Agnico-Eagle Mines Limited - Forests 2022

F0. Introduction

F0.1

(F0.1) Give a general description of and introduction to your organization.

Agnico Eagle is a senior Canadian gold mining company, producing precious metals from operations in Canada, Australia, Finland and Mexico. It has a pipeline of high-quality exploration and development projects in these countries as well as in the United States and Colombia. Agnico Eagle is a partner of choice within the mining industry, recognized globally for its leading environmental, social and governance practices. The Company was founded in 1957 and has consistently created value for its shareholders, declaring a cash dividend every year since 1983.

F0.2

(F0.2) State the start and end date of the year for which you are reporting data.

	Start Date	End Date
Reporting year	January 1 2021	December 31 2021

F0.3

(F0.3) Select the currency used for all financial information disclosed throughout your response.

USD

F-MM0.7/F-CO0.7

(F-MM0.7/F-CO0.7) Select the option that best describes the reporting boundary for which biodiversity-related issues are being reported?

Companies, entities or groups over which operational control is exercised

F-MM0.8/F-CO0.8

(F-MM0.8/F-CO0.8) Within your reporting boundary, are there any geographical areas, business units or mining projects excluded from your disclosure?

Yes

F-MM0.8a/F-CO0.8a

(F-MM0.8a/F-CO0.8a) Please report your exclusions and describe their potential for biodiversity-related risk.

Exclusion	Description of exclusion	Potential for biodiversity-related risk	Please explain
Other, please specify (exploration activities an administrative offices)	Canadian Malartic (50% ownership) is not included in this report. Only active mining operations and closed sites are included. Exploration activities and administrative offices are excluded. On February 8th, 2022, Agnico Eagle Mines Limited and Kirkland Lake Gold Limited announced the successful completion of a merger of equals transaction. Legacy Kirkland Lake Gold data is not included in this report.	Potential for biodiversity-related risks evaluated, but not disclosing to CDP	Biodiversity-related risks for all projects are evaluated in accordance with the regulatory requirements of the jurisdiction they are located in. All activities must be conducted in accordance with our sustainability policy which includes commitments to biodiversity.

F9 Current state

F-MM9.1/F-CO9.1

(F-MM9.1/F-CO9.1) Provide details on the mining projects covered by this disclosure, by specifying your project(s) type, location and mining method(s) used.

Mining project ID
Project 1

Name
Meadowbank Complex

Share (%)
100

Country/Area
Canada

Latitude
65.004

Longitude
-96.073

Project stage
Production

Mining method
Open-cut and underground

Raw material(s)
Gold
Silver

Year extraction started/is planned to start
2010

Year of closure
2026

Description of project
The Meadowbank open-pit gold mine in the Kivalliq District of Nunavut — approximately 300 km west of Hudson Bay and 110 km by road north of Baker Lake — was Agnico Eagle's first Low Arctic mine. The discovery and development of the Amaruq satellite deposit 50 km away has extended the life of the Meadowbank Complex by supplying a new source of ore to the existing Meadowbank mill.

Mining project ID
Project 2

Name
Meliadine Mine

Share (%)
100

Country/Area
Canada

Latitude
63.025

Longitude
-92.208

Project stage
Production

Mining method
Open-cut and underground

Raw material(s)
Gold
Silver

Year extraction started/is planned to start
2019

Year of closure
2032

Description of project
The Meliadine mine in the Kivalliq District of Nunavut is Agnico Eagle's second mine in Canada's Low Arctic, opening nine years after the Meadowbank mine.

Mining project ID
Project 3

Name
LaRonde Complex

Share (%)
100

Country/Area
Canada

Latitude
48.251

Longitude
-78.863

Project stage
Production

Mining method
Underground

Raw material(s)
Copper
Gold
Silver
Zinc

Year extraction started/is planned to start
1988

Year of closure
2030

Description of project
The 100% owned LaRonde Complex, located in the Abitibi region of northwestern Quebec, includes the LaRonde mine and the LaRonde Zone 5 mine ("LZ5").

The LaRonde mine is the Company's oldest operating mine and achieved commercial production in 1988. LaRonde's 2.2-km deep Penna Shaft is now the deepest single-lift shaft in the Western Hemisphere. The LaRonde mine extension, the portion of the mine below level 245, achieved commercial production in December 2011 and under current mine plans is expected to be in production through 2030.

In 2003, the Company acquired LZ5, which lies adjacent to and west of the LaRonde mine and was exploited by open pit mining by its previous operator. The LZ5 mine achieved commercial production as an underground operation on June 1, 2018, with ore processed at the LaRonde mine's processing facilities.

Mining project ID
Project 4

Name
Goldex Mine

Share (%)
100

Country/Area
Canada

Latitude
48.093

Longitude
-77.863

Project stage
Production

Mining method
Underground

Raw material(s)
Gold

Year extraction started/is planned to start
2013

Year of closure
2030

Description of project
The Goldex mine is part of the chain of operations and properties that Agnico Eagle owns in the Abitibi region of northwestern Quebec. Underground mining from the M and E satellite zones and processing in the mill started in September 2013. Commercial production was achieved in October 2013. The Deep 1 project declared commercial production in July 2017 and is expected to extend the Goldex mine life through 2030 under current mine plans.

Mining project ID
Project 8

Name
Kittila Mine

Share (%)
100

Country/Area
Finland

Latitude
67.921

Longitude
-25.386

Project stage
Production

Mining method
Underground

Raw material(s)
Gold
Silver

Year extraction started/is planned to start
2009

Year of closure
2034

Description of project
The Kittila mine in northern Finland is the largest primary gold producer in Europe, and it hosts the Company's largest mineral reserves. Kittila achieved commercial production on May 1, 2009, becoming Agnico Eagle's first mine to open outside of Canada. Since open-pit mining was completed in 2012, Kittila has been an underground-only operation.

