



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 USD\$) – *includes exploration/Toronto/ Vancouver

	Total
Direct economic value generated	
a) Revenues	\$1,821,799
Economic value distributed	
b) Operating Costs	
Exploration	\$78,224
Operations	\$882,710
Total	\$960,934
c) Employee Wages and Benefits	\$308,877
d) Payments to Providers of Capital	\$163,048
e) Payments to government by country – gross taxes	\$66,634
f) Payments to government by country – royalties	\$12,390
g) Community Investments – voluntary contributions and community investments	\$3,655
Economic value retained	
h) Retained earnings (deficit)	\$(129,021)

* all numbers in thousands US\$

** where converted to US\$ – currency rate as of 03.12.12 was used MXN 0.07896, CND 1.00757 & €1.31557

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. A Large portion of our operations draw power from hydroelectric sources; In that regard Meadowbank is a special case as it needs to generate its 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
Meadowbank	
Nunavut Fuel Tax Rebate under Development Partnership Agreement	\$1,912,195.75

EC5 – Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation (all amounts are represented in local currencies)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos (Pesos)	Meadowbank	Exploration	Average
EC5A) What was the starting entry level wage (\$/hr.) at this mine in 2011	\$27.15	\$26.74	\$27.74	17.73€	MXN 21.01	\$20.26	N/A	
EC5B) What was the local minimum wage in the jurisdiction in which the mine is located?	\$9.65	\$9.65	\$9.65	15.36€	MXN 7.15	\$11.00	N/A	
The ratio of the mine's entry level wage to the local minimum wage = EC5A/EC5B	2.8	2.8	2.9	1.2	2.9	1.8	N/A	2.40

For Exploration this is not applicable as the wages vary from region to region.

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 (all amounts are represented in local currencies)	52%	62%	66%	18%	51%	52%	50%
Total purchases for division	\$245,485,723	\$82,606,903	\$47,694,854	143,735,164€	MXN 2,674,012,373	\$355,557,125	
Total purchases for division in Local region	\$128,123,837	\$51,522,174	\$31,388,064	26,217,631€	MXN 1,353,892,602	\$185,136,313	

¹⁾ For Pinos Altos many of the businesses operate in our local area in Chihuahua (and indirect economic benefit is locally derived from these transactions) but have head offices in other regions of Mexico subsequently 93% of the spending from the Pinos Altos mine is within Mexico, but for the purpose of this indicator we are considering that to be local. 51% (1,353,892,602.99) of our total spending is spent exclusively in the Chihuahua region.

**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	Exploration	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 (all numbers in local currencies)	98.75%	100.00%	100.00%	91.68%	67.96%	37.03%	N/A	82.57%
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%	57.18%	3.00%	N/A	68.36%

This indicator is not applicable for the exploration program, as the location of the exploration office frequently is different than the exploration site itself.

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**

LaRonde	
Goldex	Every year AEM gives to the palliative care houses in the surrounding areas (Amos, Val-d'Or and Rouyn)
Lapa	
Kittila	none
Pinos Altos	New school rooms, etc.
Meadowbank	<ul style="list-style-type: none"> Continued cell service in Baker Lake would not be there if we did not develop the project. Clean up the lay down area that had been used for years to store old metal barrels and obsolete equipment. This material was sent to a metal recycling facility in the South.

EC9 – Understanding and describing significant indirect economic impacts, including the extent of impacts

The Kittila mine currently is the biggest employer in Finland north of the Arctic Circle. Located close to a ski resort, the Kittila area's local economy was almost exclusively dependent on the busy winter months, and most businesses shut down during the summer. AEM has provided a significant number of year-round employment opportunities, and increased overall level of economic activity in the area. Agnico-Eagle has also brought much-needed stimulus to the local economies around the Pinos Altos and Meadowbank mines. Agnico-Eagle is a substantial economic contributor both directly through employment and local purchasing, and indirectly through the 'multiplier effect' stimulating employment in goods and services industries and improving the quality of living in the local communities around the mine.



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	2,406,000	2,477,000	621,000	1,031,000	4,509,000	2,978,000	14,022,000
Tonnes of waste rock mined	762,871	209,721	130,167	5,784,772	24,301,314	20,471,385	51,660,230

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	Exploration	Total
a) How much diesel fuel was used to generate power at this minesite (litres)?	–	–	–	7,800	1,558,542	33,118,070	2,691,779	37,376,191
b) How much diesel fuel was used by mining equipment (heavy equipment & lighter vehicles) at this minesite (litres)?	5,245,073	1,405,178	1,209,667	4,224,648	18,653,649	24,913,427	655,533	56,307,175
c) Was diesel fuel used for any other purposes – If yes – what was this fuel used for?	–	–	–	–	yes, for ANFO preparation	–	–	–
d) If yes – how much diesel fuel was used for this purpose (litres)?	–	–	–	–	220,317	–	–	220,317
e) Was mine air heated at this minesite – yes or no?	yes	yes	yes	yes				
f) If yes – what fuel was used to heat mine air?	Natural Gas	Natural Gas	Natural Gas	Heavy Diesel	–	–	–	–
g) If yes – how much of this fuel was used to heat mine air – natural gas m ³ or diesel (litres)?	4,472,339 –	1,646,319 –	1,895,675 –	– 405,247	– –	– –	– –	8,014,333 405,247
h) How much gasoline was used at this minesite (litres)?	63,500		5,900	–	535,791	75,499	98,617	779,307
i) How much aviation fuel was used at this minesite (litres)?	–	–	–	–	44,160	185,743	384,593	614,496
j) How much propane (other than for mine air heating) was used at this minesite (litres)?	–	–	–	–	–	5,259	–	5,259
k) Was there any other fuel used by the division and how much (litres)?	–	–	–		615,249	–	–	615,249
l) If yes, what type of fuel?					LPG for heating systems, laboratory furnaces and refinery burners			
n) Natural gas for heating buildings and air compressors (m ³)	2,224,740						–	2,224,740
o) Total quantity of diesel used at the mine (litres)	5,245,073	1,405,178	1,209,667	4,232,448	20,432,508	58,031,497	3,347,312	94,682,990

