

2010 PERFORMANCE DATA

2010 Performance Data

Global Reporting Initiative

G3 CONTENT INDEX

In compiling this report, we have measured our performance using the Sustainability Reporting Guidelines (G3) developed by the Global Reporting Initiative (GRI) (www.globalreporting.org/ReportingFramework/), including mining industry-specific indicators incorporated in their Mining and Metals Sector Supplement (www.globalreporting.org/ReportingFramework/SectorSupplements/MiningAndMetals/) and by AEM-specific indicators that recognize our values and challenges.

We have tried to report in as quantifiable a manner as possible and on a facility-by-facility basis to allow our future trends to be measured against our past performance and objectives, and the performance of our industry peers. We have reported information for all of the Core GRI Indicators and for most of the Additional GRI Indicators for all elements. Where an indicator is not material due to the nature of our business we have provided an explanation of why in our view this indicator is not material.

The following tables present AEM's 2010 performance data for each of these indicators.

ASPECT: AEM-SPECIFIC ORGANIZATIONAL INDICATORS**AEM1**

Number of inspections carried out	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total number of workplace Health & Safety inspections carried out in 2010	167	111	60	31	444	226	1,039
Total number of workplace environmental inspections carried out in 2010	52	75	30	52	262	46	517

AEM2

Number of internal audits carried out	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total number of workplace internal Health & Safety audits carried out in 2010	24	2	2	28	13	26	95
Total number of workplace internal environmental audits carried out in 2010	1	–	–	1	2	–	4
Total number of external environmental audits	1	1	–	–	–	–	2

AEM3

Number of persons that received the Health, Safety and Environment Induction Training in 2010	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
	1,240	375	42	855	738	676	3,926

AEM4

Number of formal safety meetings with employees carried out in 2010	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
	720	192	180	174	120	400	1,786

AEM5

Number of accident/incident analyses carried out in 2010 involving employees	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
	740	64	23	99	153	35	1,114

TOWARDS SUSTAINABLE MINING INITIATIVE – AEM SELF-ASSESSMENT FOR 2010**TSM PERFORMANCE ELEMENT**

	LaRonde	Goldex	Lapa ¹	Kittila	Pinos Altos
TM1 tailings management policy and commitment	Level B	Level B	NA	Level B	Level B
TM2 tailings management system	Level A	Level B	NA	Level B	Level B
TM3 assigned accountability and responsibility for tailings management	Level A	Level B	NA	Level A	Level B
TM4 annual tailings management review	Level A	Level B	NA	Level B	Level A
TM5 operating, maintenance and surveillance manual for tailings and water management facilities	Level A	Level A+	NA	Level B	Level A
EU1 energy use management system	Level B	Level B	Level B	Level C	Level B
EU2 energy use reporting system	Level A	Level A	Level A	Level B	Level A+
EU3 energy use intensity performance target	Level C	Level C	Level C	Level B	Level C
GHG1 GHG management system	Level C	Level C	Level C	Level C	Level B
GHG2 GHG reporting system	Level A	Level A	Level A	Level A	Level B
GHG3 GHG emissions intensity performance targets	Level C	Level C	Level C	Level C	Level C
E01 community of interest identification	Level A	Level A+	Level B	Level A	Level A
E02 effective community of interest engagement and dialogue	Level B	Level B	Level B	Level B	Level A
E03 community of interest response mechanism	Level A	Level A	Level B	Level B	Level A+
E04 reporting	Level B	Level B	Level B	Level B	Level A+
CM1 Crisis Management Plan (CMP) exists	Y	Y	Y	Y	Y
CM2 CMP reviewed regularly	Y	Y	Y	Y	Y
CM3 Training on crisis management	Y	Y	Y	N	N

⁽¹⁾ Lapa has no tailings facility.

GRI Economic Performance Indicators

ASPECT: ECONOMIC PERFORMANCE

EC1

Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (thousands of US\$) – *includes exploration/Toronto/Vancouver

	Total
DIRECT ECONOMIC VALUE GENERATED	
a) Revenues	1,422,500

ECONOMIC VALUE DISTRIBUTED

b) Operating costs	677,472
c) Employee wages and benefits	280,812
d) Payments to providers of capital	49,493
e) Payments to government by country – gross taxes	97,012
f) Community investments – voluntary contributions and community investments	1,552

ECONOMIC VALUE RETAINED

g) Retained earnings	332,100
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EC2

Financial implications and other risks and opportunities for the organization's activities due to climate change

AEM recognizes that changing environmental conditions have major implications for our economic viability, and for the social and cultural well-being of our world as a whole. We understand that taking a proactive approach to reducing future uncertainties starts by identifying and anticipating potential vulnerabilities at each of our operations. The major risks from climate change at our operations are summarized as follows: 1) water shortages at Pinos Altos – AEM has installed equipment to filter all mill tailings at Pinos Altos to reduce risk associated with chronic shortages of water at this geographic location; 2) Degradation of permafrost at Meadowbank – AEM has designed all facilities to accommodate degradation of permafrost at Meadowbank without compromising facility performance. From our risk analysis we see no other significant climate change related risks that could materially impact our mining operations. Most of our operations draw power from hydroelectric sources; the main exception being Meadowbank where we generate our own power through the use of diesel. We see no approaching regulatory change that would put this operation at risk. In summary AEM sees no material financial implications from climate change at its six operating mine sites.

EC3

Coverage of the organization's defined benefit plan obligations

100% – AEM's defined benefit plan obligations are fully funded.