Mining project ID
Project 7

Name
La India Mine

Share (%)
100

Country/Area
Mexico

Latitude
26.706

Longitude
-108.873

Project stage
Production

Mining method
Open-cut

Raw material(s)
Gold
Silver

Year extraction started/is planned to start
2014

Year of closure
2023

Description of project
La India achieved commercial production on February 1, 2014. Our Pinos Altos mine is approximately 70 km southeast of La India, providing operating synergy between the two operations.

Mining project ID
Project 6

Name
Pinos Altos Complex

Share (%)
100

Country/Area
Mexico

Latitude
28.271

Longitude
-108.299

Project stage
Production

Mining method
Underground

Raw material(s)
Gold
Silver

Year extraction started/is planned to start
2009

Year of closure
2026

Description of project
Pinos Altos is in the mountainous region of northern Mexico, 220 km west of the city of Chihuahua. It is an underground mining operation containing substantial reserves of gold and silver.

Mining project ID
Project 10

Name
Hammond Reef

Share (%)
100

Country/Area
Canada

Latitude
48.923

Longitude
-91.439

Project stage
Exploration

Mining method
Open-cut

Raw material(s)
Gold

Year extraction started/is planned to start

Year of closure

Description of project
The Hammond Reef gold exploration project is an open pit project in Northwestern Ontario, Canada.

Mining project ID
Project 11

Name
Kirkland Lake (Upper Beaver)

Share (%)
100

Country/Area
Canada

Latitude
48.142

Longitude
-79.819

Project stage
Exploration

Mining method
Underground

Raw material(s)
Gold

Year extraction started/is planned to start

Year of closure

Description of project
The Kirkland Lake project covers approximately 27,312 hectares.

Mining project ID
Project 13

Name
Santa Gertrudis

Share (%)
100

Country/Area
Mexico

Latitude
30.633

Longitude
-110.55

Project stage
Exploration

Mining method
Please select

Raw material(s)
Gold

Year extraction started/is planned to start

Year of closure

Description of project
A historical heap leach operation that produced approximately 565,000 ounces of gold from 1991 to 1994.

Mining project ID
Project 5

Name
Lapa

Share (%)
100

Country/Area
Canada

Latitude

Longitude

Project stage
Closure and/or legacy site

Mining method
Underground

Raw material(s)
Gold

Year extraction started/is planned to start
2009

Year of closure
2018

Description of project
Mining activities ceased on December 31, 2018. Closure and rehabilitation activities are underway.

Mining project ID
Project 14

Name
Eagle & Telbel

Share (%)
100

Country/Area
Canada

Latitude

Longitude

Project stage
Closure and/or legacy site

Mining method
Underground

Raw material(s)
Gold

Year extraction started/is planned to start

Year of closure
1993

Description of project
Mining activities ceased in 1993. Infrastructure areas have been rehabilitated and revegetated. Post-closure monitoring and maintenance activities are carried out. The Company is also currently testing some rehabilitation techniques to allow for more permanent solutions to close the tailings storage facility.

Mining project ID
Project 9

Name
Hope Bay

Share (%)

Country/Area
Canada

Latitude

Longitude

Project stage
Exploration

Mining method
Underground

Raw material(s)
Gold

Year extraction started/is planned to start
2017

Year of closure

Description of project
The Hope Bay property is located in the Kitikmeot region of Nunavut, approximately 685 km northeast of Yellowknife and 125 km southwest of Cambridge Bay. It has over 90 regional exploration targets across an 80 km greenstone belt.

Mining project ID
Project 12

Name
Cobalt

Share (%)
100

Country/Area
Please select

Latitude

Longitude

Project stage
Closure and/or legacy site

Mining method
Please select

Raw material(s)
Please select

Year extraction started/is planned to start

Year of closure

Description of project

F-MM9.2/F-CO9.2

(F-MM9.2/F-CO9.2) Can you disclose the mining project area and the area of land disturbed for each of your mining projects?

	Disclosing mining project area and area of land disturbed?	Comment
Row 1	Partially	All Agnico mining projects in operation disclose size of operational site and area land disturbed in the Annual Sustainability Performance Table. Exploration and Closure and/or Legacy sites are not included in the annual reporting

F-MM9.2a/F-CO9.2a

(F-MM9.2a/F-CO9.2a) Provide details on the mining project area and the area of land disturbed for each of your mining projects.

Mining project ID
Project 1

Total area of owned land/lease/concession (hectares)
3554

Total area disturbed to date (hectares)
3554

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 2

Total area of owned land/lease/concession (hectares)
880

Total area disturbed to date (hectares)
633

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 3

Total area of owned land/lease/concession (hectares)
839

Total area disturbed to date (hectares)
760

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 4

Total area of owned land/lease/concession (hectares)
519

Total area disturbed to date (hectares)
330

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 6

Total area of owned land/lease/concession (hectares)
7206

Total area disturbed to date (hectares)
711

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 7

Total area of owned land/lease/concession (hectares)
550

Total area disturbed to date (hectares)
550

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 8

Total area of owned land/lease/concession (hectares)
1705

Total area disturbed to date (hectares)
1705

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

Mining project ID
Project 9

Total area of owned land/lease/concession (hectares)
39500

Total area disturbed to date (hectares)
124

Area disturbed in the reporting year (hectares)

Type(s) of habitat disturbed in the reporting year
Natural habitat

Comment

F-MM9.3/F-CO9.3

(F-MM9.3/F-CO9.3) Are any of your mining projects located in or near legally protected and internationally recognized areas?