¹ Kittila switched from heavy diesel to propane in April

² 1000 litres is 1 m³

**EN4 – Indirect energy consumption by primary source**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Electricity purchased from an outside utility (kWh)	367,063,320	106,337,366	41,133,056	123,451,907	90,363,068	–	–	728,348,717

EN4a – Electricity generation on site

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Electricity generated on site (kWh)	–	–	–	–	5,922,623	125,371,400	–	131,294,023

EN5 – Energy saved due to conservation and efficiency improvements – Initiatives implemented in 2011**Estimate of the amount of energy saved over the past year**

LaRonde Replacement des compressors Penna (kWh)								1,463,000
Goldex								none
Lapa								none
Kittila								none
Pinos								none
Meadowbank								none

Aspect: Water**EN8 – Total water withdrawal by source**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
1) Total amount of freshwater pumped by AEM from a lake, river, stream, wetland and used at this minesite (m ³)	1,286,893	942,878	246,291	1,216,286	–	1,088,183	70,428	4,850,959
2) Total amount of groundwater (well water) pumped by AEM at this minesite (m ³)	1,043	–	1,961	16,185	774,327	–	6,400	799,916
3) Total amount of rain water (and snowmelt) collected directly, stored and used by AEM at this minesite (m ³)	–	–	839	–	–	–	–	839
4) Total amount of municipal water (water taken from a town system) used by AEM at this minesite (m ³)	–	7,280	–	–	–	–	1,500	8,780
1+2+3+4) Total volume of all freshwater used for all mine uses (m ³)	1,287,936	950,158	249,091	1,232,471	774,327	1,088,254	78,328	5,660,565

**EN9 – Water sources significantly affected by withdrawal of water**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank
Where does the mine get its freshwater (name of lake, river, stream or groundwater)?	Lac Chassignolle	Thompson River	Héva River	Seurujoki River	Underground mine	Third Portage Lake
If a lake what is the size of the lake in cubic metres?	>25 000 000	N/A	N/A	N/A	N/A	446 000 000
If a river or stream what is the average flow in cubic metres per second?	N/A	2.7	0.33	5.58	N/A	N/A
Is the source designated as a protected area (nationally and/or internationally)?	no	no	no	no	N/A	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 water body	none	none	none	none	none	none
Is the water body 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 water body?	no	no	no	no	N/A	no
Based on the above is the water source significantly affected by the withdrawal?	no	no	no	no	no	no

EN10 – Percentage and total volume of water recycled and reused

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total volume of water recycled & reused at this minesite (cubic metres)	4,404,020	2,721,508	175,154	1,884,671	1,318,002	2,144,270	N/A	12,647,625
Percent recycle/reuse	342%	289%	71%	155%	N/A	197%	N/A	

Notes:

- 1) At Pinos Altos water from the mine dewatering is used in the process plant.
- 2) There is no freshwater usage at Pinos; no percentage can be calculated.
- 3) For exploration there is some recycling of drill water, however the data is not currently collected.

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	Exploration
At this minesite 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?	no	no	no	no	yes – 7,796 ha	no	N/A

Notes:

- 1) AEM leased or owned by the company currently is 7,796 hectares that are adjacent or close to protected areas (ANP's). Mascota and Pinos Altos mines are adjacent but are considered outside the protected areas. (ANP's).

**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	Meadowbank	Exploration
At this minesite is the mine having any significant impact on biodiversity?	no	no	no	no	no	no	no

Notes:

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 site to replace sensitive vegetation and tree species so that this impact can be reversed during mine reclamation.

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	Exploration	Total
Total land area in hectares owned or leased that makes up the minesite	785.00	517.02	70.00	846.90	7,885.00	2,292.00	N/A	12,396
Total of this land area that is physically disturbed by mine activity (Ha)	706.00	330.00	12.00	680.00	388.37	1,704.00	N/A	3,820
Total of this land that has been reclaimed (Ha)	0.00	0.00	0.00	0.00	0.00	0.00	N/A	–

EN13 – Habitats protected or restored

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
At this minesite was there any mine impacted land restored in 2011? If yes – please describe the restoration completed and the amount (Ha) of land restored	no	no	no	no	no	no	yes
If restored – whether the success of the restoration measure was/is approved by independent external professionals.							Restoration was successful – but has not been approved by independent external professionals – see Cubiro Access Road Rehabilitation Project p. 44
Whether partnerships exist with third parties to protect or restore habitat distinct from where the organization has overseen and implemented restoration or protection measures.	no	no	no	no	no	no	yes ¹

Notes:

1) AEM contributes to a restoration fund for abandoned drill sites.