EC4

Significant financial assistance received from government

	Total
Nunavut Fuel Tax Rebate under Development Partnership Agreement	\$4.7 million

EC5

Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Average
EC5A) What was the starting entry level wage (\$/Hr) at this mine in 2010?	\$ 26.67	\$ 24.67	\$ 27.74	\$ 17.31	\$ 20.05	\$ 18.97	\$ 22.57
EC5B) What was the local minimum wage in the jurisdiction in which the mine is located?	\$ 9.50	\$ 9.50	\$ 9.50	\$ 15.00	\$ 6.81	\$ 10.00	\$ 10.05
The ratio of the mine's entry level wage to the local minimum wage = EC5A/EC5B	2.8	2.6	2.9	1.2	2.9	1.9	2.2

GRI Economic Performance Indicators

ASPECT: MARKET PERFORMANCE

EC6

Policy, practices and proportion of spending on locally based suppliers at significant locations of operation

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Average
Proportion of mine spending (%) on supplies that goes to local suppliers – where local is defined as the geographic or economic region in which the mine is located, such as northern Quebec for the Abitibi, Chihuahua State for Pinos Altos, Lapland for Kittila, Nunavut for Meadowbank	57.19%	57.81%	57.00%	27.00%	69.00%	47.80%	52.63%

EC7

Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Average
Proportion of the mine workforce (%) that is hired from the local region in which the mine is located, such as northern Quebec for the Abitibi, Chihuahua State for Pinos Altos, Lapland for Kittila, Nunavut for Meadowbank	93.00%	100.00%	100.00%	90.00%	62.75%	37.50%	78.05%
Proportion of the mine management team (%) that is hired from the local region in which the mine is located, such as Northern Quebec for the Abitibi, Chihuahua State for Pinos Altos, Lapland for Kittila, Nunavut for Meadowbank	100.00%	100.00%	100.00%	50.00%	51.25%	0.00%	66.88%

ASPECT: INDIRECT ECONOMIC IMPACTS

EC8

Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement

In 2010 AEM invested ~\$300K to construct a new baseball sports field in the community of Baker Lake, Nunavut. This investment was made based on a request by the community government to AEM that identified this project as a top priority for their citizens. In a similar manner AEM invested in helping local communities upgrade local school infrastructure in communities in the immediate area of the Pinos Altos mine in northern Mexico. These investments were made with the involvement of local government in these areas. More detail on these and similar investments in public infrastructure is presented in the section on sustainable communities, entitled "Good Neighbour".

GRI Environment Performance Indicators

ASPECT: MATERIALS

EN1 Materials used by weight and volume	LaRonde	GolDEX	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Tonnes of ore milled	2,592,000	2,782,000	552,000	960,000	2,436,000	2,036,000	11,358,000
Tonnes of waste rock mined	1,275,000	200,399	82,732	9,395,000	25,688,614	13,285,739	49,927,484

EN2 Percentage of materials used that are recycled input materials	LaRonde	GolDEX	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Percentage of materials used that are recycled input material	Nil	Nil	Nil	Nil	Nil	Nil	Nil

ASPECT: ENERGY

EN3 Direct energy consumption by primary energy source	LaRonde	GolDEX	Lapa	Kittila	Pinos Altos	Meadowbank	Total
How much diesel fuel was used to generate power at this minesite (litres)?	Nil	Nil	Nil	Nil	238,531	27,460,270	27,698,801
HOW MUCH DIESEL FUEL WAS USED BY MINING EQUIPMENT (HEAVY EQUIPMENT & LIGHTER VEHICLES) AT THIS MINESITE (LITRES)?	4,886,507	1,067,513	1,217,315	4,793,894	16,612,798	20,385,985	48,964,012
Was diesel fuel used for any other purposes? If yes – what was this fuel used for?	No	No	No	Heating	No	No	Heating
If yes – how much diesel fuel was used for this purpose (litres)?	Nil	Nil	Nil	265,441	Nil	Nil	265,441
Was mine air heated at this minesite – yes or no?	Yes	Yes	Yes	Yes	No	No	–
If yes – what fuel was used to heat mine air?	Natural Gas	Natural Gas	Natural Gas	Heavy Diesel	NA	NA	–
IF YES – HOW MUCH OF THIS FUEL WAS USED TO HEAT MINE AIR (LITRES X 1,000)?	4,750,510	1,748,939	1,248	574	Nil	Nil	6,501
How much gasoline was used at this minesite (litres)?	Nil	4,800	10,400	Nil	327,722	27,328	370,250
How much aviation fuel was used at this minesite (litres)?	Nil	Nil	Nil	Nil	Nil	314,000	314,000
How much propane (other than for mine air heating) was used at this minesite (litres)?	Nil	Nil	Nil	Nil	Nil	8,712	8,712
Was there any other fuel used by the division and if so what was used, why and how much (litres)?	No	No	No	No	No	No	–
Natural gas for heating buildings and air compressors (litres)	717,851,000	Nil	Nil	Nil	Nil	Nil	717,851,000

GRI Environment Performance Indicators

EN4 Indirect energy consumption by primary source	LaRonde	GolDEX	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Electricity purchased from an outside utility (kWh)	350,465,195	110,046,502	36,800,000	109,847,820	83,366,681	–	690,526,198

EN5 Energy saved due to conservation and efficiency improvements initiatives implemented in 2010	Estimate of the amount of energy saved over the past year
LaRONDE	

New heat exchanger at the final water treatment plant (litres of natural gas)	560,000,000
Replacing compressors (kWh)	2,565,150
Elimination of pumps BPRPLOA-B (kWh)	325,000
Reduction in consumption of humid air in the cyanide destruction process (kWh)	1,300,000

GOLDEX	
Water recycling on 38 and 76 levels	Not Available
Automation of the cooling system of the main hoist motor	Not Available

LAPA	
No initiatives to report in 2010	

KITTILA	
No initiatives to report in 2010	

PINOS ALTOS	
No initiatives to report in 2010	

MEADOWBANK	
No initiatives to report in 2010	

GRI Environment Performance Indicators

ASPECT: WATER

EN8	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total water withdrawal by source							
1) Total amount of freshwater pumped by AEM from a lake, river, stream, wetland and used at this minesite (m ³)	1,246,968	1,302,434	150,000	1,108,845	25,560	1,148,505	4,982,312
2) Total amount of groundwater (well water) pumped by AEM at this minesite (m ³)	3,156	7,300	7,330	6,966	183,326	–	427,048
3) Total amount of rain water (and snowmelt) collected directly, stored and used by AEM at this minesite (m ³)	–	478,616	4,320	–	–	–	482,936
4) Total amount of municipal water (water taken from a town system) used by AEM at this minesite (m ³)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
1+2+3+4) Total volume of all freshwater used for all mine uses (m ³)	1,250,124	1,788,350	380,620	1,115,811	208,886	1,148,505	5,892,296