	Are any of your projects in or near?	Comment
Legally protected area(s)	Yes	Two active mining projects are in or near a legally protected area. For reporting purposes, sites are considered adjacent to an area if they are within 5km.
UNESCO World Heritage sites	No	
UNESCO Biosphere Reserves	No	
Ramsar sites	No	
Key Biodiversity Area(s)	No	

F-MM9.3a/F-CO9.3a

(F-MM9.3a/F-CO9.3a) Provide details on mining projects that are in or near legally protected and internationally recognized areas.

Mining project ID
Project 6

Type of legally protected/ internationally recognized area
Legally protected area

Protected area category (IUCN classification)
Don't know

Name of area
Área Natural Protegida Tutuaca

Proximity
Overlap

Area of overlap (hectares)

Please explain

Mining project ID
Project 8

Type of legally protected/ internationally recognized area
Legally protected area

Protected area category (IUCN classification)
Don't know

Name of area
Lapinleinikinmukka conservation area

Proximity
Adjacent

Area of overlap (hectares)
<Not Applicable>

Please explain

F-MM9.4/F-CO9.4

(F-MM9.4/F-CO9.4) Are there artisanal and small-scale mining (ASM) operations active in your mining concessions or in their area of influence?

No

F-MM9.5/F-CO9.5

(F-MM9.5/F-CO9.5) Have biodiversity-related issues led to detrimental impact(s) on your business in the reporting year?

	Biodiversity-related issues led to detrimental impacts on the business?	Comment
Row 1	No	

F-MM9.6/F-CO9.6

(F-MM9.6/F-CO9.6) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for violation of biodiversity-related regulation?

	Any penalties for violation of biodiversity-related regulation?	Comment
Row 1	No	

F10 Procedures

F-MM10.1/F-CO10.1

(F-MM10.1/F-CO10.1) Have biodiversity impacts and risks of your mining projects been assessed before the project development stage?

	Biodiversity impacts and risks assessed before the project development stage?	Please explain
Row 1	Yes, in all cases	A biodiversity impact and risk assessment is done before the development of every project

F-MM10.1a/F-CO10.1a

(F-MM10.1a/F-CO10.1a) Select the options that best describe your procedures for identifying and assessing biodiversity-related impacts and risks.

Mining project ID
Project 1

Type of assessment
Full-scale environmental and social impact assessment

Impacts considered
Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Field surveys
Landscape-scale field surveys
Expert consultation
Stakeholder consultation/analysis
National specific tools and databases

Aspects considered
Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats
Ecosystem services

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Yes

Please explain

Mining project ID
Project 2

Type of assessment
Full-scale environmental and social impact assessment

Impacts considered
Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Field surveys
Landscape-scale field surveys
Expert consultation
Stakeholder consultation/analysis
National specific tools and databases

Aspects considered
Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats
Ecosystem services

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Yes

Please explain

Mining project ID
Project 3

Type of assessment
Straightforward application of environmental siting, pollution standards, design criteria, or construction standards

Impacts considered
Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Field surveys
Expert consultation
Stakeholder consultation/analysis
National specific tools and databases

Aspects considered
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Don’t know

Please explain

Mining project ID
Project 4

Type of assessment
A limited or focused environmental and social assessment

Impacts considered

Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered
Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Don't know

Please explain

Mining project ID
Project 6

Type of assessment
Full-scale environmental and social impact assessment

Impacts considered
Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered
Locational alternatives
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Yes

Please explain

Mining project ID
Project 7

Type of assessment
Full-scale environmental and social impact assessment

Impacts considered
Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Landscape-scale field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered
Locational alternatives
Threatened species

Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Yes

Please explain

Mining project ID
Project 8

Type of assessment
Full-scale environmental and social impact assessment

Impacts considered
Direct impacts
Indirect impacts
Cumulative impacts

Scope defined by
Governmental agency requirements

Methods and tools
Field surveys
Expert consultation
Stakeholder consultation/analysis

Aspects considered
Threatened species
Migratory species
Endemic species
Protected areas
Critical habitats
Natural habitats

Baseline biodiversity data available?
Yes

Is the Environmental Impact Statement publicly available?
Yes

Please explain

F-MM10.2/F-CO10.2

(F-MM10.2/F-CO10.2) Does your organization undertake a corporate-level procedure to assess biodiversity-related risks to your business?

	Is there a procedure to assess biodiversity-related risks?	Comment
Row 1	Yes	Biodiversity-related risks are managed and assessed through our Risk Management and Monitoring System (RMMS).

F-MM10.2a/F-CO10.2a

(F-MM10.2a/F-CO10.2a) Select the options that best describe your procedure for identifying and assessing biodiversity-related risks.

Row 1

Risk assessment procedure

Assessed as part of other company-wide risk assessment system

Frequency of assessment

Other, please specify (3)

How far into the future are risks considered?

> 6 years

Tools and methods used to identify and assess risks

Internal company methods
External consultants
National specific tools and databases

Please explain

The Risk Management and Monitoring System (RMMS) is the foundation for managing the commitments made in Agnico Eagle's Sustainable Development Policy and under the international and national initiatives, codes, and programs to which we are a signatory. Our RMMS is aligned with the intent of the ISO 14001 Environmental Management System and the ISO 45001 (Occupational health and safety management systems). Biodiversity-related risks are evaluated in terms of their consequence and probability, according to a 5X5 matrix. The consequence, from negligible to extreme/critical, is defined by looking at the severity of impacts on the ecosystem, land use, water and by looking at the cost of remediation and legal aspects. The risk assessment process asks for a review every 3 years. High and very high risks are assessed on an annual basis and require mitigation plans. Very high risks are presented to the board annually. Climate and biodiversity related risks are part of the risks assessed in that process. Experts and national databases are consulted as required to support and complete asssessments.