**EN14 – Strategies, current actions, and future plans for managing impacts on biodiversity**

The organization's strategy for achieving its policy on biodiversity management:

- Including integration of biodiversity considerations in analytical tools such as environmental site impact assessments
- Including methodology for establishing risk exposure to biodiversity
- Including setting specific targets and objectives
- Including monitoring processes
- Including public reporting
- The actions underway to manage biodiversity risks identified in EN11 and EN12 or plans to undertake such activities in the future

We do not have a specific policy on biodiversity conservation for AEM operations. We don't have specific target and objectives and no specific methodology to assess risk exposure to biodiversity, but as part of the Towards Sustainable Mining initiative we assess our performance with respect to biodiversity. The purpose of the biodiversity assessment protocol is to provide guidance to the member companies in completing their evaluation of biodiversity conservation management against TSM indicators. The assessment protocol sets out the general expectations of MAC for biodiversity conservation management by its member companies in support of the TSM initiative

1. When we are planning our project we are trying as much as possible to reduce our ecological footprint, in other words, to minimize our impact on biodiversity. That's how Lapa and Goldex were developed. So in that sense we do have biodiversity consideration when we are assessing the impact of mining project. We need to assess if we impact any endangered, protected or threatened species according to the provincial and federal list of endangered or threatened species, or if we have any impact on a wetland. Also, any impact on fauna habitat has to be assessed in surface area and financially compensated to the local government. Any impact on fish habitat must be assessed and compensated (to recreate a similar habitat of the same value some where else, so it has to be quantified and monitored to confirm that the works achieve our goal)
2. Second, we are trying to reclaim (through revegetation) area of our property that does not need to be used anymore. In doing that, we recreate habitat for biodiversity (reptile, wildlife, birds and mammals). LaRonde and Pinos Altos did some reclamation works in 2010/11 in areas that consisted of planting trees. These works are quantified in term of surface area revegetated.
3. Third, at our sites we are conducting environmental effect monitoring studies in receiving waters of their effluent as part of the requirements to the federal Metal Mining Effluent Regulation. In that sense, we do monitor our effects on aquatic biodiversity and when confirmed effects are observed, we are setting research efforts to find causes of these effects and implementing plans to reduce these effects when the causes have been identified and related to the mine.

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	Exploration
Are there any lands on the minesite where a biodiversity management plan is required?	no	no	no	no	no	no	no

EN15 – Number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	none	none	none	none	none	none	N/A

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 Direct GHG Emissions	26,961	7,075	7,042	12,054	63,157	165,110	281,399
Total Indirect GHG Emissions	3,340	880	403	7,568	46,326	–	58,517
Total GHG Emissions	30,301	7,955	7,445	19,621	109,483	165,110	339,915
GHG Intensity ¹	0.013	0.003	0.012	0.019	0.024	0.055	0.024

1) CO₂ equivalent per tonne of ore processed (tonne of CO₂ equivalent per tonne milled)

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 minesite at no cost to the employees to minimize personal use of individual cars.

**EN18 – Initiatives to reduce greenhouse gas emissions and reductions achieved**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Were there any initiatives taken at this minesite in 2011 to reduce greenhouse gas emissions – yes or no?	no	no	no	no	no	no	no
If yes – please describe the initiative and estimate the emission reduction achieved							

EN19 – Emissions of ozone-depleting substances by weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Ozone-depleting substances emitted in 2011	none	none	none	none	none	none	none	none

EN20 – NOx, SOx, and other significant air emissions by type and weight

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Estimated SOx emissions from fuel (tonnes in 2011)	22	6	5	13	89	238	N/A	373
Estimated NOx emissions from fuel (tonnes in 2011)	24	6	3	2	54	151	N/A	242

EN21 – Total water discharge by quality and destination

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
a) Volume of final effluent discharged to the receiving environment at this minesite (m ³)	2,538,576	617,222	163,084	2,979,120	–	2,625,528	N/A	8,923,531
What type of effluent treatment is used at this mine	Chemical + Biological	–	Stripping ammonia tower; Precipitation of suspended solid Sedimentation		N/A	Actiflow for TSS	N/A	–
b) Volume of sewage (black & grey water) discharged by the mine into a municipal sewage treatment system (m ³)	none	none	none	708	none	none	–	708
c) Volume of sewage (black & grey water) treated at the mine and discharged (m ³) to the receiving environment	Not measured	7,280	4,850	5,894	25,263	None treated and then held within tailings impoundment with no release to the environment	5,752	49,039
d) What type of sewage treatment system is used at this minesite?	Septic fields and aerated lagoon	Septic field and ultraviolet treatment	Biological treatment	Biological treatment	Activated sludge	Biological treatment	–	–

- 1) At Kittila, during the transition from NP tailings pond to CIL we were given a special permit to discharge a larger quantity of water to the exfiltration field.
- 2) At Meadowbank the number is much smaller than in 2010 because dewatering of 2nd portage arm was almost complete.
- 3) Sludge from the sewage treatment plant is being treated at the municipal facility at Kittila.