EN9	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Water sources significantly affected by withdrawal of water						
Where does the mine get its freshwater (name of lake, river, stream or groundwater)?	Lac Chassignole	Thompson River	Heva River	River Seurujoki	UG Ramp & Well	Third Portage Lake
IF A LAKE, WHAT IS THE SIZE OF THE LAKE IN CUBIC METRES?	>25 000 000	Not Applicable	Not Applicable	Not Applicable	Not Applicable	446,000,000
If a river or stream, what is the average flow in cubic metres per second	Not Applicable	62,000	0.14	4.0	Not Applicable	Not Applicable
Is the source designated as a protected area (nationally and/or internationally)?	No	No	No	No	No	No
Is the water source recognized by professionals to be particularly sensitive (due to size, function, status as a rare, threatened or endangered species habitat)?	No	No	No	No	No	No
NUMBER OF PROTECTED SPECIES IN THE WATERBODY	None	None	None	None	None	None
Is the waterbody a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	No	No	No	No	No	No
Does the withdrawal account for an average of 5 percent or more of the annual average volume of the waterbody?	No	No	No	No	No	No
Based on the above is the water source significantly affected by the withdrawal?	No	No	No	No	No	No

GRI Environment Performance Indicators

EN10

Percentage and total volume of water recycled and reused	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank	Total
Total volume of water recycled & reused at this minesite (cubic metres)	4,540,367	5,037,000	201,600	2,122,218	Not Applicable	2,067,095	13,968,280
Percent recycle/reuse	363%	282%	53%	190%	Not Applicable	180%	

⁽¹⁾ At Pinos Altos water is internally recycled within the milling circuit through filtering of tailings. The GRI Indicator for this aspect only addresses recycle of water from outside the process plant, such as recycle from the tailings impoundment and thus is not really applicable at Pinos Altos. In reality Pinos Altos recycles nearly all of its process water.

ASPECT: BIODIVERSITY

EN11

Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity values outside protected areas

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
At this mine site is there any mine land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity values outside protected areas? If yes how many hectares of mine land is involved?	None	None	None	None	None	None

EN12

Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank
At this mine site is the mine having any significant impact on biodiversity?	No	No	No	No	No	No

⁽¹⁾ At Pinos Altos some deforestation is taking place on the mine impacted land and some protected tree species are being impacted. Consequently the mine operates a tree nursery at the site to replace sensitive vegetation and tree species so that this impact can be reversed during mine reclamation.

EN13

Habitats protected or restored

	LaRonde ¹	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
At this mine site was there any mine impacted land restored in 2010? If yes, please describe the restoration completed and the amount (Ha) of land restored	2.6	No	No	No	No	No

⁽¹⁾ At the LaRonde mine site 2.6 hectares of land at the old Bousquet truck weigh scale area was reclaimed in 2010. Contaminated rock and soil from the old balance area was removed and replaced and the land then reclaimed.

GRI Environment Performance Indicators

ASPECT: EMISSIONS, EFFLUENTS AND WASTE

EN16

Total direct and indirect greenhouse gas emissions by weight (tonnes)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total GHG emissions	27,240	7,342	6,163	22,604	93,152	136,492	292,993
Total direct GHG emissions	24,051	6,341	5,828	15,870	47,959	136,492	236,541
Total indirect GHG emissions	3,189	1,001	335	6,734	45,193		56,452

EN17

Other relevant indirect greenhouse gas emissions by weight

AEM has indirect GHG emissions through the purchase of electricity from third-party utilities. These have been reported under EN16. AEM does not track indirect GHG emissions from employee travel or from employees commuting to and from work. AEM does have programs in place at its operations to enhance car pooling or through providing bus transportation to and from the mine site at no cost to the employees to minimize personal use of individual cars.

EN18

Initiatives to reduce greenhouse gas emissions and reductions achieved

Were there any initiatives taken at this mine site in 2010 to reduce greenhouse gas emissions? Yes or no

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Yes or no	Yes	No	No	No	No	No

IF YES – PLEASE DESCRIBE THE INITIATIVE AND ESTIMATE THE EMISSION REDUCTION ACHIEVED

LaRonde – Energy reduction initiatives as previously described under EN5 such as reduction of natural gas used in mine air heating and other energy use reductions plus planting of trees at the mine in 2010. Goldex – Energy use reductions as previously reported under EN5.

EN19

Emissions of ozone-depleting substances by weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Ozone-depleting substances emitted in 2010	None	None	None	None	None	None	None

EN20

NO_x, SO_x, and other significant air emissions by type and weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Estimated SO _x emissions from fuel (tonnes in 2010)	20	4	6	23	70	197	320
Estimated NO _x emissions from fuel (tonnes in 2010)	25	7	6	15	45	126	224

GRI Environment Performance Indicators

EN21

Total water discharge by quality and destination

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Volume of final effluent discharged to the receiving environment at this mine site (m ³)	1,918,427	617,863	124,255	1,576,413	19,968	6,881,583	11,138,509

What type of effluent treatment is used at this mine?	Chemical & Biological Treatment	Sedimentation	Ammonia Air Stripping & Precipitation of metals	Cyanide Destruction, Sedimentation & Precipitation of metals	Cyanide Destruction & filtration	Cyanide destruction & enhanced settling of total suspended solids using the Activflow Process
Volume of sewage (black & grey water) discharged by the mine into a municipal sewage treatment system (m ³)	None	None	None	671	None	None

Volume of sewage (black & grey water) treated at the mine and discharged (m ³) to the receiving environment	Not measured because it is disposed through a septic field on the mine site	7,300	7,300	5,443	7,840	None – treated and then held within tailings impoundment with no release to environment	27,883
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What type of sewage treatment system is used at this mine site?	Septic Field	UV Treatment & Septic Field	Septic Field followed by biological treatment (Bionest)	Biological Process	Activated Sludge Process	Rotary Biological Contactor
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EN22

Total weight of waste by type and disposal method

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Paper and cardboard (tonnes)	54	4	24	4	0	0	85
Plastics (tonnes)	0	1		1	0	0	3
Metals (tonnes)	884	478	132	478	116	0	2,088
Wood (tonnes)	333	183	1,110	183	35	0	1,843
Used oil sent off site for treatment/disposal or used on site as fuel (litres)	241,030	61,022	35,735	61,022	264,000	132,200	795,009
Contaminated soil stored on site in 2010	–	15	–	15	–	–	30
Contaminated soil shipped off site for disposal at a licensed facility (tonnes)	40	–	7	–	29	–	76
Domestic garbage sent to an on-site landfill facility (tonnes)	0	0	0	0	183	30,600	30,783
Domestic garbage sent to an on-site incinerator (tonnes)	0	0	0	0	0	548	548
Domestic garbage sent to off-site municipal landfill (tonnes)	412	343	204	343	0	0	1,302
Total domestic waste generated in 2010	1,683	1,008	1,471	1,008	333	31,148	36,652
% of total domestic waste recycled at each site	76%	66%	86%	66%	45%	0%	11%
Hazardous wastes shipped by the mine to a licensed off-site disposal/recycle facility (tonnes)	273	83	68	144	75	187	830