F-MM10.2b/F-CO10.2b

(F-MM10.2b/F-CO10.2b) Which of the following issues are considered in your organization's biodiversity-related risk assessment(s)?

	Relevance & inclusion	Please explain
Deforestation	Relevant, sometimes included	Relevant everywhere except in Nunavut, Project 1 and 2. Nunavut operations are located north of arctic tree line. Agnico Eagle's RMMS includes assessments of operations' risks of ecosystem impacts including impacts on habitat.
Legally protected areas	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks of non-compliance with laws and regulations, this includes any laws and regulations related to legally protected areas.
Internationally recognized areas	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on land use. Agnico Eagle's Sustainable Development Policy commits to not explore or seek to develop new mining operations in an area designated as a World Heritage Site.
Threatened, migratory and endemic species	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on ecosystems including impacts on threatened, migratory and endemic species.
Ecosystem services	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on ecosystems.
Regulation	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks of non-compliance with laws and regulations, this includes any laws and regulations related to legally protected areas. For example, Agnico Eagle's Nunavut operations are subject to regulations related to protection of migratory species.
Indigenous peoples	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on land use. This includes impacts on land subsidence. Land subsidence is essential to many neighbouring Indigenous peoples.
Local communities	Relevant, always included	Agnico Eagle's RMMS includes assessments of operations' risks on land use. It also includes assessments on the social acceptability by stakeholders, and impacts on the private, public, or cultural sites.
Other, please specify	Please select	

F-MM10.2c/F-CO10.2c

(F-MM10.2c/F-CO10.2c) Which of the following stakeholders are considered in your organization's biodiversity-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Not considered	
Employees	Relevant, always included	
Investors	Relevant, sometimes included	
Local communities	Relevant, always included	
Indigenous peoples	Relevant, always included	
NGOs	Relevant, sometimes included	
Regulators	Relevant, always included	
Suppliers	Relevant, sometimes included	
Other stakeholders, please specify	Please select	

F-MM10.3/F-CO10.3

(F-MM10.3/F-CO10.3) Do you adopt biodiversity action plans to manage your impacts on biodiversity?
Yes

F-MM10.3a/F-CO10.3a

(F-MM10.3a/F-CO10.3a) Describe your criteria for defining which sites are required to produce biodiversity action plans.

Every Agnico Eagle mining project in operation has a biodiversity conservation plan based on the Mining Association of Canada (MAC), Toward Sustainable Mining (TSM) Protocol, and state/provincial/local legislative requirements set out on the protection of biodiversity.

F11 Impacts, risks and opportunities

F-MM11.1/F-CO11.1

(F-MM11.1/F-CO11.1) Have any of your projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?

	Any projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?	Comment
Row 1	No	

F-MM11.2/F-CO11.2

(F-MM11.2/F-CO11.2) Have you identified any biodiversity risks with the potential to have a substantive financial or strategic impact on your business?
Yes

F-MM11.2a/F-CO11.2a

(F-MM11.2a/F-CO11.2a) How does your organization define substantive impact on your business?

Impacts that materially affect the Company's financial condition and/or future operating results.

F-MM11.2b/F-CO11.2b

(F-MM11.2b/F-CO11.2b) For your disclosed mining projects, provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Type of risk
Physical

Primary risk driver
Presence of threatened species in or near mining operation

Primary potential impact
Reduction or disruption in production capacity

Magnitude of the potential impact
Low

Likelihood
Likely

Where does the risk driver occur?
Selected mines, business units or geographies only

Mining project ID
Project 1
Project 2

Company-specific description
The Company's gold production may be negatively impacted as a result of the impacts of wildlife, including caribou, on mining activities.

Timeframe
>6 years

Primary response to risk
Engagement in multi-stakeholder initiatives

Description of response
A Terrestrial Advisory Committee (TAG) consisting of representatives from Inuit organizations, government and Agnico Eagle evaluate caribou migration situation on a daily basis and provide direction on the level of activity we could operate based on the real time data and our caribou management protocol.

F-MM11.3/F-CO11.3

(F-MM11.3/F-CO11.3) Have you identified any biodiversity-related opportunities with the potential to have a substantive financial or strategic impact on your business?
Yes

F-MM11.3a/F-CO11.3a

(F-MM11.3a/F-CO11.3a) For your disclosed mining projects, provide details of the identified opportunities with the potential to have a substantive financial or strategic impact on your business.

Type of opportunity
Other

Primary biodiversity-related opportunity
Other, please specify (Contributing to Soil Regeneration)

Where does the opportunity occur?
Selected mines, business units or geographies only

Mining project ID
Project 6

Estimated timeframe for realization
1-3 years

Company specific description & strategy to realize opportunity
In January 2019, our environmental team at Pinos Altos began implementing a unique initiative to improve soil regeneration that could be applied at other mining facilities.

During the closure and decommissioning process of mines, companies often lack sufficient topsoil to complete environmental revegetation activities. Pinos Altos tackled this problem by searching for alternative methods to promote revegetation of the Oberon de Weber Waste Rock Storage Facility without requiring organic soil to be brought in from offsite.

They decided to test a regenerative method known as Ultra High-Density Grazing with Cattle (UHDG), which is widely used in the ranching business. This method mimics the effect of large herds of grazing herbivores that group together and move constantly, trampling the ground and plants. The soil is naturally broken up and oxygenated, with dead plant matter and animal waste being incorporated into the soil in the form of nutrients.