**EN22 – Total weight of waste by type and disposal method**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Paper and cardboard (tonnes)	63	18	8	5	27	0	0	122
Plastics (tonnes)	0	0	1	73	0	0	0	74
Metals (tonnes)	1,167	332	91	639	111	0	0	2,339
Wood (tonnes)	414	147	89	190	68	0	0	908
Used oil sent off site for treatment/disposal or used on site as fuel (litres)	216,860	40,310	27,340	76,187	277,515	5,878	200	644,290
Waste stored or disposed of on site	–	–	–	–	–	–	–	–
Contaminated soil stored on site in 2011	–	–	–	35	107	–	–	142
Contaminated soil treated on site at a landfarm in 2011	–	–	–	–	–	–	–	0
Domestic garbage sent to an on-site landfill facility (tonnes)	–	–	–	–	350	7,830	–	8180
Domestic garbage sent to an on-site incinerator (tonnes)	–	–	–	–	–	535	–	535
Waste stored or disposed of off site	–	–	–	–	–	–	–	–
Domestic garbage sent to off site municipal landfill (tonnes)	401	317	99	522	–	–	1	1340
Contaminated soil shipped off site for disposal at a licensed facility (tonnes)	42	–	–	–	107	–	–	149
Total domestic waste generated in 2011	2,045	813	287	1,429	557	8,364	1	13497
Hazardous wastes shipped by the mine to a licensed off-site disposal/recycle facility (tonnes)	267	102	70	153	90	662	–	1344
% of total domestic waste recycled at each site	80%	61%	66%	64%	37%	N/A	0%	1

1) At Meadowbank the domestic waste quantity was greatly reduced this year because there was almost no construction material compared to 2010.

2) In 2011, at Meadowbank hazardous waste was accumulated for the first 12 months in sea cans and shipped during the summer shipping season; In 2010 only 6 months worth of hazardous waste were shipped.

**MM3 – Total amounts of overburden, rock, tailings and sludges presenting potential hazards**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Overburden mined (tonnes)	–	–	–	192,630	–	–	192,630
Waste rock mined (total) (tonnes)	762,871	–	–	5,683,771	–	16,206,178	22,652,820
Waste rock returned underground as backfill (tonnes)	475,949	–	–	–	–	–	475,949
Waste rock used in tailings dam construction (tonnes)	374,305	–	–	6,000	–	262,548	642,853
Waste rock used in other construction (tonnes)	39,303	–	–	45,000	–	1,873,506	1,957,809
Waste rock placed on surface waste rock piles (tonnes)	175,000	–	–	–	–	14,070,124	14,245,124
Mill tailings (total) (tonnes)	2,869,321	–	–	1,187,297	–	2,977,722	7,034,340
Mill tailings returned underground as backfill (tonnes)	679,217	–	–	–	–	–	679,217
Mill tailings placed in surface tailings containment (tonnes)	2,190,104	–	–	–	–	2,977,722	5,167,826

Notes:

1) For LaRonde, waste rock from existing stock pile has been used for tailings dam construction and is included in the number.

MM3a – Total material mined, both hazardous and non hazardous

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Total
Overburden	–	–	–	192,630	–	2,320,155	2,512,785
Tonnes of ore loaded onto heap leach pad ¹	–	–	–	–	992,992	–	992,992
Waste rock (total)	762,871	209,721	263,873	5,683,771	25,904,857	20,471,385	53,296,478
Returned UG as backfill	475,949	–	329,408	–	–	–	805,357
Used in tailings dam construction	374,305	68,581	–	33,000	871,207	490,637	1,837,730
Used in other construction	39,303	95,314	–	18,000	50,000	2,572,908	2,775,525
Placed on surface waste rock piles	175,000	105,826	-62,522	5,632,671	24,983,650	15,087,685	45,922,310
Mill tailings (total)	2,869,321	2,439,616	0	850,497	1,740,769	2,977,722	10,877,924
Returned UG as backfill	679,217	–	–	–	462,368	–	1,141,585
% of tailings returned UG as backfill	30%	–	–	–	0	–	0
Placed in surface tailings containment	2,190,104	2,439,616	–	–	1,278,399	2,977,722	8,885,841

Notes:

- 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) At LaRonde the mill tailings are co-disposed with Lapa mill tailings (Lapa Ore is milled at LaRonde with tailings) of the mill tailings total number (2,869,321) 2,249,605 of that is from LaRonde and 619,716 is from Lapa.
- 4) The % tailings returned underground is calculated with the LaRonde tailings numbers only.
- 5) At the Lapa mine, the waste rock stored on surface is being used underground as cemented rockfill. It is expected that by the end of mine life there will be no waste rock left on surface.