GRI Environment Performance Indicators

EN23

Total number and volume of significant spills	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank ²	Total
TOTAL NUMBER OF SPILLS IN 2010	10	0	1	32	4	88	135
% of these spills that were retained inside the mine boundary	100%	NA	100%	100%	75%	93%	95%
Total volume of spills inside mine boundary	1,522	–	1,200	34,342	NA	5,969	43,033
% of these spills that affected area outside the mine boundary	0%	0%	0%	0%	25%	7%	5%
Total volume of spills outside the mine boundary	–	–	–	–	13,000	4,614	17,614
SPILLS > 100 LITRES < 1,000 LITRES	3	0	0	8	2	13	26
% of these spills that were retained inside the mine boundary	100%	NA	NA	100%	100%	69%	85%
Total volume of spills inside mine boundary	300	–	–	2,475	NA	4,730	7,505
% of these spills that affected area outside the mine boundary	0%	0%	0%	0%	0%	31%	15%
Total volume of spills outside the mine boundary	–	–	–	–	–	4,582	4,582
SPILLS > 1,000 LITRES	3	0	1	3	1	3	11
% of these spills that were retained inside the mine boundary	100%	NA	100%	100%	NA	33%	82%
Total volume of spills inside mine boundary	4,750	–	1,200	32,500	–	1,800	40,250
% of these spills that affected area outside the mine boundary	0%	0%	0%	0%	100%	67%	18%
Total volume of spills outside the mine boundary	–	–	–	–	13,000	4,177	17,177

⁽¹⁾ Pinos Altos had one incident in December of 2010 when a fuel truck had an accident on the Pinos Altos-Mascota road; approximately 13,000 litres of diesel fuel were spilled; remediation activities were initiated using an external contractor and are being coordinated with the regulatory authorities. This truck was transporting diesel for a construction department contractor working at the Mascota site.

⁽²⁾ Meadowbank had two incidents in 2010, both involving a roll over accident of a fuel truck delivering fuel from Baker Lake to the Meadowbank mine, both operated by a contractor. Both occurred under winter conditions, which aided in containment and recovery of the spilled fuel. AEM emergency response crews conducted the remediation activity. Both incidents were reported with remediation coordinated with the regulatory authorities.

EN24

Weight of transported, imported, exported or treated waste deemed hazardous under the Terms of the Basel Convention Annex I, II, III and IV, and transported waste internationally

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Did this mine site ship any hazardous waste outside the country in 2010 – yes or no?	None	None	None	None	None	None
If yes – what was shipped, to where and how much?	NA	NA	NA	NA	NA	NA

GRI Environment Performance Indicators

EN25

Identify size, protected status and biodiversity value of waterbodies and related habitats significantly affected by the reporting organization's discharges of water and runoff

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Where does the mine discharge its final effluent (name of lake, river, stream or wetland)?	Dormenan Creek	Unnamed Creek	Unnamed Wetland	Unnamed Wetland	El Sabinal Creek	Third Portage Lake
IF A LAKE, WHAT IS THE SIZE OF THE LAKE IN CUBIC METRES?	NA	NA	NA	NA	NA	446,000,000
If a river or stream, what is the average flow in cubic metres per second?	2.0	Not Available	NA	NA	NA	–
Is the receiving waterbody designated as a protected area (nationally and/or internationally)?	No	No	No	No	No	No
Is the receiving waterbody recognized by professionals to be particularly sensitive (due to size, function, status as a rare, threatened or endangered species habitat)?	No	No	No	No	No	No
Number of protected species in the waterbody	None	None	None	None	None	None
Is the waterbody a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	No	No	No	No	No	No
Does the amount of effluent discharged into this waterbody account for an average of 5 percent or more of the annual average volume of the waterbody?	No	No	No	No	No	No
Based on the above is the waterbody significantly affected by the discharge?	No	No	No	No	No	No

GRI Environment Performance Indicators

ASPECT: COMPLIANCE

EN28

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank	Total
Was this mine charged in 2010 for any non-compliance events with environmental laws and regulations – yes or no?	No	No	No	No	Yes	No	
What was the total amount of fines or penalties levied against the mine in 2010 for non-compliance with environmental laws and regulations (US\$)?	No	No	No	No	\$1,000	No	\$1,000
Were there any actions taken against this mine in 2010 for non-compliance events with environmental laws and regulations?	No	No	No	No	Yes	No	

⁽¹⁾ At Pinos Altos we were fined \$1,000 US in 2010 for non-compliance with a labelling requirement on hazardous waste collected and stored on site pending shipment to a licensed waste disposal/recycling facility. This issue has subsequently been addressed through employee training on appropriate labelling requirements.

EN30

Total environmental protection expenditures and investments by type (excluding capital)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Environmental operating expenditures in 2010	\$ 7,083,074	\$ 426,004	\$ 1,468,472	\$ 4,923,697	\$ 1,863,057	\$ 4,996,885	\$ 20,761,189
Expenditures on environmental protection & management in 2010	\$ 1,360,000	\$ 114,055	\$ 232,719	\$ 4,553,239	\$ 1,495,912	\$ 4,096,427	\$ 11,852,352
Expenditures on waste disposal, water treatment and remediation in 2010	\$ 5,723,074	\$ 311,949	\$ 1,235,753	\$ 370,458	\$ 367,145	\$ 900,458	\$ 8,908,837
Environment – capital expenditures in 2010	\$ 20,620,412 ¹	\$ 1,600,000 ²					

⁽¹⁾ AEM spent \$20.6 million at the LaRonde mine in 2010 to construct an expansion of its tailings containment facility and to construct a new ammonia stripping treatment plant.

⁽²⁾ AEM spent \$1.6 million at the Lapa mine in 2010 to construct a new ammonia stripping treatment plant to remove ammonia from the mine water pumped to surface before it is released to the environment.