Understanding this dynamic led Pinos Altos to acquire 100 cows and construct pastures, or small enclosures, on 8-hectares of land where the cattle would be allowed to graze. The team then began using a special livestock feed which increases the highly active microbial environment of the cows' four-chamber digestive system. At the end of the cycle, plant residue, manure and soil is mixed naturally improving the nutrient level in the process.

By using this foraging and feeding method, and with the movement of the herd at regular intervals, in a specific grazing pattern, the team was able to improve soil health and eliminate the need for adding topsoil in their environmental reclamation activities. Another benefit is that the heavy machinery usually used in reclamation is not needed.

After a successful six-month pilot project, the team expanded the project and began working with the same UHDG herd on a larger revegetation project. This method stimulates vegetation in less time than traditional methods, and soon the cows will graze on the very grass the UHDG revegetation process helped to produce, thereby creating a 100% sustainable project and ecosystem.

Type of opportunity
Other

Primary biodiversity-related opportunity
Contribution to biodiversity knowledge

Where does the opportunity occur?
Selected mines, business units or geographies only

Mining project ID
Project 1
Project 2

Estimated timeframe for realization
Please select

Company specific description & strategy to realize opportunity
Working in partnership with Agnico Eagle, the University of Saskatchewan aims to develop terrestrial tundra restoration techniques that can be applied at the Meliadine Mine and elsewhere in Nunavut. Different reclamation techniques have been tested in the field and are currently being monitored to evaluate their performance. Youths were hired during the project providing opportunities for hands-on training in northern rehabilitation ecology and field research. Establishing efficient reclamation techniques and better understanding the key tundra ecosystem processes will enable the group to develop innovative reclamation techniques for northern projects and mines.

Type of opportunity
Other

Primary biodiversity-related opportunity
Contribution to biodiversity knowledge

Where does the opportunity occur?
Company-wide

Mining project ID
<Not Applicable>

Estimated timeframe for realization
Please select

Company specific description & strategy to realize opportunity
Agnico Eagle Mines Ltd is a long-standing partner in mining and environmental research at the Université du Québec en Abitibi-Témiscamingue (UQAT) and Polytechnique Montréal. This collaboration, which goes back more than 25 years, materialized in the early 2000s with the creation of the NSERC Polytechnique-UQAT industrial chair in environment and mine waste management. Decades of strategic investment and development led, in 2013, to the creation of the Research Institute of Mines and Environment (RIME) UQAT-Polytechnique. This unique partnership brings together the two universities and six mining partners including Agnico Eagle. The RIME UQAT-Polytechnique has a unique research group that tackles the complex environmental challenges that exist at all stages of a mine's lifecycle. Core research themes have included: the responsible management of mine wastes, the effective reclamation of mine sites, geotechnical and geoenvironmental stability of mine waste storage facilities, water quality prediction, treatment and management of mine waters, transportation of contaminants in the environment, circular economies in the mining industry, the influence of climate change (CC) on the exploitation of mineral resources, and the incorporation of social aspects in mine development and closure plans. Most of our operations have been involved in one or several of these research topics, sharing material or site access for data collection and field pilot testing.

Type of opportunity
Other

Primary biodiversity-related opportunity
Other, please specify (Rehabilitation of an abandoned contaminated tailings site)

Where does the opportunity occur?
Selected mines, business units or geographies only

Mining project ID
Project 4

Estimated timeframe for realization
Please select

Company specific description & strategy to realize opportunity
In partnerships with the Quebec, Goldex's Manitou project is rehabilitating an abandoned contaminated tailings site. Goldex's neutral tailings are used to cover (encapsulate) the Manitou tailings to restore the area. The slight alkalinity provided by Goldex's tailings also helps buffering the acidity generated by the Manitou tailings, which supports water quality improvement and aquatic ecosystem recovery. Since the beginning of the project, positive results have been measured on the aquatic environment. Final landscape will also be revegetated.

F12 Governance

F-MM12.1/F-CO12.1

(F-MM12.1/F-CO12.1) Is there board-level oversight of biodiversity-related issues within your organization?
Yes

F-MM12.1a/F-CO12.1a

(F-MM12.1a/F-CO12.1a) Identify the position(s) of the individual(s) (do not include any names) on the board with responsibility for biodiversity-related issues.

Position of individual	Please explain
Board-level committee	At Agnico Eagle, the Health, Safety, Environment, and Sustainable Development (HSESD) Committee of the Board is responsible for overseeing health, safety, environmental, and corporate social responsibility strategies, policies, programs, and performance including biodiversity-related issues.

F-MM12.1b/F-CO12.1b

(F-MM12.1b/F-CO12.1b) Provide further details on the board's oversight of biodiversity-related issues.

	Frequency that biodiversity-related issues are a scheduled agenda item	Governance mechanisms into which biodiversity-related issues are integrated	Please explain
Row 1	Scheduled - all meetings	Reviewing and guiding corporate responsibility strategy	The HSESD Committee advises and makes recommendations to the Board in accordance with the Corporation's Sustainable Development Policy in its oversight role with respect to the Corporation's health and safety, environmental and corporate social responsibility strategy, policies, programs, and performance.

F-MM12.2/F-CO12.2

(F-MM12.2/F-CO12.2) Provide the highest management-level position(s) or committee(s) with responsibility for biodiversity-related issues (do not include the names of individuals)

Name of the position(s) and/or committee(s)
Other, please specify (Executive Vice President, Operational Excellence)

Responsibility
Both assessing and managing biodiversity-related risks and opportunities

Frequency of reporting to the board on biodiversity-related issues
Half-yearly

Please explain

F-MM12.3/F-CO12.3

(F-MM12.3/F-CO12.3) Do you provide incentives to C-suite employees or board members for the management of biodiversity-related issues?