**EN23 – Total number and volume of significant spills**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
All spills	29	3	1	8	17	78	2	138
Number of spills inside the minesite boundary	29	3	1	8	17	73	1	132
Total volume of spills inside the minesite boundary (litres)	26,502	70	3	1,330	4,970	577,974	10	610,859
Average volume of spills inside the minesite boundary (litres)	1,258	23	3	166	292	7,917	10	9,670
Number of spills outside the minesite boundary	0	0	0	0	0	5	1	6
Total volume of spills outside the minesite boundary (litres)	0	0	0	0	0	11,320	35	11,355
Average volume of spills outside the minesite boundary (litres)	0	0	0	0	0	3,837	35	3,872
Spills > 100 litres	10	0	0	0	4	18	0	32
Number of spills inside the minesite boundary	10	0	0	0	4	17	0	31
Total volume of spills inside the minesite boundary (litres)	9,200	0	0	0	850	576,185	0	586,235
Average volume of spills inside the minesite boundary (litres)	9,220	0	0	0	213	33,893	0	43,326
Number of spills outside the minesite boundary	0	0	0	0	0	1	0	1
Total volume of spills outside the minesite boundary (litres)	0	0	0	0	0	11,200	0	11,200
Average volume of spills outside the minesite boundary (litres)	0	0	0	0	0	11,200	0	11,200
Spills > 1,000 litres	5	0	0	1	4	10	0	20
Number of spills inside the minesite boundary	5	0	0	1	4	9	0	19
Total volume of spills inside the minesite boundary (litres)	23,500	0	0	1,000	3,700	573,300	0	601,500
Average volume of spills inside the minesite boundary (litres)	4,700	0	0	0	925	63,700	0	69,325
Number of spills outside the minesite boundary	0	0	0	0	0	1	0	1
Total volume of spills outside the minesite boundary (litres)	0	0	0	0	0	11,200	0	11,200
Average volume of spills outside the minesite boundary (litres)	0	0	0	0	0	11,200	0	11,200
% of these spills that affected area outside the mine boundary	0	0	0	0	0	0	0	0
Total volume of spills outside the mine boundary	0	0	0	0	0	0	0	0

Notes:

**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	Exploration
Did this mine site ship any hazardous waste outside the country in 2011 – yes or no?	no	no	no	no	no	no	no
If yes – what was shipped, to where and how much?	–	–	–	–	–	–	–

EN25 – Identify size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Where does the mine discharge its final effluent (name of lake, river, stream or wetland)?	Dormenan Creek	No Name Stream	Wetland	Wetland	LA Bateria Stream and Concheño River	Third Portage Lake	N/A
If a lake, what is the size of the lake in cubic metres?	N/A	N/A	N/A	N/A	N/A	446,000,000	N/A
If a river or stream what is the average flow in cubic metres per second?	2	N/A	N/A	N/A			No data
Is the receiving water body designated as a protected area (nationally and/or internationally)?	no	no	no	no	no	no	no
Is the receiving water body 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	no
Number of protected species in the water body	none	none	none	none	none	none	none
Is the water body a Ramsar-listed wetland or any other nationally and/or internationally proclaimed conservation area?	no	no	no	no	no	no	no
Does the amount of effluent discharged into this water body account for an average of 5 percent or more of the annual average volume of the water body?	no	no	N/A	N/A	no	no	no
Based on the above, is the water body significantly affected by the discharge?	no	no	N/A	N/A	no	no	no

EN26 – Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation

As a member of the world gold council, Agnico-Eagle mines is committed to ensuring ethical gold use.

EN27 – Percentage of products sold and their packaging materials that are reclaimed by category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The percentage of reclaimed products and their packaging materials for each category of products	none	none	none	none	none	none	none
How the data for this indicator has been collected	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Agnico-Eagle gold dore and concentrate is not packaged, therefore this indicator is not applicable in our business case.

**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	Meadowbank	Exploration
Was this mine charged in 2011 for any non-compliance events with environmental laws and regulations – yes or no?	no	yes	no	no	no	no	no
What was the total amount of fines or penalties levied against the mine in 2011 for non-compliance with environmental laws and regulations (US\$)?	N/A	See footnote	N/A	N/A	N/A	N/A	N/A
Was there any actions taken against this mine in 2011 for non-compliance events with environmental laws and regulations?	no	no	no	no	no	no	no

1) Goldex was charged with non-compliance with TSS concentration at the effluent of the South Tailings pond. The corrective measures being taken are; Increasing the height of the dikes of the sedimentation basin, an internal cofferdam and enhancing the polishing pond dikes. No financial fines or penalties were levied.

EN29 – Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The significant environmental impacts of transportation used for logistical purposes.							
The significant environmental impacts of the members of the organization's workforce.							
The criteria and methodology used to determine which environmental impacts are significant.							
How the environmental impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.							

EN30 – Total Environmental Protection Expenditures and investments by type (excluding Capital)

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
How much did this mine spend on environmental protection and management in 2011	4,490,479	350,000	490,804	974,057	544,306	4,417,635	937,528
Environment management budget	1,367,052	160,000	311,428	\$1,149,216	\$144,823	\$4,170,646	–
Environment capital expenditures (Impoundment + infrastructures)	3,123,427	1,150,000	100,000	1,399,602	531,823	36,756,960	–
How much did this mine spend on waste disposal, water treatment and remediation in 2011	6,640,662	55,000	342,362	\$259,955	\$1,817,810	\$3,743,900	–



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	Exploration	Corporate & Administration	Total
Total number of employees (AEM, contractors, full time & temporary) working at this mine site in 2011	994	328	292	626	1,223	1,153	143	290	5,049
Total number of AEM employees working at this mine in 2011 (Q4)	794	240	212	432	1,099	746	39	290	3,852
AEM – full time employees (Q4)	794	240	212	432	1,099	746	39	281	3,843
AEM – part time employees (Q4)	–	–	–	–	–	–	–	9	9
Total number of contractor employees working at this mine in 2011 (Q4)	200	88	80	194	124	407	104	–	1,197