MM1

Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total land area in hectares owned or leased that makes up the mine site	785.00	517.02	70.00	846.90	7,885.00	2,291.70	12,396
TOTAL OF THIS LAND AREA THAT IS PHYSICALLY DISTURBED BY MINE ACTIVITY (Ha)	706.00	330.00	12.00	680.00	361.00	1,703.70	3,793
Total of this land that has been reclaimed (Ha)	2.60	0.00	0.00	0.00	0.00	0.00	2.60

MM2

The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Are there any lands on the mine site where a biodiversity management plan is required?	No	No	No	No	No	No

GRI Environment Performance Indicators

MM3

Total amounts of overburden, rock, tailings and sludge presenting potential hazards

	LaRonde ¹	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Overburden mined (tonnes)	–	–	–	–	–	–	Nil
WASTE ROCK MINED (TOTAL) (TONNES)	1,275,000	0	82,732	9,395,000	0	5,345,886	16,098,618
Waste rock returned underground as backfill (tonnes)	657,000	0	58,395	14,000	0	0	729,395
Waste rock used in tailings dam construction (tonnes) ¹	1,078,000	0	0	960,000	0	0	2,038,000
Waste rock used in other construction (tonnes)	30,000	0	0	0	0	0	30,000
WASTE ROCK PLACED ON SURFACE WASTE ROCK PILES (TONNES)	237,175	0	24,337	8,221,000	0	5,345,886	13,828,398
Mill tailings (total) (tonnes)	3,144,000	0	0	939,582	0	2,035,660	6,119,292
Mill tailings returned underground as backfill (tonnes)	540,200	0	0	–	0	0	540,200
Mill tailings placed in surface tailings containment (tonnes)	1,727,000	0	0	939,582	0	2,035,660	4,702,242

⁽¹⁾ For LaRonde, waste rock from existing stock pile is included in the number.

MM3A

Total material mined, both hazardous and non-hazardous

	LaRonde	Goldex ²	Lapa ³	Kittila	Pinos Altos	Meadowbank	Total
Overburden	–	–	–	157,412	497,181	–	654,593
TONNES OF ORE LOADED ONTO HEAP LEACH PAD¹					990,783		
Waste rock (total)	1,275,000	200,399	82,732	9,395,000	25,688,614	13,285,739	49,927,484
Returned UG as backfill	657,000	–	58,395	14,000	–	–	729,395
Used in tailings dam construction	1,078,000	–	–	960,000	10,000	3,767,538	5,815,538
USED IN OTHER CONSTRUCTION	30,000	16,314	–	200,000	–	4,172,315	4,418,629
Placed on surface waste rock piles	237,175	184,085	24,337	8,221,000	25,678,414	5,345,886	39,690,897
Mill tailings (total)	2,951,176	2,731,750	0	939,582	1,327,486	2,048,538	9,998,532
Lapa tailings	549,730						
LaRONDE TAILINGS	2,401,446						
Returned UG as backfill	709,025	–	–	–	101,372	–	810,397
% of tailings returned UG as backfill ⁴	0	–	NA	–	0	NA	0
Placed in surface tailings containment	2,242,151	2,731,750	–	939,582	1,226,114	2,048,538	9,188,135

⁽¹⁾ All ore loaded onto the heap leach pad at the Pinos Altos site (including the satellite Creston Mascota site) ultimately becomes permanent waste rock left in place on the pad for final reshaping and reclamation at final mine closure (the pads are not unloaded after leaching is completed).

⁽²⁾ At Goldex the majority of the mill tailings are directed to the Manitou site for use in capping to neutralize and rehabilitate the pre-existing acid-generating tailings. Only a small amount of tailings have been placed in the Goldex Tailings Containment area since the start of operations in 2008.

⁽³⁾ Lapa ore is milled at LaRonde with tailings co-disposed with LaRonde mill tailings.

⁽⁴⁾ The % tailings returned underground is calculated with the LaRonde tailings numbers.

GRI Human Rights Performance Indicators

ASPECT: INVESTMENT AND PROCUREMENT PRACTICES

HR1

Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None	None	None	None	None	None

HR2

Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None	None	None	None	None	None

HR3

Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
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Did this mine provide training to its employees in 2010 on human rights policies or cross-cultural awareness training – yes or no?

	No	No	No	No	Yes	Yes
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If yes – how many hours of training were provided?

	–	–	–	–	11,220	1,514
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If yes – approximately what percentage of the workforce received this training?

	–	–	–	–	61.1%	25.0%
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ASPECT: NON-DISCRIMINATION

HR4

Total number of incidents of discrimination and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
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In 2010 at this mine site were there any formal complaints of discrimination or harassment submitted by employees or contract employees – yes or no?

	No	No	No	No	No	No
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If yes – was the incident investigated and what was the outcome?

	–	–	–	–	–	–
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How many incidents were investigated? (please list outcome)

	–	–	–	–	–	–
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ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

HR5

Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk

GRI Human Rights Performance Indicators

ASPECT: CHILD LABOUR

HR6

Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk

ASPECT: FORCED AND COMPULSORY LABOUR

HR7

Operations identified as having significant risk for incidents of forced labour or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk	Not at risk

ASPECT: SECURITY PRACTICES

HR8

Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
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At this mine what % of the mine's security personnel have received training in human rights policies and cross-cultural awareness?

	100%	100%	100%	100%	61%	100%
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ASPECT: INDIGENOUS RIGHTS

HR9

Total number of incidents of violations involving rights of indigenous peoples and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
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In 2010 at this mine were there any reported incidents of violations involving rights of indigenous peoples – yes or no?

	None	None	None	None	None	None
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If yes – what actions were taken?

	–	–	–	–	–	–
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MM5

Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank ²
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Operation adjacent to or on indigenous peoples' territory

	No	No	No	No	Yes	Yes
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Formal agreements in place

	No	No	No	No	No	Yes
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⁽¹⁾ The Pinos Altos site is situated adjacent to land owned by traditional land collectives. We do not have formal agreements with these indigenous groups but we are fully engaged in consultation with them and work together with their respective communities to help them improve life for their citizens (see the section entitled "Good Neighbour").

