April 29, 2025	5:00 – 7:00 p.m.	Charter
AC Meeting #3	July 29, 2025	5:00 – 7:00 p.m.	Water
AC Meeting #4	September 23, 2025	Noon – 2:00 p.m.	Site visit, Water (continued)
AC Meeting #5	November 4, 2025	5:00 – 7:00 p.m.	Housing
AC Meeting #6	January 27, 2026	5:00 – 7:00 p.m.	Housing and economic benefits
AC Meeting #7	March 31, 2026	5:00 – 7:00 p.m.	Boat launch/Fork Lake road + economic benefits
AC Meeting #8	May 26, 2026	5:00 – 7:00 p.m.	Economic benefits (continued)
AC Meeting #9	July 29, 2026	5:00 – 7:00 p.m.	Economic impacts
AC Meeting #10	Sept. 29 or Oct. 1, 2026	5:00 – 7:00 p.m.	TBD
AC Meeting #11	Nov. 25, 2026	5:00 – 7:00 p.m.	TBD

*This plan is only a proposal and is subject to change; both the dates and topics may be adjusted as needed.

THANK YOU!

Don’t forget to fill out the feedback survey!