LA2 – Total number and rate of employee turnover by age group, gender and region

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total number of AEM employees leaving employment at this mine in all of 2011	25	10	9	24	142	60	31	301
Breakdown of this number by gender (employees leaving employment)	–	–	–	–	–	–	–	–
Female	2	1	–	3	17	9	6	38
Male	23	9	9	21	125	51	25	263
Breakdown of this number by age group (employees leaving)	–	–	–	–	–	–	–	–
< 30 years old	5	2	1	6	72	22	11	119
30 to 50 years old	13	7	6	16	65	33	12	152
> 50 years old	7	1	2	2	5	5	8	30
Breakdown of this number by region (employees leaving employment)	–	–	–	–	–	–	–	–
Number who are local employees (economic region in which the mine is located)	23	10	9	7	75	27	20	171

Notes:

- 1) At Meadowbank Mine we have a relatively high turnover rate amongst our employees coming from the local region around the mine. 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 and in many cases the employee leaving will later re-apply to come back to work.
- 2) At Pinos Altos we also have a relatively high rate of turnover due to the fact that there is a lot of competition for skilled labour between the mines in the area.

**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	Exploration
Are the following benefits offered to AEM full time employees – yes or no?							
Life insurance	Yes	Yes	Yes	Yes	Only SAEM personnel	Yes	Yes
Health care (additional to Government-provided health care)	Yes	Yes	Yes	Yes	SI	Yes	Yes
Disability/Invalidity coverage	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Maternity/Paternity leave	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Retirement provision	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Stock ownership	Yes	Yes	Yes	Yes	No	Yes	Yes
Are the following benefits offered to AEM temporary employees – yes or no?							
Life insurance	Yes	No	No	Yes	Only SAEM personnel	No	No
Health care (additional to government-provided health care)	Yes	No	No	Yes	Yes	No	No
Disability/Invalidity coverage	Yes	No	No	Yes	Yes	No	No
Maternity/Paternity leave	No	No	No	Yes	Yes	No	No
Retirement provision	No	No	No	Yes	Yes	No	No
Stock ownership	Yes	No	No	no	NO	No	No
Are the following benefits offered to AEM part time employees – yes or no?							
Life insurance	No	No	No	Yes	Only SAEM personnel	No	No
Health care	No	No	No	Yes	Yes	No	No
Disability/Invalidity coverage	No	No	No	Yes	Yes	No	No
Maternity/Paternity leave	No	No	No	Yes	Yes	No	No
Retirement provision	No	No	No	Yes	Yes	No	No
Stock ownership	No	No	No	Yes	No	No	No

LA4 – Percentage of employees covered by collective bargaining agreements

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
What percentage of AEM employees covered by a collective bargaining agreement at this minesite?	0%	0%	0%	99.9%	0%	0%	0%

Notes:

1) At each of our mines, we have a collaboration committee consisting of employees from different areas of the mine who are elected to represent their co-workers. These representatives meet regularly with local mine management to discuss all issues of concern to employees including employment conditions, compensation, work schedules and procedures, equipment selection and grievances.

**LA5 – Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
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?	4 weeks	3-5 weeks	6 months	4 weeks	3-5 weeks	4 weeks or based on seniority years	2-5 weeks

MM4 – Number of strikes and lock-outs exceeding one week's duration, by country

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Total number of strikes and lock-outs that exceeded one week's duration during the reporting period, by country	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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	Exploration
Does this mine have a formal Health & Safety Committee with labour and management representation?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
What proportion of the workforce is represented on this committee?	100%	100%	100%	100%	100%	100%	75%

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	Exploration	Total
Number of fatalities in 2011	1	0	0	0	0	0	0	1
Number of lost time accidents in 2011	17	3	5	25	1	16	11	78
Number of light duty accidents in 2011	30	4	13	1	18	48	11	119
Number of medical aid accidents in 2011	51	25	23	19	135	33	6	292
Person days lost in 2011 due to accident	2,070	15	473	237	476	819	100	4,190
Person days lost in 2011 due to occupational illness	2,121	128	0	3,367	1	0	0	5,617
Combined lost-time accident and light duty accident frequency (per 200,000 person hours)	4.20	1.93	6.17	3.94	0.95	5.16	5.03	3.21

**LA8 – Education, training, counseling, 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	Exploration
In 2011 did the mine provide training to assist workforce members prevent/ manage serious disease – yes or no?	yes	yes	yes	no	yes	yes	yes
Was this training given to:							
Employees	x	x	x	–	x	x	x
Employees' families	–	–	–	–	x	–	–
Other members of the community	–	–	–	–	x	–	–

LA9 – Health and safety topics covered in formal agreements with trade unions

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Is Health & Safety covered in any formal agreement with trade unions at this mine in 2011 – yes or no?	No	No	No	No	No	No	No

LA10 – Average hours of training per year per employee per employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration	Total
Total person hours devoted to training personnel at the mine in 2011	29,068	4,000	1,207	7,307	66,378	39,000	250	147,210
Average hours of training = Total hours devoted to training/Total number of employees (in hrs.)	37	17	6	12	68	18	8	24

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	Exploration	Total
Did the mine offer internal skills training programs at the mine in 2011?	Yes	Yes	Yes	no	yes	yes	Yes	
Did the mine have any apprenticeship training programs in place in 2011?	Yes	No	No	no	yes	yes	Yes	
If yes – how many apprenticeships were in place in 2011?	33	–	–	–	261	8	5	307
Did the mine offer any programs to help employees prepare for retirement in 2011 – yes or no?	Yes	Yes	Yes	no	yes	yes	Yes	