⁽²⁾ The Meadowbank mine is on Inuit Owned Land. AEM operates at Meadowbank with full consent of the Inuit through several formal agreements, specifically an Inuit Impact Benefits Agreement (IIBA), a Water Compensation Agreement, a Commercial Land Lease and a Production Agreement that includes payment of royalties to the Inuit.

GRI Society Performance Indicators

ASPECT: COMMUNITY

S01

Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting

In northwestern Quebec (LaRonde, Goldex and Lapa) we have a community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities through engagement with the local government representatives. Mine closure is regulated by the Government of Quebec.

At Kittila (northern Finland) we have a similar community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities through engagement with the regional government (municipal Kittila Regional Council) and with the governing bodies for the state of Lapland. Mine closure is regulated by the government.

At Pinos Altos (northern Mexico) we have a similar community engagement plan that addresses ongoing dialogue on all issues related to our presence in the local communities. We engage regularly with the governing groups or community elders in the local communities and villages to address all issues.

At Meadowbank we have a community engagement plan that addresses ongoing dialogue with the seven communities that make up the Kivalliq Region of Nunavut. In the nearest community (Baker Lake) we engage through ongoing discussions with the Hamlet of Baker Lake council and through regularly scheduled meetings with a Community Liaison Committee formed to allow AEM to fully engage the wider community groups in Baker Lake. We meet through community visits to the other communities to discuss issues related to our presence in the region. We also have formal community engagement assessment programs that form part of our IIBA with the Kivalliq Inuit Association and through our ongoing participation on the Kivalliq Socio-Economic Monitoring Committee created and sustained by the Government of Nunavut to track the socio-economic impacts of mining in this region of Nunavut.

ASPECT: CORRUPTION

S02

Percentage and total number of business units analyzed for risks related to corruption

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None	None	None	None	None	None

MM6A

Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None	None	None	None	None	None

MM6B

The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None Required in 2010	None Required in 2010	None Required in 2010	None Required in 2010	None Required in 2010	None Required in 2010

S03

Percentage of employees trained in organization's anti-corruption policies and procedures

All staff (salaried) employees receive online self-directed training on the Company's ethics policies (includes anti-corruption policies and procedures) and must periodically certify that they have received such training. This is in place at all of AEM's locations.

S04

Actions taken in response to incidents of corruption

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None Required in 2010	None Required in 2010	None Required in 2010	None Required in 2010	None Required in 2010	None Required in 2010

GRI Society Performance Indicators

ASPECT: PUBLIC POLICY

S05

Public policy decisions and participation in public policy development and lobbying

AEM participates in influencing public policy through its membership in the Mining Association of Canada, The Mining Association of Quebec, the NWT – Nunavut Chamber of Mines, the Prospectors and Developers Association of Canada, and other industry associations to which it publicly belongs. In Mexico, we are a member of the Canadian Mexican Chamber of Mines. In Finland we are a member of the Finnish Association for Extractive Industries "KAIVANNAISTEOLLISUUS RY – FinnMin". We are also a member of the European Association of Mining Industries, Metal Ores & Industrial Minerals "Euromines" through our Finnish subsidiary Agnico-Eagle Finland Oy. The Company does actively engage in lobbying government outside of these associations.

S06

Total value of financial and in-kind contributions to political parties, politicians and related institutions by country

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Did the mine make any financial or in-kind contributions to political parties, politicians or related institutions in 2010?	None	None	None	None	None	None

ASPECT: ANTI-COMPETITIVE BEHAVIOUR

S07

Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
	None	None	None	None	None	None

GRI Society Performance Indicators

ASPECT: COMPLIANCE

S08

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank
	None	None	None	None	None	None

⁽¹⁾ At Pinos Altos we were fined \$1,000 US in 2010 for non-compliance with a labelling requirement on hazardous waste collected and stored on site pending shipment to a licensed waste disposal/recycling facility. This issue has subsequently been addressed through employee training on appropriate labelling requirements.

MM9

Number and percentage of operations with closure plans

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Does this mine site have a completed closure & reclamation plan?	Yes	Yes	Yes	Yes	Yes	Yes
Has it been submitted to the regulatory authorities for approval?	Yes	Yes	Yes	Yes	Yes	Yes

Has the plan been formally approved by the regulatory authority?	Yes	Yes	No – Pending Approval	Yes	No – Pending Approval	Yes
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MM10

Significant incidents involving communities in which grievance mechanisms have been invoked to address them, together with their outcomes

	LaRonde ¹	Goldex	Lapa	Kittila	Pinos Altos ²	Meadowbank
In 2010 were there any formal grievances submitted to the mine by local communities – yes or no?	Yes	No	No	No	Yes	No

If yes – please provide details about the grievance and actions taken to resolve the complaint	Fan Noise			Sediment entering a stream		
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⁽¹⁾ At the LaRonde mine local residents complained of increasing nuisance noise coming from the mine's underground ventilation fans. The mine engaged a consultant who worked with AEM to design new noise attenuation enclosures for these fan installations. These new enclosures were installed in 2010 and the noise levels have been significantly reduced. Noise monitoring in the community has verified the reduction in noise levels coming from this source and the local community appears satisfied with the resolution of this issue.

⁽²⁾ At the Pinos Altos mine there was a community complaint about the quality of the water that was reaching the village of La Bateria (about 5-6 km downstream of the mine), because at times sediments were overflowing the existing underground mine development ramp sedimentation pond, especially during the rainy season. A new sedimentation system was constructed at the end of 2010 to remedy the situation and there have been no further complaints.

MM11

Number and description of incidents affecting employees, communities or the environment in which emergency preparedness procedures were activated

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank ²
Were there any incidents affecting employees, communities or the environment that occurred at this mine in 2010 where the mine's emergency preparedness procedures were activated – yes or no?	None	None	None	None	Yes	Yes

⁽¹⁾ At Pinos Altos emergency response procedures were initiated to deal with an accident involving a contractor's fuel truck delivering diesel fuel to the satellite Creston Mascota heap leach operation. The procedures were initiated to address and remediate a spill of diesel fuel resulting from this accident.

⁽²⁾ At Meadowbank emergency response procedures were initiated to deal with a winter time accident in which an AEM owned fuel truck operated by a contractor had a roll over accident while delivering diesel fuel from Baker Lake to Meadowbank. The emergency procedures were initiated to arrest the spill, transfer the remaining fuel and to clean up and remediate the environmental damage resulting from this accident.