	Are there incentives to C-suite employees or board members?	Comment
Row 1	Yes	

F-MM12.3a/F-CO12.3a

(F-MM12.3a/F-CO12.3a) What incentives are provided to C-Suite employees or board members for the management of biodiversity-related issues (do not include the names of individuals)?

	Role entitled to incentive	Indicator for incentivized performance	Please explain
Monetary reward	Corporate executive team	Other, please specify (Corporate performance score)	Agnico Eagle's short-term incentive policy for Named Executive Officers includes a Corporate Performance Score. Environmental, Social and Governance, which includes water management, is a key performance metric representing 7.5% of the total weighting. This measure is judgment based and is assessed against the number and severity of environmental incidents, community complaints and the Company's position in third party ESG rankings. For more information, please consult Agnico Eagle's Management Information Circular.
Non-monetary reward	Other, please specify (Relevant employees)	Achievement of commitments and targets	The objectives included in the biodiversity action plans are included in the personal objectives of relevant employees.

F-MM12.4/F-CO12.4

(F-MM12.4/F-CO12.4) Does your organization have a policy that includes biodiversity-related issues?
Yes, we have a documented biodiversity policy that is publicly available

F-MM12.4a/F-CO12.4a

(F-MM12.4a/F-CO12.4a) Select the options that best describe the scope and content of your policy.

	Format	Content	Please explain
Row 1	Part of company-wide environmental/sustainability policy	Recognition of the overall importance of natural habitats Description of timebound commitments and targets Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and capacity-building Commitment to protect rights and livelihoods of local communities	Agnico Eagle developed an overall Sustainable Development Policy that includes commitments on biodiversity.

F-MM12.5/F-CO12.5

(F-MM12.5/F-CO12.5) Has your organization made any public commitment(s) to reduce or avoid impacts on biodiversity?

Yes

F-MM12.5a/F-CO12.5a

(F-MM12.5a/F-CO12.5a) Provide details on your public commitment(s), including the description of specific criteria, coverage, and timeframe.

Commitment
Not to explore or develop mines in World Heritage sites

Coverage
Company-wide

% of total production covered by commitment
100%

Commitment timeframe
No specified timeframe

Please explain
Included in the SD Policy approved on December 2019.

Commitment
Free, Prior and Informed Consent of Indigenous Peoples

Coverage
Company-wide

% of total production covered by commitment
100%

Commitment timeframe
No specified timeframe

Please explain
Included in the SD Policy approved on December 2019.

Commitment
Avoidance of negative impacts on threatened and protected species

Coverage
Selected mines, business units or geographies only

% of total production covered by commitment
21-30%

Commitment timeframe
No specified timeframe

Please explain
Traffic and mining activities are suspended when caribou are in close proximity to all weather access road and the mine site.

F13 Business strategy

F-MM13.1/F-CO13.1

(F-MM13.1/F-CO13.1) Are biodiversity issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are biodiversity-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, biodiversity-related issues are integrated	>30	Biodiversity issues are included in all closure plans.
Strategy for long-term objectives	Yes, biodiversity-related issues are integrated	>30	Biodiversity issues are included in all closure plans.
Financial planning	Yes, biodiversity-related issues are integrated	>30	Biodiversity issues are included in all closure plans. Also, all biodiversity issues are addressed in every stage of a mining project.

F14 Implementation

F-MM14.1/F-CO14.1

(F-MM14.1/F-CO14.1) Have you specified any measurable and time-bound targets related to your commitment(s) to reduce or avoid impacts on biodiversity?
Yes

F-MM14.1a/F-CO14.1a

(F-MM14.1a/F-CO14.1a) Provide details of your target(s) related to your commitment(s) to reduce or avoid impacts on biodiversity, and progress made.

Target reference number
Target 1

Target label
Support pollinators through different initiatives

Base year
2019

Target year
2021

% of target achieved
100%

Please explain
Development and testing, with UQAT researchers and other mining partners, of techniques to reclaim our land using more flower species to support pollinators in the areas we operate. Testing plots were installed and followed at Goldex Mine.
Bees inventories were also realized to support the study.

Target reference number
Target 2

Target label
Protect and create birds and bat habitat

Base year
2018

Target year
2035

% of target achieved
41-50%

Please explain
2018: 3 bat gates installed in Cobalt; protect the entrance to former adits to bats while keeping humans away (and safe).
2021: Bird and bat boxes were installed on site, at Manitou, and in a recreational area (partnership with the municipality).
Ongoing: construction projects are screened to avoid disturbing birds and bird nests; opportunities are flagged when rehabilitating the land to further support birds and bats.

F-MM14.2/F-CO14.2

(F-MM14.2/F-CO14.2) Provide details on mining projects that are required to produce Biodiversity Action Plans.

Row 1

Number of mining projects required to produce a biodiversity action plan
7

% of mining projects required to produce a biodiversity action plan that have one in place
100

Format
Stand-alone document

Frequency biodiversity action plans are reviewed
Regularly

Please explain
Each mine has their biodiversity conservation plan based on the MAC TSM Protocol and national/state/local legislative requirements.

F-MM14.3/F-CO14.3

(F-MM14.3/F-CO14.3) Has your organization adopted avoidance and/or minimization as strategies to prevent or mitigate significant adverse impacts on biodiversity?
Yes

F-MM14.3a/F-CO14.3a

(F-MM14.3a/F-CO14.3a) Provide relevant company-specific examples of your implementation of avoidance and minimization actions to manage adverse impacts on biodiversity.