LA12 – Percentage of employees receiving regular performance and career development reviews

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
What percent of all employees at this mine received regular performance and career development reviews in 2011?	30%	55%	20%	36%	40%	33%	73%

**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	Exploration
% of workforce at this mine who are male	95%	96%	97%	87%	88%	83%	77%
% of workforce at this mine who are female	5%	4%	3%	13%	12%	17%	23%
% of workforce at this mine in each of the following age groups (total should be 100%)							
< 30 years old	15%	10%	19%	20%	50%	24%	31%
30 to 50 years old	65%	70%	63%	65%	45%	47%	49%
> 50 years old	20%	21%	18%	15%	5%	29%	19%

LA14 – Ratio of basic salary of men to women by employee category

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos pesos	Meadowbank	Exploration
Ratio: Men basic salary/women basic salary							
Average wages paid to all male employees at this site	\$79,448	\$80,646	\$100,040	\$57,780	\$139,463	\$66,245	\$66,019
Average wages paid to all female employees at this site	\$65,908	\$73,339	\$87,326	\$51,444	\$110,929	\$57,083	\$52,269
Ratio: Men avg salary/Women avg salary	1.21	1.10	1.15	1.12	1.26	1.16	1.26

Notes:

1) Pinos Altos wages are stated in Mexican Pesos



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

AEM will not conduct business in places of high political risk or places where there are high instances of human rights abuses. As such, we have not felt the need to apply human rights clauses or screening to past significant investments agreements. We will continue to mine only in places where the instances of human rights abuses are low and places of low political risk and consequently AEM does not have plans to implement a human rights screening process. However, we will take such measures should the need arise.

HR2 – Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

We expect all potential business partners to adhere to the same stringent set of values that AEM hold's itself to (as outlined in our code of business conduct). In the induction process, all contractors must agree to the terms laid out in the code of conduct. We are currently on an "AEM Code of Sustainable Conduct" in which human rights will explicitly be covered. Once implemented, the "AEM Code of Sustainable Conduct" will also be incorporated into the inductions for both employees and contractors.

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	Exploration
Did this mine provide training to its employees in 2011 on human rights policies or cross-cultural awareness training – yes or no?	no	no	no	no	yes	yes	yes
If yes – how many hours of training were provided?	–	–	–	–	no data available	536	–
If yes – approximately what percentage of the workforce received this training?	–	–	–	–	0.0%	12.0%	90.0%

Aspect: Non-discrimination

HR4 – Total number of incidents of discrimination and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2011 at this mine site were there any formal complaints of discrimination or harassment submitted by employees or contract employee – yes or no?	no	no	no	no	no	no	no
If yes – was the incident investigated and what was the outcome?	–	–	–	–	–	–	–
How many incidents were investigated? (please list outcome)	–	–	–	–	0.00%	0.00%	0.00%

Notes:

Agnico-Eagle Mines is currently in the process of updating some of its policies to include more explicit guidelines on human rights and discrimination. We ensure compliance with our current anti-discrimination policy in the Code of Business Conduct and Ethics throughout our operations with our whistleblower hotline. Each quarter, a report is submitted to the Audit Committee outlining the number of complaints received since the previous report.

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	Exploration
	Not at risk						

Notes:



Agnico-Eagle does not operate in any jurisdictions where our employees right to exercise freedom of association or collective bargaining is at significant risk. As such no actions plans have been required by the company.

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	Exploration
	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	Exploration
	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	Exploration
At this mine what % of the mine's security personnel have received training in human rights policies, cross-cultural awareness?	0%	0%	0%	0%	no data available	16%	N/A

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	Meadowbank	Exploration
Operation adjacent or on Indigenous People's Territory	no	no	no	no	no	yes	
Formal agreements in place	no	no	no	no	no	yes	

Notes:

- 1) The Pinos Altos site is situated on collective lands (ejidos). Agreements with these land owners were signed prior to any activity on site.
- 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, a Water Compensation Agreement, a Commercial Land Lease and a Production Agreement that includes payment of royalties to the Inuit.

Aspect: Indigenous Rights

HR9 – Total number of incidents of violations involving rights of indigenous people and actions taken

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2011 at this mine were there any reported incidents of violations involving rights of indigenous peoples – yes or no?	no	no	no	no	no	no	no
If yes – what actions were taken?	–	–	–	–	–	–	–



GRI Society Performance Indicators

Aspect: Community

SO1 – 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 thru 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.

MM6 – 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	Exploration
	none	none	none	none	none	none	none

Aspect: Corruption

SO2 – Percentage and total number of business units analyzed for risks related to corruption

In 2011, we conducted a Fraud Risk Assessment for AEM as a whole, company-wide. The risk assessment was based on interviews with individuals across many levels and at all the divisions as well as head office. Interviews were used to highlight potential scenarios that related to fraud and by extension, corruption. These scenarios were then assessed in terms of their likelihood, the impact (financial and in terms of reputation) and the inherent risk. From this we identified the relevant controls we have in place to determine the extent of the remaining risk. Recommendations were provided to address some of the relevant risks.