GRI Labour Practices and Decent Work Performance Indicators

LA1

Total workforce by employment type, employment contract and region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total number of employees (AEM, contractors, full time & temporary) working at this mine site in 2010	1,034	308	305	612	1,099	1,180	4,538

TOTAL NUMBER OF AEM EMPLOYEES WORKING AT THIS MINE IN 2010 (Q4)

AEM – full time employees (Q4)	735	213	192	369	972	497	2,978
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AEM – part time employees (Q4)	–	–	–	40	–	–	40
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Total number of contractor employees working at

this mine in 2010 (Q4)	299	113	113	203	127	683	1,538
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LA2

Total number and rate of employee turnover by age group, gender and region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank ¹	Total
Total number of AEM employees leaving employment at this mine in all of 2010	26	27	11	38	176	138	416

Breakdown of this number by gender (employees leaving employment)

Female	1	1	2	4	24	37	69
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Male	25	26	9	34	152	101	347
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Breakdown of this number by age group (employees leaving)

< 30 years old	1	5	1	1	83	32	123
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30 to 50 years old	14	21	4	0	83	88	210
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> 50 years old	11	1	6	0	10	18	46
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Breakdown of this number by region

(employees leaving employment)	–	–	–	–	–	–	–
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Number who are local employees (economic region

in which the mine is located)	26	27	11	0	125	103	292
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⁽¹⁾ At both our Pinos Altos and Meadowbank mines we have a relatively high turnover rate amongst our employees coming from the local region around the mine. In both cases these are employees entering the wage economy for the first time and thus there is a large adjustment being made to their way of life. In most cases the employee is having to cope with being away from family and with adjusting to an imposed daily work schedule. Most of the turnover is voluntary (estimated to be greater than 85%) and in many cases the employee leaving will later re-apply to come back to work.

GRI Labour Practices and Decent Work Performance Indicators

LA3

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
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ARE THE FOLLOWING BENEFITS OFFERED TO AEM FULL TIME EMPLOYEES – YES OR NO?

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Life insurance	Yes	Yes	Yes	Yes	Salaried Employees Only	Yes
Health care (additional to Government provided health care)	Yes	Yes	Yes	Yes	Yes	Yes
Disability/Invalidity coverage	Yes	Yes	Yes	Yes	Provided by Government	Yes
Maternity/Paternity leave	Provided by Government	Provided by Government	Provided by Government	Yes	Provided by Government	Provided by Government
Retirement provision	Yes	Yes	Yes	Yes	Provided by Government	Yes
Stock ownership	Yes	Yes	Yes	Yes	Salaried Employees Only	Yes

ARE THE FOLLOWING BENEFITS OFFERED TO AEM TEMPORARY EMPLOYEES – YES OR NO?

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Life insurance	Yes	Yes	Yes	Yes	Salaried Employees Only	Yes
Health care (additional to Government provided health care)	Yes	Yes	Yes	Yes	Provided by Government	Yes
Disability/Invalidity coverage	Yes	Yes	Yes	Yes	Provided by Government	Yes
Maternity/Paternity leave	Provided by Government	Provided by Government	Provided by Government	Provided by Government	Provided by Government	Provided by Government
Retirement provision	Yes	Yes	Yes	Yes	Provided by Government	Yes
Stock ownership	Yes	Yes	Yes	No	No	Yes

ARE THE FOLLOWING BENEFITS OFFERED TO AEM PART TIME EMPLOYEES – YES OR NO?

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Life insurance	No	No	No	Yes	Provided by Government	No
Health care	Provided by Government	Provided by Government	Provided by Government	Yes	Yes	Provided by Government
Disability/Invalidity coverage	Provided by Government	Provided by Government	Provided by Government	Yes	Provided by Government	Provided by Government
Maternity/Paternity leave	Provided by Government	Provided by Government	Provided by Government	No	Provided by Government	Provided by Government
Retirement provision	No	No	No	Yes	Provided by Government	No
Stock ownership	No	No	No	No	No	No

GRI Labour Practices and Decent Work Performance Indicators

LA4

Percentage of employees covered by collective bargaining agreements

	LaRonde	Goldex	Lapa	Kittila ¹	Pinos Altos	Meadowbank
What percentage of AEM employees covered by a collective bargaining agreement at this mine site?	0%	0%	0%	80 to 90%	0%	0%

⁽¹⁾ Finnish labour unions and labour laws are different from the North American norms in this area. As an employer AEM does not know which of our employees belong to a particular union and they do not have to tell us. We estimate that it is between 80 and 90%. Agnico-Eagle Finland Oy voluntarily follows the Central Labor Union Agreement established for all employers in Finland. Most employers (certainly >90%) in Finland choose to follow the central agreements. There is a long tradition of consensus seeking and non-confrontation in the Finnish labour agreement process.

LA5

Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
At this mine site typically how many weeks notice would be given to employees prior to a significant operational change that could substantially affect them?	3 – 5 weeks	3 – 5 weeks	3 – 5 weeks	8 weeks	3 – 5 weeks	3 – 5 weeks

LA6

Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Does this mine have a formal Health & Safety Committee with labour and management representation?	Yes	Yes	Yes	Yes	Yes	Yes
What proportion of the workforce is represented on this committee?	100%	100%	100%	100%	100%	100%

LA7

Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Number of fatalities in 2010	1	0	0	0	0	0	1
Number of lost-time accidents in 2010	14	0	6	30	2	12	63
Number of light duty accidents in 2010	30	3	17	1	28	17	100
Number of medical aid accidents in 2010	84	24	25	16	40	44	254
Person days lost in 2010 due to accidents	2,564	0	341	286	286	162	3,639
Person days lost in 2010 due to occupational illness	185	115	302	2,703	0	0	3,305
Combined lost-time accident and light duty accident frequency (per 200,000 person hours)	4.11	0.24	7.10	5.32	1.65	2.49	NA
% absenteeism for all AEM employees for all causes at this mine in 2010	0.5%	0.0%	0.8%	3.4%	0.1%	2.0%	

GRI Labour Practices and Decent Work Performance Indicators

LA8

Education, training, counselling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
In 2010 did the mine provide training to assist workforce members to prevent/manage serious disease – yes or no?	Yes	Yes	Yes	Yes	Yes	Yes

WAS THIS TRAINING GIVEN TO:

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Employees?	Yes	Yes	Yes	Yes	Yes	Yes
Employees' families?	No	No	No	No	No	No
Other members of the community?	No	No	No	No	No	No

LA9

Health and safety topics covered in formal agreements with trade unions

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Is Health & Safety covered in any formal agreement with trade unions at this mine in 2010 – yes or no?	No	No	No	Yes	No	No

LA10

Average hours of training per year per employee per employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Total person hours devoted to training personnel at the mine in 2010	23,801	4,000	5,813	1,750	43,310	37,054	115,728
Average hours of training = total hours devoted to training/total number of employees (in hrs)	23	18	30	516	43	7	

LA11

Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Did the mine offer internal skills training programs at the mine in 2010?	Yes	Yes	Yes	No	Yes	Yes	–
Did the mine have any apprenticeship training programs in place in 2010?	Yes	No	Yes	Yes	Yes	Yes	–
If yes – how many apprenticeships were in place in 2010?	50	Nil	13	14	24	1	102
Did the mine offer any programs to help employees prepare for retirement in 2010 – yes or no?	Yes	Yes	Yes	Yes	No	No	–

LA12

Percentage of employees receiving regular performance and career development reviews

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
What percent of all employees at this mine received regular performance and career development reviews in 2010?	30%	55%	29%	32%	100%	34%

GRI Labour Practices and Decent Work Performance Indicators

LA13

Composition of governance bodies and breakdown of employees per category according to gender, age, group, minority group membership and other indicators of diversity

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
% of workforce at this mine who are male	95%	96%	97%	87%	89%	87%
% of workforce at this mine who are female	5%	4%	3%	13%	11%	13%
% of workforce at this mine in each of the following age groups (total should be 100%)						
< 30 years old	14%	10%	20%	25%	50%	19%
30 to 50 years old	68%	71%	66%	59%	46%	56%
> 50 years old	18%	19%	14%	16%	4%	25%

LA14

Ratio of basic salary of men to women by employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos ¹	Meadowbank
	No Difference	No Difference	No Difference	No Difference	No Difference	No Difference
Ratio: men basic salary/women basic salary	1.0	1.0	1.0	1.0	1.0	1.0
Average wages paid to all male employees at this site	\$ 69,656	\$ 67,505	\$ 98,078	\$ 60,000	\$ 37,866	\$ 66,200
Average wages paid to all female employees at this site	\$ 62,581	\$ 67,285	\$ 93,627	\$ 54,000	\$ 30,904	\$ 54,400
Ratio: men average salary/women average salary	1.11	1.00	1.05	1.11	1.23	1.22

⁽¹⁾ Pinos Altos wages are stated in Mexican Pesos.

GRI Product Responsibility Performance Indicators

ASPECT – CUSTOMER HEALTH & SAFETY

PR1

Life Cycle stages in which health and safety impacts of products and services are assessed for improvements, and percentages of significant product and service categories subject to such procedures

AEM has not reported directly on this GRI indicator for the following reasons: 1) AEM is a primary gold producer and does not market its product and/or services directly to the final consumer. Our gold is typically sold to a third party such as a financial institution or brokerage who then sells it. Consequently AEM does not generate a final consumer product and thus does not actively participate in assessing the life cycle stages in which health and safety impacts are assessed; and 2) AEM is a member of the World Gold Council and fully endorses the principles put forward by the Responsible Jewellery Initiative of the World Gold Council and through this means ensures that its product is used in a responsible manner to the extent practical within the management control of the Company.

ASPECT – PRODUCT AND SERVICE LABELLING

PR3

Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements

AEM has not reported data against this Performance Indicator as in our view this indicator is not relevant to our specific business case. AEM does not create a final product that is marketed directly to a consumer. We ship a doré bullion to a refiner. The doré is shipped with appropriate MSDS information. We do not market a final consumer product and thus final labelling requirements are not relevant. We do provide information to the refiner receiving our doré on the contents and make up of our doré bullion.

ASPECT – MARKETING COMMUNICATIONS

PR6

Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship

AEM has not reported data against this Performance Indicator as in our view this indicator is not relevant to our specific business case. AEM does not create a final product that is marketed directly to a consumer. Consequently we do not participate in marketing, advertising or promotion of a consumer product. We adhere to international standards relating to the responsible use of gold through our participation in the World Gold Council and the Responsible Jewellery Initiative.

ASPECT – COMPLIANCE

PR9

Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

Nil – AEM was not charged or fined at any of its six operating mines in 2010 for non-compliance with laws and regulations concerning the provision and use of its products or services.

Glossary

Biodiversity: Short for “biological diversity”: the variety of living organisms, genetic diversity and habitat diversity that create and sustain variation in the environment.

Contractor: One who agrees to perform work or supply items at a certain price or rate.

Employee: A person directly employed by AEM and/or its subsidiaries.

Environmental Incidents: Environmental incidents are classified on a scale from 1 to 5 representing the extent of environmental impact:

Category 1, Negligible: An incident that has caused negligible, reversible environmental impact and requires very minor or no remediation.

Category 2, Minor: An incident that has caused minor, reversible environmental impact and requires minor remediation.

Category 3, Significant: An incident that has caused moderate, reversible environmental impact, with short-term effect, and requires moderate remediation.

Category 4, Serious: An incident that has caused serious environmental impact, with medium-term effect, and requires significant remediation.

Category 5, Disastrous: An incident that has caused disastrous environmental impact, with long-term effect, and requires major remediation.

Frequency: The number of injuries (recordable or lost-time) multiplied by 200,000, divided by total hours worked.

Global Reporting Initiative (GRI): An independent institution whose mission is to develop and disseminate globally applicable sustainability reporting guidelines. For more information, visit www.globalreporting.org.

GRI Indicator: Sustainability performance indicators contained in the guidelines of the Global Reporting Initiative.

ISO 14001: The International Organization for Standardization’s standard for environmental management systems.

Light Duty Accident: A work-related injury that causes the injured person to be unable to return to his/her normal work but who returns to work, with the permission of a qualified health professional, with modified tasks.

Lost-Time Accident: A work-related injury that causes the injured person to be unable to return to work on his/her next scheduled workday after the day of the injury because he/she is unfit to perform regular duties.

Material Information: A fact or a change to the Company that could reasonably be expected to have a significant effect on the market price or value of the securities of the Company.