Mining project ID
Project 3

Approach
Minimization

Type of measure
Physical controls

Description
We participated in a regional initiative in collaboration with UQAT, the Montreal Biodome and other industrial partners to help the Monarch butterfly (and all butterfly species) and bee populations by selecting revegetation species for our rehabilitation actions that support their life cycle. This project also includes our Goldex operation, as well as the Lapa site (under closure).

Mining project ID
Project 8

Approach
Minimization

Type of measure
Physical controls

Description
Kittilä Mine regularly installs and repairs fences to reduce occurrences of reindeer intrusions on the property, builds bridges for reindeer to cross over ditches, and funds tracking collars for reindeer.

Mining project ID
Project 8

Approach
Minimization

Type of measure
Physical controls

Description
In 2021, planning began for planting trees in the former infiltration fields that are not in use anymore since the commissioning of the new discharge waterline to the Loukinen River. Tree planting will commence in 2022, enabling an increase in biodiversity inside the mining lease area and positively affecting peatland water management by reducing water infiltration.

F-MM14.4/F-CO14.4

(F-MM14.4/F-CO14.4) Have significant impacts on biodiversity been mitigated through restoration?

	Have significant impacts on biodiversity been mitigated through restoration?	Comment
Row 1	Partially	The progressive reclamation and final closure planning process where possible is initiated in the early phases of a project and undergoes continuous improvement throughout life-of-mine. We engage local communities, governments, and other interested stakeholders often on this subject, and we seek to minimize impacts and maximize benefits whenever possible.

F-MM14.4a/ F-CO14.4a

(F-MM14.4a/ F-CO14.4a) Provide details on restoration actions you have in place in your sites.

Mining project ID
Project 5

Description of the impact being mitigated by restoration
Footprint of mining operations

Type of ecosystem restored
Forest ecosystems

Total area restored to date (hectares)

Total area to be restored (hectares)

Target year

Describe restoration actions
Completed Phase II Site assessment to prepare for final removal of potentially contaminated materials, landform design and planting.

Mining project ID
Project 6

Description of the impact being mitigated by restoration
Footprint of mining operations

Type of ecosystem restored
Please select

Total area restored to date (hectares)

Total area to be restored (hectares)

Target year

Describe restoration actions
Revegetation activities are ongoing at El Castor Rockfill Storage Facility with the site greenhouse producing Red Oak and White Pine for explanting and other native seed and plant collection activities.

F-MM14.5/F-CO14.5

(F-MM14.5/F-CO14.5) Have significant residual impacts of your projects been compensated through biodiversity offsets?

	Have residual impacts been compensated through biodiversity offsets?	Comment
Row 1	Yes	

F-MM14.5a/F-CO14.5a

(F-MM14.5a/F-CO14.5a) Provide details on the biodiversity offsets you have in place.

Mining project ID
Project 8

Description of the impact being offset
At Kittila, Finland, there is a mandatory maximum volume that can be discharged in the river.

Motivation
Legal requirements

Type of offset
Restoration offset (other)

Area (hectares)

Describe the offset
Kittila mine did a habitat improvement project to make the Parvajoki River more suitable for brown trout.

Mining project ID
Project 1

Description of the impact being offset
Some aquatic habitats were impacted by the construction of mine infrastructure.

Motivation
Legal requirements

Type of offset
Restoration offset (other)

Area (hectares)

Describe the offset
Fish habitats were offset at our construction phase with the construction of a jetty-like structure in the same watershed to raise the area of potential feeding, hidding, and mating habitat.

F-MM14.6/F-CO14.6

(F-MM14.6/F-CO14.6) Is your organization implementing or supporting additional conservation actions?

	Implementing or supporting additional conservation actions?	Comment
Row 1	Yes	

F-MM14.6a/F-CO14.6a

(F-MM14.6a/F-CO14.6a) Provide details on the main additional conservation actions you are implementing or supporting.

Project title
Fight against invasive alien species

Project theme
Other, please specify (invasive alien species)

Country/Area
Canada

Location
In the area of influence of mining project

Primary motivation
Voluntary

Timeframe
Undefined

Start year
2018

End year
<Not Applicable>

Description of project
Invasive alien species pose problems in ecosystems and must be quickly identified and controlled.

Description of outcome to date
Partnering with local watershed conservation organisms to support the installation of boat washing stations to stop invasive species from being carried from lake to lake. An example is the Goldex Mine supporting the OBVAJ.

F-MM14.7/F-CO14.7

(F-MM14.7/F-CO14.7) Do your mining projects have closure plans in place?

	Are there closure plans in place?	Comment
Row 1	Yes	

F-MM14.7a/F-CO14.7a

(F-MM14.7a/F-CO14.7a) Please provide details on mines with closure plans.

Row 1

Percentage of mines with closure plans
100

Percentage of closure plans that take biodiversity aspects into consideration
100

Is there a financial provision for mine closure expenditure?
Yes, for some mines

Frequency closure plans are reviewed
Regularly (some projects)

Please explain
Mexican operations do not have financial provision for mine closure expenditure. Nunavut, Abitibi, and Finland operations closure plans are reviewed at least every 5 years.

F-MM14.8/F-CO14.8

(F-MM14.8/F-CO14.8) Can you disclose the area rehabilitated (in total and in the reporting year) for each of your mining projects?

	Disclosing area rehabilitated (in total and in the reporting year)?	Comment
Row 1	Partially	Only disclosing area rehabilitated for operating mines.

F-MM14.8a/F-CO14.8a

(F-MM14.8a/F-CO14.8a) Provide details on the area rehabilitated (total/reporting year) for each of your mining projects, including post-mining land use.