MM7 – 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	Exploration
	None						
	Required in 2011						

MM8 – Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Operating sites where ASM takes place on, or adjacent to, the site as a number and as a percentage of the company's total operating sites	none	none	none	none	none	none	none
Nature of the risks and the actions taken to manage and mitigate them	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**MM9 – Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.**

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Number of households involved in any resettlement program	none	12	none	none	none	none	none
Number of individuals impacted directly by resettlement or an informed estimate can also be reported	none	22	none	none	none	none	none
Consultation processes and measures put in place to re-establish the affected community, to mitigate any impacts of relocation, and the outcomes in terms of livelihoods, including sustainable land use	none	yes	none	none	none	none	none
Significant disputes related to resettlement and the processes employed to resolve outstanding issues	none		none	none	none	none	none

MM10 – Number and percentage of operations with closure plans

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Does this mine site have a completed closure & reclamation plan?	yes	yes	yes	yes	yes	yes	N/A
Has it been submitted to the regulatory authorities for approval?	yes	yes	yes	yes	yes	yes	N/A
Has the plan been formally approved by the regulatory authority?	yes	yes	no	yes	yes	yes	N/A

Notes:

1) At Lapa the closure plan was submitted in 2007. There is currently a lack of capacity at the Ministry of Natural Resources and given that it is a small site it was not given high priority.

MM10 – Significant incidents involving communities in which grievance mechanisms have been invoked to address them, together with their outcomes

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
In 2011 were there any formal grievances submitted to the mine by local communities – yes or no?	no	no	no	no	yes	no	yes
If yes – please provide details about the grievance and actions taken to resolve the complaint	–	–	–	–	–	–	–

Notes:

1) At the Pinos Altos Mine a grievance related to the Cahusori or Bravo Creek contamination and overexploitation move water was generated by an NGO from Cahusori and Basaseachi, supported by a NGO named Sierra Madre Alliance. Some meetings were celebrated with the local NGO, inspections were carried out with the participation of both parties to the camp site and the creek; Some inspections by different authorities were realized without any problem for AEM.

**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	Meadowbank	Exploration
Were there any incidents affecting employees, communities or the environment that occurred at this mine in 2011 where the mine's emergency preparedness procedures were activated – yes or no?	no	no	no	no	no	yes	yes

Notes:

- 1) Limited fuel necessitated shut down of specific activities & kitchen fire forced emergency evacuation
- 2) On June 15, 2011 the exploration team reported a wildfire which was extended at NW of Cubiro camp. The mine rescue brigade attended, supported by Environment and Exploration departments to try and stifle off the fire. For security, next day the camp was evacuated, the G4 rig was moved off the drill pad and a 6m long trench was scooped out between the wildfire area and the camp. Shortly thereafter the wildfire was extinguished and the drill machine was relocated within a week.

S03 – Percentage of employees trained in organization's anti-corruption policies and procedures

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
	100%	100%	100%	100%	100%	100%	100%

Notes:

- 1) All staff (salaried) employees receive training on the companies 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	Exploration
	None Required in 2011						

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	Exploration
Did the mine make any financial or in-kind contributions to political parties, politicians, or related institutions in 2011?	none	none	none	none	none	none	none

Notes:

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	Exploration
	none	none	none	none	none	none	none



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	Meadowbank	Exploration
	none	none	none	none	none	none	none

Notes:

GRI Product Responsibility Performance Indicators

M11 – Programs and progress relating to materials stewardship

AEM currently does not have any policies or procedures for improving efficiencies and sustainability throughout procurement, production, use and disposal processes. We expect all of our business partners to uphold themselves to the same standards as AEM does (As outlined in the code of conduct and business ethics and the code of sustainable conduct once it is an official AEM policy.)

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 products and services 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 directly 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 sell 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 Jewelry 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.

PR2 – Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with regulations resulting in a fine or penalty	none	none	none	none	none	none	none
The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with regulations resulting in a warning	none	none	none	none	none	none	none
The total number of incidents of non-compliance with the health and safety of products and services, broken down by incidents of non-compliance with voluntary codes	none	none	none	none	none	none	none



Aspect – Product and Service Labeling

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 labeling requirements are not relevant. We do provide information to the refiner receiving our doré on the contents and make up of our doré bullion.

PR4 – Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The total number of incidents of non-compliance with regulations concerning product and service information and labeling, broken down by incidents of non-compliance with regulations resulting in a fine or penalty	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning product and service information and labeling, broken down by incidents of non-compliance with regulations resulting in a warning	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning product and service information and labeling, broken down by incidents of non-compliance with voluntary codes	none	none	none	none	none	none	none

PR5 – Practices related to customer satisfaction, including results of surveys measuring customer satisfaction

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Organization-wide practices in place to assess and maintain customer satisfaction	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Results or key conclusions of surveys conducted that were related to the organization as a whole; a major product/service category or significant locations of operation	N/A	N/A	N/A	N/A	N/A	N/A	N/A



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 Jewelry initiative.

PR7 – Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with regulations resulting in a fine or penalty	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with regulations resulting in a warning	none	none	none	none	none	none	none
The total number of incidents of non-compliance with regulations concerning marketing communications, broken down by incidents of non-compliance with voluntary codes	none	none	none	none	none	none	none

PR8 – Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data

	LaRonde	Goldex	Lapa	Kittila	Pinos Altos	Meadowbank	Exploration
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by complaints received from outside parties and substantiated by the organization	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by complaints from regulatory bodies	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number of identified leaks, thefts or losses of customer data	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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