



AGNICO EAGLE

AGNICO EAGLE MINES LIMITED

Privacy Policy

1. PURPOSE

Protecting the privacy and confidentiality of personal information of its employees, business partners and stakeholders is important to Agnico Eagle Mines Limited (the "**Company**"). The Company strives to collect, use and disclose personnel information responsibly and in accordance with applicable statutory requirements.

This Privacy Policy (the "**Policy**") outlines the Company's commitment to privacy and establishes the methods by which privacy is ensured.

2. SCOPE

This Policy applies to all personal information in the Company's care, custody and control.

Personal information is any factual or subjective information about an identifiable individual. This can include name, date of birth, address, income, e-mail address, social insurance number, gender, evaluations, credit records, user data and so forth.

This Policy applies to anyone acting for the Company, including its officers, directors, employees and consultants (collectively, "**Company Individuals**"). All references to the Company in this Policy are to Agnico Eagle Mines Limited and its affiliated entities.

3. GENERAL PRINCIPLES

3.1 Consent

The Company ensures that it will obtain consent from the individuals whose personal information is collected, used or disclosed, subject to the exceptions provided for by applicable law.

Consent occurs and is considered obtained by the Company when an individual provides express, free and informed consent orally, in writing or through a reliable online action. Before being asked to provide consent, individuals will be provided with:

- a) the reasons the personal information is being collected;
- b) how the personal information will be used and stored;
- c) any disclosure or possible disclosure of the personal information to third parties (including the names or category of third parties);
- d) any communication or possible communication of the personal information outside

- the applicable jurisdiction;
- e) any use of profiling or tracking technology;
- f) their right to access and rectify the personal information; and
- g) their right to withdraw their consent.

Although the Company is committed to protecting the personal information of Company Individuals, their consent to the collection, use or disclosure to third parties, even outside the applicable jurisdiction, will sometimes be a condition to employment and/or the ongoing business relationship, when the collection, use or disclosure of the Company Individual's personal information is necessary to the management and continuation of the Company's activities, the health and safety of its employees, the security of its infrastructures or information systems, or the management of the relationship with the Company Individual (for example, the payment of remuneration and benefits).

3.2 Use

Individuals whose personal information is being collected are entitled to know how the Company uses their personal information and that the use of any personal information collected is limited to only what is needed for those stated purposes. If required, the Company will obtain individual consent if personal information is to be used for any other purpose.

Under no circumstances will the Company sell, distribute or otherwise disclose personal information, including personal contact information or employee lists, to third parties, unless permitted by applicable law or for specifically consented use. This may include disclosure to consultants, suppliers or business partners of the Company, but only with the understanding that these parties obey and abide by the principles of this Policy, to the extent necessary of fulfilling their own business duties and day-to-day operations.

The Company will retain personal information only for the duration it is needed for conducting its business and ensuring statutory compliance. Once personal information is no longer required, it will be destroyed promptly, safely and securely. However, applicable laws may require that certain personal information be kept for a specified amount of time. Where this is the case, the law will supersede this Policy.

3.3 Protection

The Company will take reasonable precautions to protect personal information with appropriate security measures, physical safeguards and electronic precautions. The Company maintains personal information through a combination of paper and electronic files. The Company will ensure that:

- a) Access to personal information is authorized only for the employees and other agents of the Company who require the information to perform their job duties, and to those otherwise authorized by applicable law;
- b) The Company's computer network systems and databases are secured by complex passwords and firewalls to which only authorized individuals may access;
- c) Active physical files are kept in locked filing cabinets; and
- d) Routers and servers connected to the Internet are protected by a firewall and are

further protected against cyber-attacks by reasonable software solutions.

3.4 Access and Correction

In most instances and to the extent required by applicable law, the Company will grant individuals access to personal information in the care, custody and control of the Company upon presentation of a written request and satisfactory identification, within 30 days of such request or any shorter time limit prescribed by applicable law. If an individual finds errors of fact with their personal information they should notify the Company as soon as possible to make the appropriate corrections.

If access is refused, the Company will indicate the reasons for the refusal and the provisions of the applicable law on which the refusal is based, as well as the remedies available to the individual and the time limit within which they may be exercised.

4. QUESTIONS AND COMPLAINTS

The Company assumes accountability for the personal information within its possession and control. The Company has appointed the human resources department as custodians of all privacy matters and legal compliance with privacy laws.

Any questions or complaints with regard to this Policy or relating to the processing of personal information, including access and modification of personal information, should be addressed to the designated official for each of the following jurisdictions (each, a "**Designated Official**"):

Agnico Eagle Québec

Nicolas Bolduc

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Agnico Eagle Ontario (Operations)

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Agnico Eagle Head Office and Other Jurisdictions

Cecilia Mimbela
Phone: 647-260-3784 x4013784
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The Company will investigate and respond to concerns about any aspect of the handling of personal information.

5. POLICY REVIEW

The Company may modify this Policy from time to time in accordance with applicable law. The Company will advise of any modification to this Policy by indicating, at the end of it, the date of the last modifications.

Adopted on: September 22, 2023
Last modification: September 22, 2023