Mining project ID
Project 1

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 2

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 3

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 4

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 6

Total area rehabilitated (hectares)
51

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 7

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 8

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

Mining project ID
Project 9

Total area rehabilitated (hectares)
0

Area rehabilitated in the reporting year (hectares)

Describe post-mining land use

F15 Engagement

F-MM15.1/F-CO15.1

(F-MM15.1/F-CO15.1) Do you participate in or endorse any of the following global initiatives?

	Participate or endorse?	Comment
Extractive Industries Transparency Initiative	No	Agnico Eagle is committed to the principles of transparency and to increasing our level of disclosure on the payment of all taxes and royalties to governments. For 2021, we have reported all payments in accordance with the “Publish What You Pay” initiative, and the Canadian Extractive Sector Transparency Measures Act (ESTMA).
UN Global Compact	No	
Natural Capital Coalition	No	
Business and Biodiversity Pledge	No	
New York Declaration on Forests	No	

F-MM15.2/F-CO15.2

(F-MM15.2/F-CO15.2) Do you participate in or support industry-led and/or standards-setting initiatives and organizations promoting sustainability in the mining sector?

	Participating or supporting industry-led and/or standards-setting initiatives?	Comment
Row 1	Yes	We participate in the revision of the closure section of 43-101 document led by CIM. Actively participating to MAC TSM Initiative and the World Gold Council's Responsible Gold Mining Principles (RGMP).

F-MM15.2a/F-CO15.2a

(F-MM15.2a/F-CO15.2a) Indicate the initiatives and/or organizations you took part in or supported during the reporting year.

Activities	Initiatives	Comment
Industry-led mining sustainability initiative/organization	Towards Sustainable Mining - TSM (Mining Association of Canada) Finnish Network for Sustainable Mining	

F-MM15.3/F-CO15.3

(F-MM15.3/F-CO15.3) Do you collaborate or engage in partnerships with non-governmental organizations to promote the implementation of your biodiversity-related goals and commitments?

	Collaborating or partnering with non-governmental organizations?	Comment
Row 1	Yes	

F-MM15.3a/F-CO15.3a

(F-MM15.3a/F-CO15.3a) Provide details on main collaborations and/or partnerships with non-governmental organizations that were active during the reporting year.

Organization
UQAT (Université du Québec en Abitibi-Témiscamingue)

Scope of collaboration
Specific mining project(s)

Mining project ID
Project 4

Areas of collaborations
Endangered species

Describe the nature of the collaboration
We partnered with UQAT with two 5-year projects studying the endangered Woodland Caribou (Val-d’Or population).

Duration (until)
No specified timeframe

Organization
Governments of Mexico and the United States

Scope of collaboration
Specific mining project(s)

Mining project ID
Project 8

Areas of collaborations
Endangered species

Describe the nature of the collaboration
By partnering with the governments of Mexico and the United States, we support the protection of the endangered bald eagle, whose habitat extends from Mexico to Canada.

Duration (until)
No specified timeframe

Organization
NSERC-UQAT Industrial Research Chair on Northern Biodiversity in a Mining Context

Scope of collaboration
Specific mining project(s)

Mining project ID
Project 3
Project 4
Project 5
Project 14

Areas of collaborations
Deforestation and /or forest degradation
Biodiversity Action Plans
Offsets
Restoration
Landscape-scale assessments

Describe the nature of the collaboration
Agnico Eagle is an active partner of this reaseach chair since its creation in 2018. We support a specific project evaluating the impact of mining on biodiversity through a life-of-mine cycle, including closure and reclamation.

Duration (until)
2021-2025

Organization
Research Instutute in Mine and Environment
NSERC-UQAT Industrial Research Chair on Mine Site Reclamation

Scope of collaboration
Specific mining project(s)

Mining project ID
Project 1
Project 2
Project 3
Project 4
Project 5
Project 14

Areas of collaborations
Deforestation and /or forest degradation
Biodiversity Action Plans
Restoration

Describe the nature of the collaboration
Agnico Eagle is an active partner and main financial contributor to the RIME since its beginning in 2013. Through the Research Institute, it is more than $4M annually that is invested in improving global mining environmental performance and minimizing environmental impacts of the mining industry. More recently, a Research Chair specific to mine reclamation was put together under the RIME umbrella. The objectives of this Reseach Chair is to develop foundamental and applied knowledge to foster responsible mining development.

Duration (until)
Please select

F-MM15.5/F-CO15.5

(F-MM15.5/F-CO15.5) Do you engage with other stakeholders to further the implementation of your policies concerning biodiversity?
Yes

F-MM15.5a/F-CO15.5a

(F-MM15.5a/F-CO15.5a) Provide relevant examples of other biodiversity-related engagement activities that happened during the reporting year.

Activities
Engaging with indigenous peoples

Mining project ID
Project 1
Project 2

Please explain
A Terrestrial Advisory Committee (TAG) consisting of representatives from Inuit organizations, government and Agnico Eagle evaluate caribou migration situation on a daily basis and provide direction on the level of activity we could operate based on the real time data and our caribou management protocol.

Activities
Participating in landscape-scale planning processes

Mining project ID
Project 4

Please explain
Participation to the OBVAJ (watershed-scale protection group), and support of different projects for aquatic habitat conservation.

F16 Verification

F-MM16.1/F-CO16.1

(F-MM16.1/F-CO16.1) Do you verify any biodiversity-related information reported in your CDP disclosure?
In progress

F17 Signoff

F-FI

(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

F17.1

(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.

	Job Title	Corresponding job category
Row 1	Vice President Sustainability and Regulatory Affairs	Other, please specify (Vice President)

Submit your response

In which language are you submitting your response?
English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below
I have read and accept the applicable Terms